

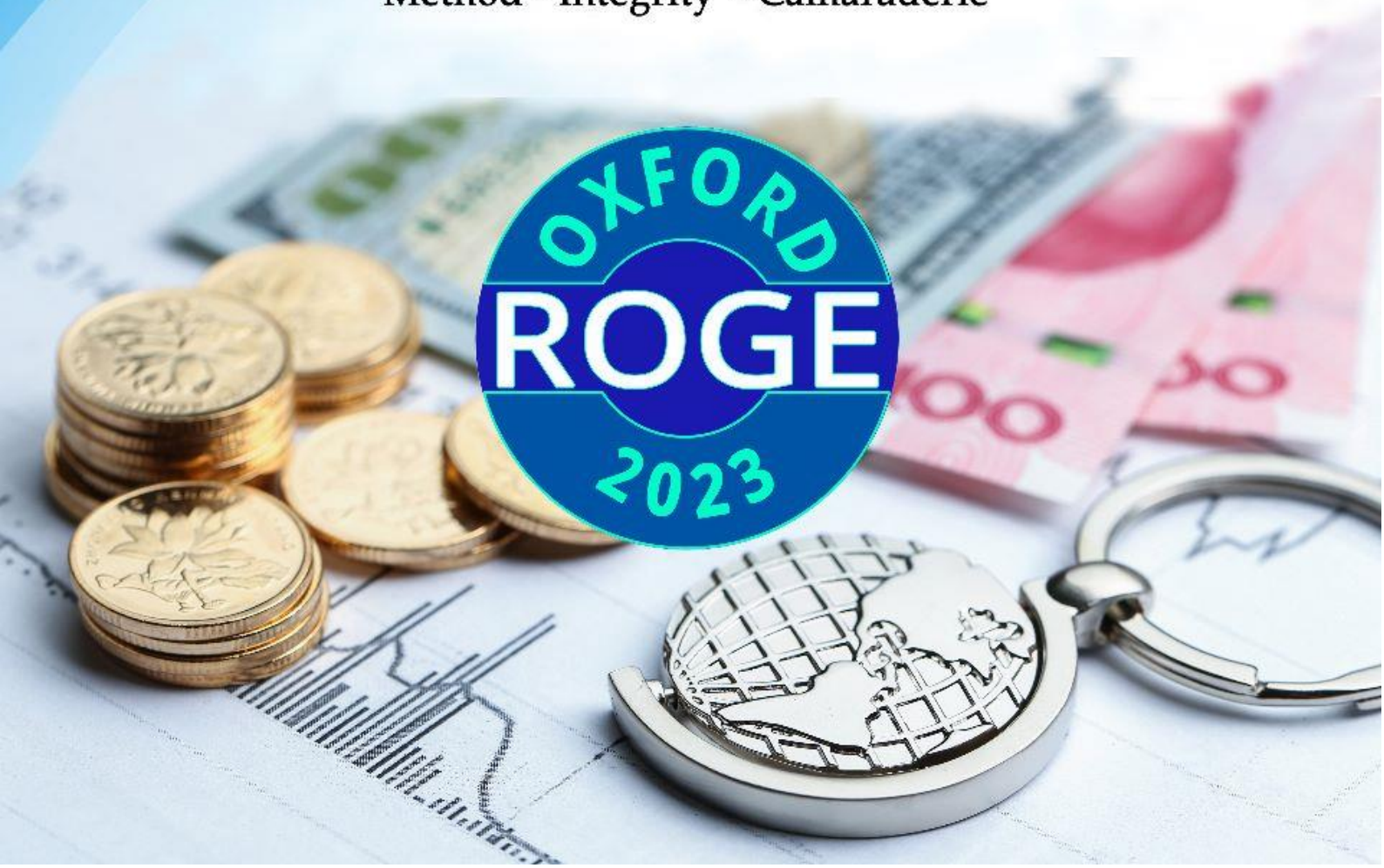


12th International Conference on Restructuring of the Global Economy (ROGE)-Towards Sustainability

7-8 August 2023
University of Oxford
Saïd Business School, Park End Street, Oxford OX1 1HP

Hosted by
Centre for Business & Economic Research, (CBER), UK
The Faculty of Commerce and Business Administration
Future University in Egypt

Conference Programme
Method - Integrity - Camaraderie



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All conference participants receive a certificate of contribution with 15 CPD credits for participating and presenting at this conference.

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Welcome to ROGE 2023 International Conference

Dear Conference participants

We warmly welcome you to the 12th International Conference on Restructuring of the Global Economy (ROGE) organised jointly by the Centre for Business & Economic Research (CBER), London, UK and the Faculty of Commerce and Business Administration, Future University Egypt. We want to foster an intellectual curiosity that draws on the wisdom of the past while also encouraging new ideas. It is our sincere hope that during our conference, new and purposeful relationships will be formed that will benefit everyone involved.

In a world of rapid, and sometimes bewildering change it is heartening that this conference has been borne out of a spirit of collaboration and cooperation. It is hoped that ROGE-2023 will afford an opportunity for dialogue between local and international delegates as well as affording a platform for leading specialists and thought leaders from across the globe. Conferences of this nature are an important reminder that excellence in any given field is dependent upon self-reflection, benchmarking and the quest for fresh knowledge and insight.

The Centre for Business & Economic Research (CBER), UK and Future University in Egypt, believe these times require bold and imaginative thinking and trust that ROGE will generate stimulating discussions and healthy debate. Together we have an opportunity to focus on the here and now, as well as explore matters of profound importance for our communities, countries and indeed the world. We are grateful to all those who share our aspirations and vision and are particularly thankful for the support of the conference sponsors.

We are indebted to the reviewers for the important role that they have played in ensuring that this conference is well placed to continue to maintain the high standards that we all aspire to. We want to thank our keynote speakers and session chairs in anticipation of their important contributions. To all the academics who have placed their research in the public domain via this conference, we are grateful for your good faith and trust.

We earnestly hope that this conference will prove to be both positive and purposeful and enable us all to listen, discuss and ponder on subjects that warrant attention and reflection. Thank you for being a part of ROGE-2023

We wish all participants a stimulating conference.

Prof. Ebada Sarhan

President, Future University in Egypt

Dr. P. R. Datta

Senior Lecturer and Scholarship Lead, School of Business & Enterprise

Regent College London, UK

Centre for Business & Economic Research, UK

ROGE-2023 CONFERENCE COMMITTEE MEMBERS

Conference Chairs

- **Dr. P. R. Datta**, Centre for Business & Economic Research, UK; Regent College London, UK
- **Prof. Ebada Sarhan**, President, Future University in Egypt

Conference Director-Future University in Egypt

- **Prof. Ghadeer Badr**, Vice Dean for Post Graduate Studies and Research, Faculty of Commerce and Business Administration, Future University in Egypt

Conference Committee

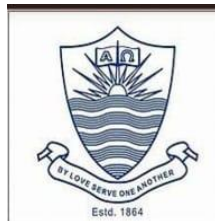
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- **Dr. Mike Wagner**, Director, Master of Arts in Human Resources Program, Carl H. Lindner College of Business, University of Cincinnati, USA

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Journal of
***Risk and Financial
Management***

The journal is indexed in SCOPUS

We are happy to announce that *The Journal of Risk and Financial Management* is the official partner of the 12th ROGE-2023 conference. A number of papers from the ROGE-2023 conference will be considered for publication in this Journal, pending additional evaluation and APC. The journal is indexed in SCOPUS. For further details about the journal please visit <https://www.mdpi.com/journal/jrfm>

The link for the special issue: https://www.mdpi.com/journal/jrfm/special_issues/869V67IM86

A selection of papers will be published in the special "Business, Finance and Economic Development" issue subject to further review and APC (Article Processing Charges). Authors are invited to submit their conference papers within the journal's broad scope. Although comprehensive in coverage, the following areas are indicative and nurture the interests of the special issue with a "Business, Finance and economic development" underpinning:

1. Economic Development, Behavioural Economics
2. FDI, Free Trade – Theory and Practice
3. Globalisation, Liberalisation, and Development
4. Financial Institutions & Markets, Fiscal policy
5. Financial Services
6. International Economics & Trade
7. International Finance
8. Macroeconomic Parameters and Growth
9. Microeconomics
10. Microfinance and Development
11. Inclusive Growth
12. Institutions and Economic Development
13. Finance and Accounting
14. Economic Development Through Tourism and Education
15. Teaching and Learning
16. Branding, Marketing, and HR Policies for Organisational Growth
17. Small Business Development and Entrepreneurship
18. Leadership for Economic Development
19. Emotional Intelligence

Guest Editors

Dr Palto Datta FCIM, FRSA, CMBE, FHEA
Regent College London and CBER, UK

Prof. Ghadeer Badr
Faculty of Commerce and Business Administration, Future University in Egypt

Tracks and Session Chairs

Day-1: Monday, 7th August 2023

Session-1: Inaugural Session (Hybrid Mode)- Edmond Safra Lecture Theatre
Prof. David Graves, Centre for Business & Economic Research, UK

Session-2: Finance, Banking & Accounting (Hybrid Mode)- Edmond Safra Lecture Theatre
Prof. Małgorzata Magdalena Hybka, Poznan University of Economics and Business, Poland

Session-3: Business and Management- Andrew Cormack Room (East Wing)
Dr Iman Akhtar, Senior Lecturer, Research and Knowledge Exchange Lead, Greater Manchester Business School, University of Bolton, UK

Session-4: Sustainable Development (Hybrid Mode)- Edmond Safra Lecture Theatre
Dr Mike Wagner, Lindner Honors Faculty, Carl H. Lindner College of Business, University of Cincinnati, USA

Session-5: Growth and Economic Development/FBA- Andrew Cormack Room (East Wing)
Prof. (Dr) R K Arya, Manav Rachna International Institute of Research and Studies

Session-6: New Marketing Trends (Virtual Mode)- Edmond Safra Lecture Theatre
Prof. (Dr.) Gairik Das -IISWBM, Kolkata, India

Session-7: Keynote addresses (Hybrid Mode)- Edmond Safra Lecture Theatre
Gerald Doyle, MA, Financial Pathways Consultancy and Visiting Lecturer, BUCKS University, UK

Session-8: New Marketing Trends (Hybrid Mode)- Edmond Safra Lecture Theatre
Dr Justin Henley Beneke, Christ Church Business School, Canterbury Christ Church University, UK

Session-9: Special panel session on sustainability- Andrew Cormack Room (East wing)
Dr David Clemson, Learning, Teaching & Assessment Lead, Regent College London

Session-10: New Marketing Trends (Hybrid Mode)- Edmond Safra Lecture Theatre
Dr Naglaa Dia, Future University in Egypt, Egypt

Session-11: New Trends in Marketing/Hospitality and Tourism- Andrew Cormack Room (East Wing)
Prof. Zafar Ahmed, Hailey College of Commerce, University of the Punjab, Pakistan

Session-12: Fellowship Award Ceremony and Closing Remarks (Hybrid Mode)- Edmond Safra Lecture Theatre
Prof. David Graves, Centre for Business & Economic Research, UK

Day-2: Tuesday, 8th August 2023

Session-13: Business Management and HRM- Edmond Safra Lecture Theatre
Dr Mike Wagner, Lindner Honors Faculty, Carl H. Lindner College of Business, University of Cincinnati, USA

Session-14: Globalisation & International Trade/FBA (Virtual Mode)- Andrew Cormack Room (East Wing)
Dr. Juan Carlos Botello, Professor in the Faculty of International Commerce of the Universidad Popular Antonoma del Estado de Puebla, Mexico

Session-15: Information Technology and Big data (Virtual mode)- Andrew Cormack Room (East Wing)
Prof. Ahmed S. Salama, Vice Dean for Education and Students Affairs, faculty of Commerce and Business Administration, Future University in Egypt

Session-16: Spotlight on Financial and Global Crime- Edmond Safra Lecture Theatre
Gerald Doyle, Financial Pathways Consultancy and Visiting Lecturer, Buckinghamshire New University, UK

Session-17: HRM and Business Management (Virtual Mode)- Andrew Cormack Room (East Wing)
Dr Sara Mohamed Abdelaziz El-Menawy, Future University in Egypt, Egypt

Session-18: Finance, Banking and Account (Virtual Mode)- Andrew Cormack Room (East Wing)
Dr Ola Mohamed Shawky Ibrahim Esa, Future University in Egypt, Egypt

Session-19: Business Management/GED (Hybrid Mode)- Edmond Safra Theatre
Pro. (Dr.) Zeinab Younis, Faculty of Business, Economics and Political Science, The British University in Egypt, Egypt

Session-20: Growth and Economic Development/Teaching and Learning- Edmond Safra Theatre
Prof. (Dr) Huseynova Khatira, The Academy of Public Administration under the President of the Republic of Azerbaijan

Session-21: Teaching and Learning for LLS (Virtual Mode)- Andrew Cormack Room (East Wing)
Prof. (Dr) Pellegrino Manfra, City University New York, USA

Session-22: Closing (Hybrid Mode)- Edmond Safra Theatre
Prof. David Graves, Centre for Business & Economic Research, UK

12th International Conference on Restructuring of the Global Economy (ROGE)-Towards Sustainability, University of Oxford, UK

Co-Sponsors



Centre for Business & Economic Research (CBER) was founded in London in 2006 with the aim of inspiring, recognizing, and supporting excellence in Business and Economic research. Currently, the Centre has three main areas of endeavour: organizing an annual cycle of international academic conferences, producing academic journals, and offering bespoke consultancy projects both in the United Kingdom and further afield. CBER works assiduously to facilitate international collaboration, providing an independent and credible source of advice, as well as contributing to academic debate and research. The Centre is fortunate to have a truly international following and is committed to encouraging knowledge sharing, foresight planning and greater interaction between academics, policymakers, thought leaders and those engaged in diverse commercial activities. Through both its researchers and a network of specialists internationally it is well placed to provide targeted consultancy work aimed at providing fresh insight and understanding that is underpinned by creditable research methods and a thorough and objective approach.



Future University in Egypt (FUE) is one of the prominent private universities in Egypt. Founded in 2006, by the Presidential Decree 254/2006 according to law number 101/1992 and executive regulations 219/2002, Future University in Egypt is a leading private university strategically located in the heart of new Cairo. FUE is dedicated to excellence in teaching, research & service. FUE is an educational institute committed to distinction, innovation, and quality standards. FUE's priority is to stay abreast with the national, regional, and international changes taking place in the interrelated fields of education, scientific research, and community development, while consolidating values and professional ethics. Moreover, FUE has been crowned by QS Stars' QS Intelligence Unit as a Five Stars Institution. QS Stars' rating system facilitates the evaluation of universities across a much broader range of criteria with respect to established thresholds rather than the performance of others.

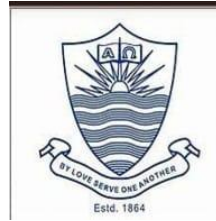
As one of the most prestigious higher education institutions, Future University celebrates its prominent rankings which reflects FUE's dedication to promote the educational process in Egypt, the Arab region as well as Africa. According to QS World University Ranking, FUE has been ranked 1001-1200 globally (2023), THE TOP of Private Universities in Egypt, and the fourth among Egyptian universities. On the level of our continent, Future University has been ranked 10th in Africa, and the 2nd among African rated universities. In addition, FUE achieved another leading position among the Arab universities as it has been ranked 51-60 in Arab Region according to QS Arab Region University Ranking (2022).

WEBSITE: www.fue.edu.eg



Medgar Evers College is a senior college of The City University of New York, offering baccalaureate and associate degrees. It was officially established in 1970 through cooperation between educators and community leaders in central Brooklyn. It is named after Medgar Wiley Evers, an African American civil rights leader. The College is proud of the vital academic programs offered through its five schools with the new School of Education. It is School of Business; School of Education; School of Liberal Arts; School of Professional and Community Development; and School of Science, Health, and Technology. Under the current leadership of Dr. Patricia Ramsey, President, the College believes that education has the power to positively transform the lives of individuals and is the right of all individuals in the pursuit of self-actualisation. Consequently, the College's mission is to develop and maintain

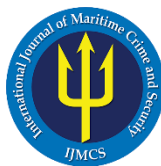
high quality, professional, career-oriented undergraduate degree programs. Their rigorous curriculum, new degree programs and ever-expanding, award-winning faculty produce global citizens who are equipped for high-quality jobs. The College's diverse student body is presented with opportunities and new worlds through the Center for Black Literature, the Caribbean Research Center, the Center for Law and Social Justice and The DuBois Bunche Center for Social Policy.



Forman Christian College, Lahore, Punjab, Pakistan is a Private not-for-profit liberal arts university in Lahore, Punjab, Pakistan. It was founded in 1864 and is administered by the Presbyterian Church. The university follows an American-style curriculum. The university has designed its four-year bachelor's degree program in accordance with the standards for accreditation in the U.S. Forman is also known for its noted alumni and staff, including Nobel laureate Arthur Compton, former Indian Prime Minister I. K. Gujral, former Pakistani Presidents Farooq Leghari and Pervez Musharraf, diplomat Jamsheed Marker, journalist Kuldip Nayar, and activist Eqbal Ahmad. As of 2020, Forman was home to 8,435 students including 3,173 Intermediate students, 4,712 Baccalaureate students and 550 graduate students. It also has 220 full-time faculty members (more than 100 of whom have PhDs) as well as an alumni population of well over 21,000.



The JBRMR is a scholarly and refereed journal that provides an authoritative source of information for scholars, academicians, and professionals in the fields of business and retail management. The objectives of the JBRMR are to attract and publish theoretical, conceptual, and empirical manuscripts from academics and professionals from all disciplines regarding a wide range of contemporary issues in business and retail management. The aims of the journal are to disseminate knowledge; provide a learned reference in the field; and facilitate communication between academic and research experts, and executives.



The International Journal of Maritime Crime and Security (IJMCS) is the first high-quality multi/interdisciplinary journal devoted to the newly identified field and academic discipline of maritime security and the study of maritime crime. The latter has been neglected, as the scientific study of crime has remained essentially landlocked. The Journal covers the following broadly constructed and interpreted disciplines as they relate to maritime security: economics, environmental studies, global governance studies, anthropological and cultural studies, human factors and psychology, security, criminology and crime science, cyber security, international and national law (Maritime Law, Law of the Sea and National Jurisdictions), political and policy perspectives, strategic security and war studies, naval and maritime history as they relate to current issues, maritime crime, including cyber-crime, fraud, piracy and armed robbery at sea, Illegal, Unregulated and Unreported (IUU) Fishing, smuggling, people trafficking, illegal immigration, stowaways and pollution, disaster management and resilience at sea and in littoral areas. 'Maritime Security' includes the port facility, offshore platform, and undersea resource extraction security – not just ships

CONFERENCE CHAIRS & KEYNOTE SPEAKERS

CONFERENCE CHAIRS



*Dr. P R Datta FCIM, FRSA, CMBE, FHEA
Executive Chair
Centre for Business & Economic Research, London, UK.
Senior Lecturer and Scholarship Lead, School of Business &
Enterprise, Regent College London, UK*

Dr Datta earned his first degree in Plasma Physics from the Peoples' Friendship University of Russia in Moscow, MSc in marketing from Glamorgan University, UK and PhD in Marketing, University of Hertfordshire, UK. He is a fellow and member of the Chartered Institute of Marketing (CIM), UK, and various professional bodies, including the British Academy of Management, the European Marketing Academy, and the European Institute for Advanced Studies in Management. Currently, Dr Datta holds the Executive Chair of the Centre for Business & Economic Research (CBER) position and is Editor-in-Chief of the Journal of Business and Retail Management Research (JBRMR), and also a Senior lecturer and Scholarship Lead, School of Business & Enterprise, Regent College London, UK. Dr. Datta has published extensively in international refereed journals and conferences, and several of his publications have received positive feedback from business and management scholars. In 2019, he was recognised in the United States by the US Congress, the New York State Assembly, and the NYC Small Business Service for his research contribution.

His book: Relationship Marketing for Enhancing Customer Retention (2018) is currently available in five languages. He published 5 books, including "We're doomed! Brexit Revisited," The Art of Entrepreneurship: the path to success and wealth creation. He is a regular contributor to international academic conferences. He contributes regularly various business and higher education articles in prominent English language daily newspapers in Bangladesh.

*Prof. Ebada Sarhan
President, Future University in Egypt*



Prof. Ebada Sarhan is the founding President of Future University in Egypt. Professor Sarhan is an Egyptian pioneer in the field of Computer Science and Information Technology with over 35 years of professional international and regional experience, over 45 scientific articles and books, and various consultancy projects. He is a member of several organizations including: the Egyptian Academy for Scientific Research and Technology, the Egyptian Computer Society, the Egyptian Engineering Syndicate, the Scientific Committee of the International Conference of Artificial Intelligence, the Egyptian Teachers' Syndicate. Prof. Sarhan is the editor in chief of Future Computer Journal, and a member of several professional international organizations including: the British Computer Society, the UK Institution of Electrical Engineers, and the US Institute of Electrical & Electronics Engineers (IEEE).

KEYNOTE SPEAKERS

Prof. Chris Bellamy
 Professor Emeritus of Maritime Security, University of Greenwich, Editor-in-Chief International Journal of Maritime Crime and Security, UK

Professor Chris Bellamy is Professor Emeritus of Maritime Security at the University of Greenwich, formerly Director of the Greenwich Maritime Institute, and now Editor-in-Chief of the CBERUK International Journal of Maritime Security. He won the Westminster Medal for Military Literature in 2008 for Absolute War: Soviet Russia in the Second World War and is a contributor to Putin's War: Russian Genocide, due to be published by Ibidem/Columbia University Press, in September 2023. He features widely on international media.

Prof. (Dr) Lourdes Casanova
 Gail and Rob Cañizares Director, Emerging Markets Institute
 Senior Lecturer of Management
 Cornell SC Johnson College of Business, USA



Lourdes Casanova Gail and Rob Cañizares Director Emerging Markets Institute, Senior Lecturer Cornell S.C. Johnson College of Business, Cornell University. Named one of 50 most influential Iberoamerican intellectuals, one of 30 most influential Iberoamerican women intellectuals by Esglobal. Fulbright Scholar, master's University of Southern California, PhD University of Barcelona. Co-editor with F. Cahen A. Miroux: From copycats to Leaders: Innovation from Emerging Markets. Cambridge University Press. with A. Miroux: The Era of Chinese Multinationals. Academic Press. Elsevier 2019. Emerging Market Multinationals Report 2022, 2021, 2020, 2019, 2018, 2017 and 2016. Co-author with P. Cornelius, S. Dutta: Entrepreneurship and the Finance of Innovation in Emerging Markets. Academic Press. Elsevier. With J. Kassum: The Political Economy of an Emerging Global Power: In search of the Brazilian Dream, Palgrave Macmillan 2014, author Global Latinas: Latin America's emerging multinationals Palgrave Macmillan 2009. Former member Global Agenda Council, Competitiveness in Latin America World Economic Forum, B20 Task Force in G20 summit, Los Cabos (2012). Board member Boyce Thompson Institute. Co-founder Ithaca Hub of Global Shapers. Op-ed writer Latin Trade, Agenda Publica contributor to CNN en español, El País and Voice of America.



Dr Marianne W. Lewis
 Dean and Professor of Management
 Carl H. Lindner College of Business
 University of Cincinnati, USA

Marianne W. Lewis is dean at the Carl H. Lindner College of Business, University of Cincinnati. Renowned for her research on organizational paradoxes surrounding innovation and leadership, her latest book Both/And Thinking: Embracing Creative Tensions to Solve Your Toughest Problems is published by Harvard Business Review. Lewis has been recognized among the world's most-cited researchers in her field (Web of Science) and received the Decade Award (2021) and Best Paper Award (2000) from the Academy of Management Review. Her work also appears in such media outlets as Harvard Business Review, Fast Company, Newsweek, and MarketWatch.

Prof. (Dr) Pellegrino Manfra
City University New York, QCC, USA



Dr. Pellegrino Manfra is a full professor at City University New York at Queensborough CC. He is the author of more than 300 published articles. His articles have been published and presented in many academic and international professional conferences and symposiums. Throughout his academic career, Dr. Manfra was invited to present his research at Harvard University, Princeton University, MIT University, University Rome, Bocconi University, University Of Naples, Pegaso University, and many other prestigious Universities. Dr. Manfra's research has been on the Federal Reserve System and its enormous influence on the economy and on the business cycle. He has presented many articles on the subject. In addition, he has done research and presented articles on crypto currencies. In addition, he is doing extensive research in Roman Empire and its influence on U.S. constitution, Bill Rights, and law. He was awarded the prestigious University Excellent In Teaching, the Mirko Trimaglia outstanding recognition scholar outside Italy and resent was awarded the best paper at Harvard University International Journal Social Science.



Dr Chris Allen
Buckinghamshire New University, UK

Dr Chris Allen is a researcher, lecturer, consultant, and commentator specialising in organised crime and how it operates. He has significant experience in lecturing on drug trafficking, cybercrime, human trafficking, and firearms trafficking, among other subjects. He is currently Senior Police Practice Tutor at Buckinghamshire New University, where he has responsibility for the Evidence Based Research projects undertaken by officers and is leading a joint research project on the scope for a data harmonisation approach to international organised crime investigation with the Police Foundation. He is also an Honorary Research Fellow at the Buckingham University Centre for Security and Intelligence Studies.

Prof (Dr)Padmakali Banerjee, FRSA
President and Vice Chancellor
Sir Padampat Singhanian University, Udaipur, India



Dr. Padmakali Banerjee is an astute Academic Administrator and a Management Professional, a thought leader, an Institution Builder, a Leadership Coach, a Celebrated Author, and an influencer. A doctorate from University of Delhi, she is a Fellow of the prestigious Somatic Inkblot Society (FSIS-US). She is 2022 WELL Mind Advisor (World Advisory -- International WELL Building Institute PBC, New York, USA). Her concepts and contributions on the Indian Skill development ecosystem have been widely recognized acclaimed on both national and international platforms. She spearheaded many innovative initiatives including the introduction of a flexible credit system, national and international academic accreditations, industry academic integration and internationalization. She has been instrumental in shaping of many organizations of repute as governing body/ editorial board member like Medanta Research Institute (one of the biggest hospital chains in India) Some of her recent awards include Esteemed Jury award 2021-22 by URS Asia One, a Pan Asia Business & News Magazine, Exemplary Leadership award in Education by Credenc & prestigious 2018 Greenbuild Leadership Award from USGBC for her contribution towards sustainability.

Her book "The Power of Positivity - Optimism and the 7th Sense" published by SAGE is a popular choice globally. She is the creator of several psychometric test tools including 'Optimism index,' a predictive tool for success, used as screening tool for selection and training and LEAPS Wellbeing Scale. As a life coach, she has a diverse network of professionals, from creative artists to corporate leaders and policy makers. She has exhibited a passion for entrepreneurship by empowering youth and developing leaders in different walks of life. She has also established a Foundation for nurturing her keen interest in upliftment and betterment of the lives of the underprivileged. She believes that empowering and educating people, especially women and

other marginalized sections of society, has cascading effect in social change, sustainable development, long-term equality, and fairness. Having a strong commitment to social change, her dream is to transform the world into a happier place to live in by instilling hope and optimism in today's youth.

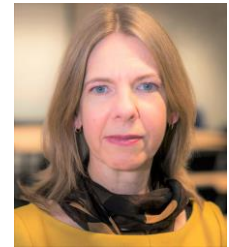


Dr. Mike Wagner
Assistant Professor of Management
The Carl H Lindner College of Business
The University of Cincinnati, Cincinnati, Ohio USA

Mike Wagner is Assistant Professor and Director of the Master of Arts in Human Resources program at the University of Cincinnati, USA. At UC, Mike teaches courses in Management, Business Ethics, Employee Compensation, and Leadership. He received his PhD in Organizational Psychology from Columbia University in New York City, where his research focus was on pay-for-performance and organizational change. Before UC, Mike was vice president of compensation and risk management at Fifth Third Bank in Cincinnati, as well as compensation manager at American Express in New York City. Mike was also Director of HR Measurement and Research at AXA Insurance and was a human capital consultant at Mercer Human Capital Consulting. Mike currently does consulting projects in HR strategy, compensation, and employee engagement.

Caroline Walsh

Deputy Provost and Head of School of Business and Enterprise
Regent College London, UK



Caroline Walsh is Deputy Provost and Head of the School of Business and Enterprise at Regent College London (RCL). Caroline has been in academia since 2008 having had a 20-year career in the hi tech and communications industry. Caroline recently joined Regent College London from Solent University, where she was Director Solent Business School in Southampton. Prior to this, Caroline was RBS Deputy Director Academic Partnerships at Roehampton University, where she oversaw provision for 7000 students, and was involved in a national project to close the awarding gap for students from minority ethnic backgrounds. Caroline began her academic career at University of West London Business School where she was MBA Programme Director and Link Tutor Hong Kong. She has also worked in management and marketing, and latterly as Business Development Director for TEQUILA, a marketing agency, part of Omnicom's TBWA global communications group. In her own research she has also evaluated the impact of university fees on students and the factors that influence students' choice of University.



Prof. (Dr) H M Jahirul Haque
Vice Chancellor, Canadian University of Bangladesh
Bangladesh

Professor H M Jahirul Haque is presently serving at the Canadian University of Bangladesh (CUB) as the Vice Chancellor. Previously he served as the Vice Chancellor and Pro-Vice-Chancellor at University of Liberal Arts Bangladesh (ULAB); during his 17 years of career at ULAB, he played some other roles as well, like; Director, Academic Affairs, Registrar, Head of Department, Dean of School etc.

Professor Haque received his Ph.D. degree in computer engineering from Kharkiv National University of Radio Electronics, Ukraine in 2001 and a Master's in Technical Sciences (Systems Engineering) from Cherkasy State Technological University, Ukraine in 1995. From January 1, 2018, to April 1, 2018, Professor Haque conducted research at the University of Massachusetts Boston as a visiting Fulbright Scholar. Dr. Haque did a one-month Fellowship on "Leadership in top management" from Edith Cowan University, Australia. He gathered experience by teaching, conducting research, and attending different training sessions in India, Japan, Australia, USA, UK, Ukraine, etc.

Prof. David M J Graves
Centre for Business & Economic Research, UK



After a varied career in the Public Sector, David specialises in Private and Public Corporate Governance issues, National and International Financial Crime, and all fraud-related offences. Now a retired Fraud Squad Detective, David has extensive experience in the areas of Management Skills and Training, Corporate Governance within the Public/Private Sector, National and International Global economic crime, Money Laundering, Identity Theft, The Police & Criminal Evidence Act, Vulnerable and Intimidated Witness programmes, Crime Reduction strategies, Project Management/Leading Project Teams, Business Customer Care Programmes, Degree course design for Universities.

During his time within the Police service, David was the Manager of one of only three U.K. National Police Fraud Management Courses accredited by Teesside University Business School. Since leaving the Police Service, David has taught law subjects at Warwick University Law School and a wide range of Managerial Skills at Coventry City University Management School. David has both developed and taught academic programmes on the subject of Corporate Governance at Magna Carta College, Oxford. David has previously held the position of lecturer of Law and Corporate Governance at the International Policing and Justice Institute, University of Derby. Since setting up his own company, 'dg Anti-Fraud Consultants Ltd', David has been commissioned to assist the Polish, Turkish and Lithuania Governments' fight against organised crime. He has presented training and delivered papers on Government reform strategies, Corporate Governance, Money Laundering, Organised Crime Issues, Corruption, VAT Fraud and runs bespoke delegate inter-active workshops to the Polish Police, Customs Officers, Border Guards and Prosecution officials at different venues in Poland. These programmes have gained European recognition and have been extended to cover Turkey and Lithuania. Missions of this nature in these developing countries continue to be in high demand by the sponsoring authority, The European Commission in Brussels.

He is a Fellow Founding member of the Institute of Leadership and Management, a Chartered Manager and Fellow of Chartered Management Institute, appointed Chancellor and a Fellow and member of the Board of Governors of the African Business School U.K. Division and a member of the Association of Certified Fraud Examiners.

CONFERENCE DIRECTOR FROM FUE

Prof. Ghadeer Mohamed Badr Eldin Aboul-Ela



Ghadeer Mohamed Badr Eldin Aboul-Ela is the Vice-Dean for Postgraduate Studies and Research and acting as the Vice Dean for Community Service and Environmental Affairs, Faculty of Commerce and Business, Future University in Egypt. She is a Professor of Human Resource Management and was awarded her doctorate degree in Business Administration from Cairo University. Professor Badr has over Nineteen years of teaching experience, consulting as well as research activities. She has published several research in top ranked journals and is on the editorial board of Future Business Journal. Professor Badr's research interests span both Human Resource Management as well as Organization Behaviour disciplines. Much of her research work has been on analyzing work-related attitudes and behavioral practices.

CONFERENCE SESSION CHAIRS



Dr Justin Beneke
Canterbury Christ Church University, UK

Dr Justin Beneke is a Senior Lecturer in Marketing at Canterbury Christ Church University. He is currently the Subject Chair for Marketing and Course Director for the Advertising and Marketing programme. He has spent almost two decades in academia, previously working as a Lecturer/Senior Lecturer in Marketing at the University of Cape Town, South Africa and thereafter as a Senior Lecturer in Marketing at the University of Winchester, United Kingdom. Justin’s research has been published in various academic journals, including the Journal of Retailing and Consumer Services, Journal of Product and Brand Management, Journal of Consumer Marketing, Journal of Food Products Marketing, British Food Journal, South African Journal of Business Management, as well as the Journal of Business and Retail Management Research. He is also a member of the Editorial Board for the Journal of Business and Retail Management Research.



Dr David Clemson
Regent College London, UK

David constructs ‘hyphens’ between unusual places that enable disruptive change and innovation. He joined Regent College London in March 2022 as a Business Lecturer and continues his push for education embracing local meaning-making of individuals and communities, and the wider politics of complexity. David’s expertise is particularly focused around the UN SDGs and their implementation. His academic work over the past 20 years has been primarily in the business and management field. David is a trans-disciplinarian; as an educator he believes that if education is not transformative then it is not education – that perpetuates the same ‘business as usual’ conformist thinking. Encouraging a holistic systems approach that brings together the tension of short-term thinking/crisis management with the very long-term thinking associated with sustainability, he enables emergent thinking amongst learners to develop leadership and strategy through sense-making and scenario analysis. He has worked as an investment manager, developed, and run management consulting practices. He is also a technical analyst, particularly focusing on Elliott Wave Theory and Socionomics. This brings together self-similarity across scales – fractals – which drive thinking in enterprise development, risk management, markets, and marketing.



Dr. Zeinab Shawky Younis
British University in Egypt

Associate Professor of Public Administration and International Aspect committee coordinator at the Faculty of Business Administration, Economics and Political Science. In February 2016, she was appointed as the Research Center for Innovation, Governance and Green Economy Director. She was formerly elected Member of the Senate Committee at the faculty level from 2018-2020. Previously she was appointed as head of the General business specialization program and as a community services coordinator. She earned her PhD from Cairo University, Faculty of Economics and Political Science, in May 2009. She won the best PhD thesis award for the same academic year in 2009. Her previous overseas training workshop was on women's leadership in higher education in Sydney, August 2017 in Australia, and lastly online about mindful leadership from 7-8 December 2020, at The Schulich Executive Education Center, The Schulich Business School, York University, Toronto, Ontario. During her current direction of the Research center for Innovation Governance and Green Economy and as a coordinator of the international aspect committee, she has focused on increasing the visibility of both the Faculty of BAEPS and the CIGGE Centre locally and internationally on linking industry to academia.




	<p style="text-align: center;"><i>Prof. A.J. Stagliano, Ph. D</i> <i>Erivan K. Haub School of Business, Saint Joseph's University, USA</i></p>
	<p style="text-align: center;"><i>Prof. Ahmed S. Salama</i> <i>Vice Dean for Education and Students Affairs</i> <i>Faculty of Commerce and Business Administration, Future University in Egypt</i></p>
	<p style="text-align: center;"><i>Dr Ola Mohamed Shawky Ibrahim Esa</i> <i>Future University in Egypt</i></p>
	<p style="text-align: center;"><i>Prof. (Dr) RK ARYA</i> <i>Manav Rachma International Institute of Research and Studies Faridabad India</i></p>

A. J. Stagliano is Professor of Accounting in the Erivan K. Haub School of Business at Saint Joseph's University in Philadelphia. The initial (1985-95) holder of the Edward G. Sutula Endowed Chair in Accounting, he holds degrees from the Wharton School (B.S.), University of Michigan (MBA), and the University of Illinois (Ph.D.). The former Chairman of the Department of Accounting and Legal Studies at George Mason University in Fairfax, VA, Dr. Stagliano previously served on the faculty at the University of Maryland. Dr. Stagliano's research currently is focused in the area of corporate financial disclosures of cyber-risk threats, sustainability efforts, social responsibility/accountability, and environmental costs/liabilities. His more than 200 research publications have appeared in a wide array of academic journals over the past 40 years.

Prof. Ahmed S. Salama received his BSc degree in computer sciences and information systems from Sadat Academy in 1991 Egypt, M.Sc. in Information Technology from Alexandria University in 1998, and his Ph.D. in information technology in 2004 from Alexandria University Egypt. In October 2022, he was promoted to a professor in information systems, and he is currently working as a vice dean for education and student affairs - Faculty of Commerce and Business Administration, and professor of information systems in Management Information Systems Department - Future University. He has many important publications in highly ranked international academic journals and conferences (Web of Science, Scopus, and IEEE) in the field of intelligent systems, machine learning applications, cloud computing, machine translation, IoT, Blockchain and knowledge discovery

Ola Mohamed Shawky Ibrahim Esa is a lecturer of accounting at the faculty of commerce and business administration at the future university in Egypt. She received her Ph.D. in accounting from Ain shams university. She is a Fellow of the Egyptian society of accountants and auditors. Her work experience includes 15 years teaching, besides more than 20 years of professional practice in accounting and auditing. Her areas of research are in auditing, fraud, computer-assisted auditing tools and techniques, performance measurement, business education, financial reporting, and corporate governance.

Prof. Arya studied at Delhi University and hold three PG degrees in Finance, Econometrics and Statistics and a Doctorate in international economics. He had worked for policy planning and research with government of India. Prof. Arya contributed about 70 research papers to various conferences and attended numerous workshops and seminars. He has been guiding Research scholars on various research topics. He writes on economic issues in leading economic newspapers.

	<p style="text-align: center;"><i>Dr. Prof. Huseynova Khatira</i> <i>The Academy of Public Administration under the</i> <i>President of the Republic of Azerbaijan</i> <i>Head of Department Public Administration and Management</i></p> <p><i>Prof. Khatira obtained her PhD from Baku State University in Physical and Mathematical sciences in 1997 and Doctor of Economics in 2012 from the same University. She has been working at the Academy of Public Administration under the President of the Republic of Azerbaijan since 1999. Currently, Prof. Khatira is the head of the Department of Economics. She was an active member of the Yasamal Municipality & Chairman of the Commission on Social Issues during 1999-2014</i></p> <p>Scholarly publications: <i>She has published 76 scientific papers, 2 - monographs, and 8 - textbooks and study manuals. She has attended and contributing to many international academic conferences as a keynote speaker, session chair and technical contributor.</i></p> <p>Research Interest - <i>Regional administration and regional economy, innovations in governance and public administration, strategic management, decision making in management.</i></p>
	<p style="text-align: center;"><i>Dr. Juan Carlos Botello</i> <i>Professor in the Faculty of International Commerce of the Universidad Popular Autónoma del</i> <i>Estado de Puebla, Mexico</i></p> <p><i>Dr. Juan Carlos BOTELLO is a Full Professor in the Faculty of International Commerce of the Universidad Popular Autónoma del Estado de Puebla where he also obtained his Doctorate (Summa Cum Laude) in Direction of International Business. Dr. BOTELLO also holds two master's Degrees - one from the Universidad Oberta de Catalunya, Spain and the other from the Universidad Popular Autónoma del Estado de Puebla, Mexico, in International Business. In addition to his present position as Full Professor at the UPAEP, he has also held distinguished professorships in Mexico at the Universidad Madero, the Universidad Vasco de Quiroga and the Instituto de Estudios Universitarios. Prior to entering academia, he had a distinguished international professional career as an executive with WalMart, Inc., the Mexican Petroleum Institute, and the Mexican Import-Export Bank. The honors conveyed upon Dr. Botello include that of Co-recipient of the National Exportation Prize awarded personally by Mexico's President Vicente Fox and The Export Merit Prize of the State of Puebla, Mexico.</i></p>
	<p style="text-align: center;"><i>Prof. David M. J. Graves</i> <i>Centre for Business & Economic Research, UK</i></p> <p><i>After a varied career in the Public Sector, David specialises in Private and Public Corporate Governance issues, National and International Financial Crime, and all fraud-related offences. Now a retired Fraud Squad Detective, David has extensive experience in the areas of Management Skills and Training, Corporate Governance within the Public/Private Sector, National and International Global economic crime, Money Laundering, Identity Theft, The Police & Criminal Evidence Act, Vulnerable and Intimidated Witness programmes, Crime Reduction strategies, Project Management/Leading Project Teams, Business Customer Care Programmes, Degree course design for Universities. During his time within the Police service, David was the Manager of one of only three U.K. National Police Fraud Management Courses accredited by Teesside University Business School. Since leaving the Police Service, David has taught law subjects at Warwick University Law School and a wide range of Managerial Skills at Coventry City University Management School. David has both developed and taught academic programmes on the subject of Corporate Governance at Magna Carta College, Oxford. David has previously held the position of lecturer of Law and Corporate Governance at the International Policing and Justice Institute, University of Derby. Since setting up his own company, 'dg Anti-Fraud Consultants Ltd', David has been commissioned to assist the Polish, Turkish and Lithuania Governments' fight against organised crime.</i></p>

	<p style="text-align: center;"><i>Prof. Pellegrino Manfra</i> <i>City University New York, QCC, USA</i></p> <p><i>Dr. Pellegrino Manfra is a full professor at City University New York at Queensborough CC. He is the author of more than 300 published articles. His articles have been published and presented in many academic and international professional conferences and symposiums. Throughout his academic career, Dr. Manfra was invited to present his research at Harvard University, Princeton University, MIT University, University Rome, Bocconi University, University Of Naples, Pegaso University, and many other prestigious Universities. Dr. Manfra's research has been on the Federal Reserve System and its enormous influence on the economy and on the business cycle. He has presented many articles on the subject. In addition, he has done research and presented articles on crypto currencies. In addition, he is doing extensive research in Roman Empire and its influence on U.S. constitution, Bill Rights, and law. He was awarded the prestigious University Excellent In Teaching, the Mirko Trimaglia outstanding recognition scholar outside Italy and resent was awarded the best paper at Harvard University International Journal Social Science.</i></p>
	<p style="text-align: center;"><i>Dr Naglaa Diaa</i> <i>Future University in Egypt</i></p> <p><i>Naglaa Diaa is an Assistant Professor of Marketing, Faculty of Commerce and Business Administration, Future University in Egypt. She received her PhD from Helwan University in Marketing. Her research interests include digital marketing and branding, and she focuses primarily on how advances in technology affect marketing such as Augmented Reality, Virtual Reality and Artificial Intelligence. In addition to teaching, Naglaa is a Core staff and a Marketing Coordinator for the International master's program in International Education Management "INEMA" in collaboration with the Ludwigsburg University of Education, Germany. Formerly, Naglaa was the Head of marketing center at Helwan University, and she had been on the editorial Board of the Future Business Journal.</i></p>
	<p style="text-align: center;"><i>Dr Iman Akhtar</i> <i>Senior Lecturer, Research and Knowledge Exchange Lead</i> <i>Greater Manchester Business School, University of Bolton</i></p> <p><i>Dr Imran Akhtar is a senior academic with over 10 years of teaching experience, mainly in Postgraduate Taught and Postgraduate Research. He has a keen interest in Graduate Entrepreneurship and Strategy. At present, he is the Head of Research and Knowledge Exchange and is the Director of the Doctoral programme. He is the founding General Chair of the Doctoral Symposium and founding Chair of the Research Development and Enhancement Committee (RDEC). He is also the academic lead for the Research Cluster, Strategy, Entrepreneurship, Marketing and Management (SEMM), which is one of the three Research clusters he has designed. He has also championed the PhD ICE (Informal Coffee Events), a series of events where the Doctoral Community and the Staff are brought together to talk about nothing else but research. In general, he is responsible for the PhD cohort and advancing and fostering research across the three research strands.</i></p>
	<p style="text-align: center;"><i>Dr. Sara Mohamed Abdelaziz El-Menawy</i> <i>Future University in Egypt</i></p> <p><i>Dr. Sara Mohamed Abdelaziz El-Menawy is an Assistant Professor of Business Administration in Faculty of Commerce and Business Administration, Future University in Egypt. She was awarded her doctorate degree in Business Administration from Ain Shams University. She has over Fifteen years of teaching experience, research interests span different areas in the Business Administration field as Marketing Intelligence, Marketing Research and Human Resource Information System, Digital Human Resource Management, Entrepreneurship.</i></p> <p><i>Dr. El-Menawy participated in several national and international conferences. She also published research papers in national and international journals, in addition to publishing in international conference proceedings. She is a peer reviewer, providing a review to journals.</i></p>

	<p style="text-align: center;">Gerald Doyle, MA <i>Financial Pathways Consultancy and Visiting Lecturer, BUCKS University, UK</i></p> <p>Gerald Doyle MA is a widely experienced professional researcher, lecturer consultant and former investigator across varied law enforcement agencies. His varied blend of experience combines risk and change management with preventative strategies applicable to research, law enforcement and business. He has substantial experience in all aspects of serious organised crime including fraud and financial crime anti-money laundering & counter terrorism financing. Gerald has delivered projects in Europe, Africa, Middle East, and South America. He is currently a Visiting Lecturer at University of Buckingham delivering on the Financial Crime master's programme. He was previously engaged at Nottingham Trent University delivering on the Management of Fraud MSc. Currently Gerald is Director of Financial Pathways Consultancy Ltd delivering change management and specialist investigative solutions pertinent to the research and investigation of organised crime. Gerald has experience in Training Needs Analysis, learning design & delivery internal and external quality assurance applicable to the Education sector. He is a Member of the Society of Education and Training & Society for Evidence Based Policing</p>
	<p style="text-align: center;">Prof. Dr. Zafar Ahmad <i>Principal, Hailey College of Commerce, University of the Punjab, Pakistan</i></p> <p>Prof. Dr. Zafar Ahmad is serving as Principal of Hailey College of Commerce at University of the Punjab in Pakistan, which is the oldest academic institute in South Asia, imparting education in the domain of business and commerce since 1927. Dr. Zafar hold a PhD in performance management and has been in academia for about the past 27 years. He has taught at undergraduate, postgraduate, and professional level; and have supervised more than 100 master students, and 6 doctorate students. He has attended various international conferences, chaired numerous academic sessions, and delivered keynote speeches.</p>
	<p style="text-align: center;">Prof. (Dr) Malgorzata Magdalena Hybka <i>Associate Professor at Poznan University of Economics and Business Department of Public Finance, Poland</i></p> <p>Prof. Malgorzata Magdalena Hybka is currently the Associate Professor in the Department of Public Finance at the Poznan University of Economics and Business. She serves as Head of Postgraduate Studies in Taxation and Tax Advising. After a diversified carrier in business and public administration inspired by her scientific interests and desire for personal development, she joined the Academia in 2007 and was the first in her peer group at the University to receive Dr habilitatus degree in Public Finance (in 2011). She was appointed to fulfil multiple functions for the University in the past, inter alia: she was the initiator and coordinator of the first Bachelor and Master Studies in English in Finance, the first in her peer group Head of Department at the Faculty of Economics. Contemporarily she is a member of several international organizations: Association Internationale des Économistes de Langue Française (AIELF), Center for Business & Economic Research, International Institute of Public Finance. She is author of more than one hundred scientific publications, presenting and publishing at conferences in the field of international taxation and European Union fiscal policy. She specializes in comparative tax law and economics which helps her to combine the scientific profession with a passion for foreign languages.</p>
	<p style="text-align: center;">Prof. (Dr) Gairik Das <i>Professor & Head Business Management Projects and MDP Indian Institute of Social Welfare and Business Management, Kolkata</i></p> <p>Served as Nominee of His Excellency The Governor of West Bengal (Chancellor of the University) at the General Council & Executive Council of Maulana Abul Kalam Azad University of Technical Education., West Bengal. Served as Member of different Committees of the Government. Member of Retail and Marketing committee of CII. Worked as consultant for several government and private sectors projects. Presented and Published research papers in several conferences and journals. Serves as a guide to PhD scholars. Specialized in Marketing and Retail area.</p>

VISIT LONDON

For the discerning London offers a wealth of possibilities. As well as being the most ethnically diverse city on the face of the planet it is a convenient transport hub which ensures the constant exchange of ideas. With its extraordinary rich history, thriving arts scene and tolerant outlook it has become a haven for communities from every corner of the globe. London is a city with many faces, from the quaint and archaic to the ultramodern and anarchic. Its museums, libraries and academic institutions are some of the most revered in the world and continue to exercise a magnetic pull that attracts the finest minds. No visit to London would be complete without a visit to one of its great treasure houses such as the British Library (www.bl.uk), the British Museum (www.britishmuseum.org) or Tate Modern (www.tate.org.uk), but for the real gems one needs to seek out the lesser known locations, the likes of the Sir John Soane's Museum (www.soane.org), the Imperial War Museum (www.iwm.org.uk), Kew Gardens (www.kew.org) and the Wallace Collection (www.wallacecollection.org). Travel around London can be a trifle daunting at first, but there are a whole raft of options and rather than paying for single tickets it often makes good sense to buy a day travel card which will enable you to use buses, the London Underground (known locally as The Tube) and Overground Trains within the capital – for further details be sure to visit: www.tfl.gov.uk

London is an expensive city, especially when it comes to accommodation and transportation. That said, if you know where to look bargains can be found. Whatever your passion, be it books, shopping, sport, or the theatre, you will discover that London has it all except possibly the weather.

In preparation for your visit the CBER team has drawn up the following list of eight of the best visitor destinations whilst in London: -

- 1) **The British Museum** – Quite simply one of the finest collections of artefacts and antiquities from around the world.
- 2) **The Tower of London** – At various times a royal residence, prison and now the home of the Crown Jewels. An extraordinary treasure house that enshrines a thousand years of English history.
- 3) **The South Kensington Museums (Natural History Museum, Science Museum, and the Victoria & Albert Museum)** – Three magnificent museums adjacent to one another.
- 4) **The National Gallery** – An internationally famous art collection that dominates Trafalgar Square and offer art that dates from the pre-Renaissance period until the late Nineteenth century.
- 5) **Imperial War Museum** – A couple of minutes' walks from Lambeth North Station on the Bakerloo Line lies one of the most poignant collections that tell the story of conflict and courage in the Twentieth and Twenty First centuries.
- 6) **St Paul's Cathedral and Tate Modern** – Marvel at the architectural splendour of the Sir Christopher Wren masterpiece then walk over the pedestrian bridge over the river Thames to view a cathedral to modern art.
- 7) **Houses of Parliament and Westminster Abbey** – See the mother of Parliaments and the site of the Coronation of Kings and Queens. Few visitors can resist stopping to take pictures of the world's most famous clock tower.
- 8) **Greenwich** – Why not take a trip down the river Thames to visit Greenwich the centre of world time, the Royal Maritime Museum, and the Cutty Sark – one of the world's most famous sailing ships.

VISIT OXFORD

Few places are more readily associated with scholarly endeavour than Oxford. This city on the River Thames in Southern England is the location of Oxford University, the oldest university in the English-speaking world. Whilst some might argue that the city is not as aesthetically pleasing as its arch-rival Cambridge, it remains a visual delight and a veritable treasure house of human achievements. Oxford not only boasts the world-famous university, but is also home to Oxford Brookes University, an institution that consistently scores highly when it comes to student satisfaction surveys.

Being within easy reach of London has ensured that far from being a sleepy academic oasis Oxford has been touched by national events such as the English Civil War in the Seventeenth Century and has itself helped mould those who have gone on to enhance the body of human knowledge. To date it is worth noting that Oxford University has been the place of study for 27 British Prime Ministers. The city has long been a center of publishing, with the Oxford University Press being the largest university press in the world. No visit to Oxford would be complete without a visit to Blackwell's Bookseller and of course the Ashmolean (www.ashmolean.org) and Pitt Rivers Museums (www.prm.ox.ac.uk). Oxford has long been a centre of manufacturing and innovation and is proud to be the place where the famous Mini car is assembled. Oxford is ethnically diverse and extraordinarily outward looking, being twinned with Bonn (Germany), Grenoble (France), Leiden (The Netherlands), León (Nicaragua) and Perm (Russia). Whilst Oxford is in many respects a thriving and affluent city it is important to note that it has pockets of deprivation and that it also faces challenges over land usage and new development that have given rise to environmental campaigns such as that to Save Port Meadow. That said, it still has the ability to beguile and is proud to be a place rich with positive associations and as such one of the strongest brand names in the world.

For those eager to gain a flavour of Oxford past and present here a few suggestions of places to see or activities to undertake during your visit:

Bodleian Library (www.bodleian.ox.ac.uk)

Christ Church Cathedral, Oxford (www.chch.ox.ac.uk/cathedral)

Harry Potter Tour (www.oxfordcityguide.com)

Oxford Castle (www.oxfordcastleandprison.co.uk)

The shopaholics amongst you may well will to visit the famed Bicester Village, Oxfordshire (www.bicestervillage.com) - this is easily reached from Oxford.

See: <http://www.tourinaday.com/oxford/bicester-village-to-oxford.html>

Finally, we heartily recommend that if time (and budget) permits that you venture forth from Oxford to visit the Oxfordshire town of Woodstock where you will discover the magnificent Blenheim Palace (www.blenheimpalace.com), the birth place of Sir Winston Churchill (1874-1965).

GENERAL INFORMATION

1. **Presentation Timing:** A full paper is usually allocated approximately 12 minutes for presentation followed by 3 minutes for questions from the audience. The track chair will keep an eye on the time and alert you when time is beginning to run short. Please note that we actively encourage constructive questions from the audience. Your cooperation in bringing your presentation to a close within the time specified is essential to the smooth running of the conference and to be fair to other presenters.
2. **Presentation equipment:** Presentation rooms will be equipped with a laptop and projector screen for PowerPoint presentations.
3. **Presentation:** The CBER requests that PowerPoint presentations be sent in good time so that they can be uploaded onto the conference laptop. Please email these with your name and the conference that you are due to present at to: info@cberuk.com. It is also a sensible precaution to make sure that you hold a copy of your presentation with you. Any presentation that has not been submitted in time will not be pre-loaded and remain the responsibility of the presenter.
4. **Conference Tracks:** The CBER works assiduously to organise papers to fit in with the relevant tracks. There are occasions when individual authors request that papers be moved to fit in with flights etc. Please note that whilst the CBER will do its level best to accommodate individual needs, it must be mindful of ensuring that the conference as a whole is balanced and appropriately structured.
5. **Coffee Break:** Coffee will be served in the Foyer front of the conference reception during Mid-morning (11.00-11.15am) and mid-day (16.00-16.15pm) (*please ask the conference team for further details*)
6. **Lunches:** Standing Buffet lunch will be served from 13.00-14.00pm outside the conference room.
7. **Delegate badge:** All participants are requested to wear their delegate badges visible at all times in order to guarantee easy access to all sessions, lunches, and other events during the conference.
8. **Conference Proceedings:** The conference proceedings- "The Business & Management Review" is open access proceedings which means that all content is freely available without charge to the user or his/her Institution. Users are allowed to read, download, copy, distribute, print, search, or link to the full texts of the articles in the conference proceedings without asking prior permission from the publisher or the author. CBER is committed to publishing all Abstracts and full-text articles that were accepted for the conference (these will be available online within 4 weeks from the conference dates). The conference proceedings are indexed by ProQuest.
9. **Use of Bibliographic Reference:** Please use the following bibliographic reference: *12th International Conference on Restructuring of the Global Economy (ROGE). Proceedings of the CBER-FUE International Conference, 7-8th August 2023, University of Oxford, UK*
10. **Internet access/Wi-fi:** For Wi-fi access please ask at the conference desk who will be happy to assist you
11. **Photography:** Photographs will be taken at the conference by an official photographer or CBER team member; such photographs may be used in post-conference publicity and on future marketing materials. A link will be sent to all participants once these photos are uploaded.
12. **Conduct:** In the event of inappropriate behaviour by any delegate in the view of the Organiser or the conference venue operator, the delegate may be refused entry or asked to leave and excluded from the conference without refund or compensation.
13. **Recording:** The session or part of the session will be recorded and used for internal and external purposes. The edited version of the video will be uploaded via relevant YouTube Channel.
14. **Social Media Live Streaming:** We may Livestream the whole or part of the session for external viewers.
15. **Certificate of Participation:** Each registered participant who participate in the conference shall be awarded a **Certificate of Contribution** worth 15 CPD points. The certificate will have the name of each author with a clear indication of who has presented.

16. **Authorship:** Presenters have a moral obligation to acknowledge all contributions to their paper, both orally at the time of presentation and by referencing authors in papers submitted to the conference.
17. **Republishing a Presentation:** Authors are free to publish their presentation elsewhere without fear of copyright problems and permission from the CBER.
18. **Abstract-Only Publications:** Authors often elect to publish only the abstract of their presentation in the conference proceedings. This effectively gives the author until the conference date to complete the paper. This also means that the author is free to submit the paper to another journal without copyright consequences. This is possible because the paper has never been published elsewhere since only the abstract was published in the proceedings. **CBER** does not copyright the proceedings, which means that authors are still free to do as they see fit with the paper. Consequently, authors can claim academic credit for a conference presentation, a refereed conference proceedings publication, and possibly a journal publication from one piece of research. Please note that only the full-text papers are published in the online conference proceedings.
19. **Location:** University of Oxford, Saïd Business School, Park End Street, Oxford OX1 1HP

From London airports

London Heathrow and Gatwick airports are linked to Oxford by The Airline coach service, which operates a frequent direct service 24 hours a day. It is also possible to travel by train from Heathrow to Oxford via London, and from Gatwick to Oxford via Reading. London Stansted airport is linked to Oxford by the National Express 757 coach service, running every two hours.

By train

A direct service operates between Oxford and London Paddington (approximately every 30 minutes), and between Oxford and Birmingham New Street. Other services operate from the north via Birmingham New Street; from the South via Reading; and from the west via Didcot or Reading.

By coach

Frequent 24-hour direct services connect Oxford with London (peak times every 10-20 minutes).

The Oxford Tube service includes Grosvenor Gardens, Marble Arch, Notting Hill Gate, Shepherd's Bush, and Hillingdon.

The X90 service includes Victoria Coach Station, Grosvenor Gardens, Marble Arch, Baker Street/Gloucester Place and Hillingdon

For information on coaches to other major cities and airports contact National Express (tel: +44 (0)8717 818178). Coaches arrive at Gloucester Green Coach Station in the city centre.

Oxford Tube www.oxfordtube.com

X90: www.x90london.co.uk

National Express: www.nationalexpress.com

Please note that coaches travel to and from Oxford Bus Station, Gloucester Green, Oxford OX1 2BU (6-7-minute walk from the Conference venue).

CBER- 2023 ROGE CONFERENCE HASHTAG**#ROGE23**

Please use the above ROGE conference designated Hashtag for connecting with the worldwide audience in all your Tweets from the event.

Disclaimer

Delegates are responsible for taking appropriate insurance (including travel) cover in connection with their attendance at the Conference. The Organisers are not responsible for the safety of any property of the Company or Delegate, or for its loss, damage, or destruction or for any loss or damage sustained by the Company or the Delegate, in each case for any reason whatsoever. No responsibility can be accepted by the Organisers for any consequences arising from postponement or abandonment of the Conference.

CBER -FUE 12th International Conference on the Restructuring of the Global Economy (ROGE)-Towards Sustainability

University of Oxford
Saïd Business School, Park End Street, Oxford, OX1 1HP

SCHEDULE FOR THE CONFERENCE 2023

Saturday 5th August - Sunday 6th August 2023

Arrival and independent travelling days in Oxford, UK

DAY-1 MONDAY 7th August 2023

8.00 AM -9.00AM Registration, Coffee & Networking

(TEA AND COFFEE BREAK & NETWORKING: 11.15 AM-11.30AM)
LUNCH BREAK & NETWORKING: 13.00 PM-14.00 PM

The schedule is designed around the UK time zone. Online attendees from other countries should check their local time zones and join the event at the appropriate time.

SESSION 1: INAUGURAL SESSION (HYBRID MODE)
9.00AM-10.00 AM (TEA AND COFFEE BREAK & NETWORKING: 11.15 AM-11.30AM)
Session Chair: Prof. David Graves, Centre for Business & Economic Research, UK
Location: Edmond Safra Lecture Theatre

9.00AM-9.10AM: Opening remarks & Introduction

Prof. David Graves, Centre for Business & Economic Research, UK

9.10AM-9.20AM: Opening remarks by Conference Chair

Prof. Ebada Sarhan, President, Future University in Egypt

9.20AM -9.30AM: Opening remarks by Conference Chair

Dr. P. R. Datta, Executive Chair, Centre for Business & Economic Research and Regent College London, UK

9.30 AM -9.55 AM: KEYNOTE ADDRESS

Caroline Walsh, Deputy Provost, Regent College London, UK

Theme: *Measuring what matters*

Brief synopsis

As academics and business leaders we are used to measuring and being measured. How else can we know if we have achieved, if we have improved, how we have 'grown' (or not), how we are performing, relative to other economies, organisations, institutions, individuals, SDGs, or ourselves? KPIs rule and this affects our businesses, our education systems, our economies, and our people. So, do we all know and agree what 'good' looks like? And how can we measure what really matters?

Keywords: Measures, KPIs, Education, Business, Global, SDGs, Universal, Happiness

SESSION 2 (PANEL SESSION) (HYBRID MODE)

10.00AM-11.15 AM

Track: Finance, Banking and Accounting

Session Chair: **Prof. Małgorzata Magdalena Hybka**, Poznan University of Economics and Business, Department of Public Finance, Poland

Location: Edmond Safra Lecture Theatre

10.00 AM -11.15 AM

10.00 AM-10.15 AM: KEYNOTE ADDRESS

Prof. (Dr) H M Jahirul Haque, Vice Chancellor, Canadian University of Bangladesh, Dhaka, Bangladesh

Theme: *Leadership in Higher Education in Bangladesh to Face the Challenges of post-COVID situation: The Case of University of Liberal Arts Bangladesh*

Brief synopsis

After nearly two years of break due to COVID-19, ULAB reopened its campus in early 2022. However, the resuming campus-based teaching-learning and administration was indeed challenging due to the pandemic's deep impact on the faculties, students and staff. Re-orienting everyone to the campus life after a long and impactful break had to be accomplished by well thought out strategies and initiatives. In this scenario, ULAB has demonstrated impactful leadership in a participative and tactful manner. This paper highlights the initiatives and roles taken by the top administrators, program level managers and the faculties to attain the academic leadership required to revive campus-based activities. Key administrative personnel, departmental administrators, and faculties were interviewed to generate benchmark information on the subject matter. The paper can be seen as a case study on the Bangladeshi HEIs in post-COVID period.

PRESENTATIONS

- I *Shading light on board gender diversity and firm performance: A literature review paper*
Soha Hisham Mokhtar Morsy Hammouda, Faculty of Commerce and Business Administration, Future university in Egypt, Egypt.
- II *Tax treatment of collective investment scheme portfolios in South Africa: Assessing implications and alternative solutions*
Riley Carpenter, College of Accounting, University of Cape Town, South Africa; **Dean Kietzmann**, Independent Researcher, South Africa; **Tracy Johnson**, Department of Finance and Tax, University of Cape Town, South Africa **(Online mode)**
- III *The nexus of managerial accounting techniques, cost system design, and financial performance in manufacturing enterprises*
Vlora Berisha Dranqolli; Haxhi Zeka University, Kosovo **Simon Grima**, University of Malta, Malta **(Online mode)**
- IV *Value-Added tax in the era of digitalization*
Małgorzata Magdalena Hybka, Poznan University of Economics and Business, Department of Public Finance, Poland.

SESSION 3 (PANEL SESSION)

10.00 AM -11.15 AM

Track: Business and Management

Session Chair: **Dr Iman Akhtar**, Senior Lecturer, Research and Knowledge Exchange Lead, Greater Manchester Business School, University of Bolton, UK

Location: Andrew Cormack Room (East Wing)

10.00 AM -11.15 AM

PRESENTATIONS

- I *The stakeholders' perspectives of the Digital Transformation phenomenon*
Shobha Harebasur, School of Business and Enterprise, Regent College London, UK

- II *Determinants of social entrepreneurial intent among millennials in South Africa with special reference to Shanduka black umbrellas, Gauteng Province*
Tebogo Saudi; Chiloane-Tsoka; S Radebe, Faculty of Economic and Management Sciences, Department of Applied Management, University of South Africa, South Africa
- III *Teaching and learning through inclusive practices in UK higher education*
Rishiram Aryal; Ebikinei Stanley Eguruze, Regent College London
- IV *Investigating the impact of transformational leadership in supply chain management*
Gurvinder Singh; Flomny Menon, Regent College London
- V *Skills and new trends for successful management*
Huseynova Khatira; Habibova Ziyafat; Abdullayeva Maftuna, The Academy of Public Administration under the President of the Republic of Azerbaijan

SESSION 4 (PANEL SESSION) (HYBRID MODE)

11.30 AM -13.00 PM

Track: Sustainable Development

Session Chair: Prof. (Dr) Mike Wagner, Lindner Honors Faculty, Carl H. Lindner College of Business, University of Cincinnati, USA

Location: Edmond Safra Lecture Theatre

11.30AM-13.00PM

11.30 AM-11.45 AM: KEYNOTE ADDRESS**Prof. (Dr) Mike Wagner**, Director, Master of Arts in Human Resources Program, Lindner Honors Faculty, Carl H. Lindner College of Business, University of Cincinnati, USA**Theme:** *Remote work -- How's it Working?***Brief Synopsis**

For my speech, I will discuss employee performance and engagement under remote work. I will briefly review the recent research on remote work, including the perceived benefits and challenges it poses. This includes findings that remote work can lead to feelings of loneliness and decreased performance, but this can be moderated by social support. I will engage the audience in a discussion on their preferences and how their institutions are motivating people in a remote setting. The goal will be to have a positive discussion on how to get the benefits out of remote work, while mitigating the drawbacks.

PRESENTATIONS

- I *Do corporates contribute to the sustainable development goals (SDGs)? Evidence from emerging markets*
Raneem Khaled Marie; Ehab K. A. Mohamed; Heba Ali, The German University in Cairo, Egypt
- II *An investigation of family governance structures promoting the sustainability of family businesses in Botswana*
Tadu Ruramayi, Ba Isago University, Faculty of Management, Botswana; **Chiloane-Tsoka; Thea Visser**, Faculty of Economic and Management Sciences, University of South Africa, South Africa
(Online mode)
- III *A conceptual analysis of quality of work life (QWL): Before and after Covid 19*
S D Lukea Bhiwajee, University of Technology, Mauritius; **Mohammad Nizam Jaffur**, Open University, Mauritius. **(Online mode)**
- IV *The paradox of global development*
Asad Shahzad, Center for Policy and Area Studies, Institute of Business Management, Pakistan
(Online mode)
- V *Impact of financial performance on sustainability performance in construction companies in Egypt*
Rodyna Samir Abdelsalam; T.A. Sara Hosny Alkholy; Ola Shawky Eissa, Future University in Egypt, Egypt **(Online mode)**

SESSION 5 (PANEL SESSION)

11.30 AM -13.00 PM

Track: Growth and Economic Development/Finance, Banking And Accounting**Session Chair: Prof. (Dr) R K Arya**, Manav Rachna International Institute of Research and Studies, India**Location: Andrew Cormack Room (East Wing)**

11.30 AM -13.00 PM

PRESENTATIONS

- I *Financial impact of COVID-19 lockdown restrictions on Small, Micro and Medium enterprises in the restaurant industry (Gauteng)*
Mienkie Mkansi; Seugnet Bronkhorst, Department Business Management, College of Business and Economics, University of Johannesburg, South Africa
- II *Insecurity and political uncertainty: Factor that influence the fall of foreign direct investment in Mexico*
Juan Carlos Botello; Martin Davila, Universidad Popular Autónoma del Estado de Puebla, Mexico
- III *Evaluating the role of JSE AltX as a catalyst for growth in high-growth potential SMEs in South Africa*
Nthabeleng Mmasekgalo Mmako, University of South Africa, Department of Applied Management, South Africa
- IV *The role of monetary policy in transition to low-carbon economy*
Serpil Kahraman; Merve Keser, Department of Economics, Yaşar University. Üniversite Caddesi, İzmir, Turkiye
- V *Unleashing technological transformation: navigating change for organizational agility in the post-pandemic landscape*
Ali Ahmad, University of the West of Scotland, Regent College London, UK
- VI *Regulatory dynamics and sustainability of MSMES growth in Nigeria*
Cletus O. Akenbor; Jennifer A. Ejiogu, Federal University Otuoke, Bayelsa State, Nigeria; **Unity Osagie Igbinedion**, Department of Public Administration, Auchu Polytechnic Auchu, Edo State, Nigeria

SESSION 6 (VIRTUAL MODE ONLY)

13.00 PM-14.00 PM

Track: New Marketing Trends (E-Poster Presentation)**Session Chair: Prof. (Dr.) Gairik Das** -IISWBM, Kolkata, India**Location: Edmond Safra Lecture Theatre**13.00 PM -14.00 PM **(VIRTUAL MODE ONLY)****E-POSTER PRESENTATIONS**

- I *Impact of branding on consumer purchase behavior*
Habiba Amr; Yassmen Hisham; Noha Sharawy; AL. Norhan Ashoush, Future University in Egypt
- II *The relationship between micromanagement leadership and employee performance*
Christine Karmy; Mariah El Saeed; Yasmin Mohamed; Mariam Lotfy; Rawan Salah; Salma El Moataz; Ahmed Eiad; Khaled Waleed, Future University in Egypt
- III *The effect of the influencers marketing on the consumer attitude*
Mostafa Ahmed Eissa; Noha Sharawy; AL. Norhan Ashoush, Future University in Egypt
- IV *Examining the impact of omnichannel on customer experience: the moderating role of augmented reality*
Mennaallah Ahmed; Yara Ahed; Marina Magdy; Hager Elwany; Rodina Alaa; TA. Ahmed Hany; Naglaa Mohamed Diaa, Future University in Egypt

**13.00PM-14.00PM
BREAK FOR LUNCH**

**SESSION 7: KEYNOTE ADDRESSES (HYBRID MODE)
14.00PM-15.00 PM (Tea/Coffee breaks & Networking: 16.00 PM -16.15 PM)
KEYNOTE ADDRESSES**

**Session Chair: Gerald Doyle, MA, Financial Pathways Consultancy and Visiting Lecturer, BUCKS University, UK
Location: Edmond Safra Lecture Theatre**

14.00 PM -14.20 PM: KEYNOTE ADDRESS (ONLINE MODE)

Prof. Lourdes Casanova, Senior Lecturer, Gail and Rob Cañizares Director Emerging Markets Institute, Cornell University

Theme: From regional to global, Chinese companies continue their international expansion

Brief Synopsis

This presentation will explore the internationalization of Emerging Market Multinationals (EMNCs), looking at the company's geographical footprint. This article compares Chinese and U.S. firms' presence in different countries. Based on examples from the automobile, home appliances and construction equipment industries, it shows how truly global Chinese multinationals have become truly global.

14.25 PM -14.45PM: KEYNOTE ADDRESS

Prof. (Dr) Padmakali Banerjee, FRSA, President and Vice Chancellor, Sir Padampat Singhania University, Udaipur, India

Theme: Sustainable Development in BRICS through Education

Brief synopsis

Sustainable Development Goals are the heart of the 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015. Science, technology, and innovation (STI) are vital driving forces to achieve the SDGs and tackle global challenges and thus development of big data research provides increasing opportunities to stimulate the advancement of STI. The BRICS countries share a strong desire and commitment towards closer cooperation to ensure collective sustainable development over the years. The BRICS framework provides an effective platform to enhance mutual trust and develop collaboration.

Transforming Education for Sustainable Development: Embracing Student-Centered Pedagogies and Active Learning
The educational system in the BRICS countries must be transformed to equip students with the necessary knowledge, skills, and values to navigate the complex challenges of today. Adopting interdisciplinary and transdisciplinary approaches student-centered pedagogies and active learning strategies and altering the role of teacher from a sage-on-the-stage to a facilitator. This foster sustainable development and aligns with the United Nations' Sustainable Development Goals, particularly SDG4 for inclusive and equitable quality education.

Adopting Interactive and Learner-Centered Approaches for Sustainable Education: *Interactive, experiential, and learner-centered are few ways to break the traditional academic field silos by giving relevance to the learning environment. Advanced technologies, hands-on-learning techniques, project-based learning, case let discussions and more of active learning pedagogy can make education sustainable, equitable, encourage engagement and practicality.*

Empowering the Youth through Education for Sustainability: *Education for sustainability extends beyond the confines of a traditional classroom. Emphasis must be placed on developing high-level cognitive and non-cognitive/transferable skills, such as problem solving, critical thinking, creativity, teamwork, communication skills and conflict resolution. In the words of Swami Vivekananda, we must mobilize educated youth, connect them with the world, and provide them with the momentum to propel forward. By embracing sustainable education and empowering the leaders of tomorrow, we can create a brighter and more sustainable future for all*

Keywords: BRICS, Sustainability, Youth, Education, ESD, Advanced Technology

SESSION 8 (PLENARY SESSION) (HYBRID MODE)

15.00 PM-16.00 PM

Track: New Marketing Trends

Session Chair: **Dr Justin Henley Beneke**, Christ Church Business School, Canterbury Christ Church University, UK

Location: Edmond Safra Lecture Theatre

15.00 PM-16.00 PM

PRESENTATIONS

- I *Brand positioning strategies and their effectiveness: A case of high street fashion retail brands in Pakistan*
Saad Shahid, Lahore School of Economics, Faculty of Business Administration, Lahore, Pakistan.
- II *When fear is a factor: consumer behavior changes during the pandemic*
Lenka Veselovská, Faculty of Economics, Matej Bel University in Banská Bystrica, Slovak republic
- III *The role of deceptive advertisements and ethical decision outcomes in determining buying behavior*
Maheen Masood; Mehrukh Salman, Department of Business Administration, Lahore School of Economics, Pakistan
- IV *What makes an impact and creates meaningful engagement in online forums? An examination of the factors underpinning the effectiveness of electronic Word of Mouth communication.*
Justin Henley Beneke, Section of Advertising and Marketing, Christ Church Business School, Canterbury Christ Church University, United Kingdom

SESSION 9 (PANEL SESSION)

15.00 PM-16.00 PM

SPECIAL PANEL SESSION ON SUSTAINABILITY

Session Moderator: **Dr David Clemson**, Learning, Teaching & Assessment Lead, Regent College London

Location: Andrew Cormack Room (East wing)

15.00 PM -15.45 PM

Topic: Loneliness, Isolation, Globalisation – precursors to engaging with Sustainability

Session moderator: **Dr David Clemson**, Learning, Teaching & Assessment Lead, Regent College London

A short presentation on the issue by **Daniela Hristova**, Regent College London, UK

Brief synopsis

There are 17 UN Sustainable Development Goals, each with their own inter-linked targets. During this session we will engage in discussion – it will be in the form of a play (sociodrama), drawing from John Krizanc's "Tamara", as discussed by David Boje (1995). The inter-play between the different characters (the SDGs) will be explored and put in a 'postmodern' context.

Panel members

1. **Prof. (Dr) Padmakali Banerjee**, Vice Chancellor, Sir Padampat Singhania University, Udaipur, India
2. **Prof. Chris Allen**, Buckinghamshire New University, UK
3. **Prof. David Graves**, Centre for Business & Economic Research, UK
4. **Dr. Zeinab Shawky Younis**, British University in Egypt

SESSION 10 (PANEL SESSION)- (HYBRID MODE)

16.15 PM-17.15 PM

Track: New Marketing Trends

Session Chair: Dr Naglaa Dia, Future University in Egypt, Egypt

Location: Edmond Safra Lecture Theatre

16.15 PM-17.15 PM

PRESENTATIONS

- I *Key attributes of consumer behaviour at arrival check-in, and the check-out process - a systematic literature review*
Csaba Fagyas, University of Bolton, UK; **Palto Datta**, Regent College London, UK
- II *Offensive advertising: A perspective on muslim consumers*
Engy Samy Ahmed, Faculty of Commerce and Business Administration, Future University in Egypt (**Online**)
- III *The impact of sustainability on the consumer's purchase intention*
Alaa Ahmed Sakr; Aisha Mohammed Shaban; Yara Walid Mohamed; Farha Yasser Abdelraouf; Noha El Shaarawy; Norhan Ashoush, Faculty of Commerce and Business Administration Future University in Egypt, Egypt (**Online**)
- IV *Social Proof and UK company profitability: A case of Vichy*
Oxana Trestianu, BUCKS New University, UK; **Palto Datta**, Regent College London, UK
- V *The impact of trait mindfulness on employees' responses towards change: A quantitative case study of capital lights for electrics in Egypt*
Dina Assem Abelmounem Mohamed, The British University in Egypt, Business Department, El Sherouk City, Egypt

SESSION 11 (PANEL SESSION)

16.15 PM -17.15 PM

Track: New Trends in Marketing/Hospitality and Tourism

Session Chair: Prof. Zafar Ahmed, Hailey College of Commerce, University of the Punjab, Pakistan

Location: Andrew Cormack Room (East Wing)

16.15 PM-17.15 PM

PRESENTATIONS

- I *How does the performance of SMTEs relate to perceptions of tourists: A case of the Eastern Cape Province*
Bulelwa Nguza-Mduba, Faculty of Management Sciences, Butterworth, Walter Sisulu University, South Africa
- II *An analysis on e-consultation platform's role to overcome first-time parenting challenges: from a developing country perspective.*
Nayeema Sultana; Silvia Akter; Khondokar Fardin Islam, Department of Business Administration, East West University, Bangladesh
- III *The Management Control Processes – Are These Mandatory for Churches as Not-For-Profit-Organisations And Social Enterprises?*
Kgaugelo Sammy Boya, Department of Business Management, University of South Africa, South Africa.
- IV *Rights of The Transgender & Socio-Economic Sustainability: A Qualitative Study*
Zafar Ahmed, Hailey College of Commerce, University of the Punjab, Pakistan; **Noor Ul Ain Khan**, Department of Business Administration, University of Chakwal, Pakistan
- V *The unsung role of entrepreneurship and smallbusiness development in the growing economies and turbulent times in South Africa*
Msindosi Sarah Radebe, University of South Africa, South Africa

SESSION 12 HYBRID MODE

17.00 PM-17.30 PM

FELLOWSHIP AWARD CEREMONY & CLOSING REMARKS**Moderator: Prof. David Graves**, Centre for Business & Economic Research, UK**Location:** Edmond Safra Lecture Theatre**17.15 PM -17.25 PM Award of Honorary Fellowship**

Each year the Centre for Business & Economic Research (CBER) receives nominations in respect of the awarding of honorary fellowships. For 2023, CBER did not solicit entries for the awards. However, after extensive deliberation, the Awards Committee of the Centre for Business & Economic Research (CBER) has decided that this year the Centre will award one honorary Fellowship. The Honorary Fellowship awards are made for outstanding personal commitment and contribution to knowledge leadership both nationally and internationally in the field of Entrepreneurship and Education. In 2023, this Honorary Fellowship will be awarded to the following distinguished figurehead:

1. **Prof. Ebada Sarhan**, President, Future University in Egypt, Egypt

17.30 PM Prof. David Graves**CLOSING SPEECH FOR THE 1st DAY CONFERENCE****DAY 2****TUESDAY 8 AUGUST 2023****8.30 AM -9.00AM****Registration****(TEA AND COFFEE BREAK & NETWORKING: 11.00 AM-11.15AM)****LUNCH BREAK & NETWORKING: 13.00 PM-14.00 PM**

9.00AM-9.10AM: Gerald Doyel, Financial Pathways Consultancy and Visiting Lecturer, Buckinghamshire New University

OPENING ADDRESS FOR DAY 2**SESSION 13-KEYNOTE ADDRESSES****9.15am -11.00am (TEA/COFFEE BREAK/NETWORKING: 11.00 AM-11.15AM)****Session: Business Management and HRM**

Session Chair: Dr Mike Wagner, Lindner Honors Faculty, Carl H. Lindner College of Business, University of Cincinnati, USA

Location: Edmond Safra Lecture Theatre**9.15 AM -11.00 AM****9.15 AM -9.35 AM: KEYNOTE ADDRESS****Prof. (Dr) Chris Bellamy***Professor Emirates, University of Greenwich, UK**Editor in Chief International Journal of Maritime Crime and Security*

Theme: *The Biodiversity Beyond National Jurisdiction (BBNJ) Treaty and Termination of the Black Sea Grain Initiative July 2023*

Brief synopsis

This presentation addresses two very hot topics, both with global economic implications, as befit the aims of this conference. More than 100 countries reached a historic agreement to protect the high seas on Saturday (4 March 2023), after more than 15 years of stalled talks. The legally binding treaty announced by the United Nations to conserve and ensure the sustainable use of ocean biodiversity, is a long-awaited step that environmental groups say will help reverse marine biodiversity losses from climate change and overfishing. After fifteen years of bureaucratic nit-splitting, as its name implies, the BBNJ agreement focuses on Biodiversity issues. Because of the relatively weak control over High Seas outside EEZs, the wider high seas NOT subject to National Jurisdictions in any way are more susceptible than coastal seas to exploitation. Currently, all countries can navigate,

fish (or overfish) and carry out scientific research on the high seas practically at will. Only 4.2 percent of the vast expanse of the wider oceans are covered by EEZs. Expert commentators have said that whilst the Treaty has seen 'the ship reached the shore', the truth is still far out of sight of it. Most countries, as is a constant problem with maritime Security, do not have the ability to police their Territorial Seas out to 12 nm, let alone out to the 200 km Exclusive Economic Zones (EEZs) prescribed in UNCLOS. The second massive event affecting the global economy occurred on 17 July 2023, That was the abrogation of the Black Sea Agreement between Russia and Ukraine monitored by UN and Turkey on 22 July 2022 and terminated on 17 July 2023. This is also covered in the presentation.

PRESENTATIONS

- I *The University of AI: Is it really real?*
Richard Peters, Xavier University of Louisiana, USA
- II *The impact of artificial intelligence on organisational behavior: A risky tale between myth and reality for sustaining workforce*
Zeinab Shawky Younis; Marwa Mahmoud Ibrahim; Habiba Azzam Hasan Ahmed, Faculty of Business, Economics and Political Science, The British University in Egypt (BUE) Cairo, Egypt
- III *Work engagement, financial wellness support and COVID risk perceptions in Egypt*
Michael R. Wagner, University of Cincinnati, USA; **Ghadeer Mohamed Badr ElDin Aboul-Ela; Marwa El Maghawry Ibrahim**, Future University in Egypt, Egypt
- IV *Financial inclusion and credit cooperatives: A one-stop solution for a sustainable society through hometown advantage*
Lakshmi A. J, Department of Commerce, Sree Narayana College Chempazhanchy, Thiruvananthapuram, Kerala; **G. Raju**, School of Business Management & Legal Studies, University of Kerala, Thiruvananthapuram, Kerala, India
- V *Evaluating the effectiveness of personnel selection and management strategies in Georgia*
Kristina Khuphenia; Ivane Javakhishvili State University, Tbilisi, Georgia; **Milena Toria**, Sokhumi State University, Tbilisi, Georgia
- VI *Financial disclosure of cybercrime risks and losses: evidence on the evolution of reporting and enhanced transparency in the U.S. retail merchandising sector*
A J. Stagliano, Professor of Accounting, Department of Accounting, Erivan K. Haub School of Business, Saint Joseph's University, USA

SESSION- 14 (PANEL SESSION) (VIRTUAL MODE ONLY)

9.15AM -10.15 AM

Track: Globalisation & International Trade/FBA

Session Chair: **Dr. Juan Carlos Botello**, Professor in the Faculty of International Commerce of the Universidad Popular Autonoma del Estado de Puebla, Mexico

Location: **Andrew Cormack Room (East Wing)**

9.15 AM -10.15AM (VIRTUAL MODE ONLY)

PRESENTATIONS

- I *Does Business cycles influence FDI Inflows- A case study of India*
Leena Ajit Kaushal, Management Development Institute Gurgaon, India
- II *What makes Vietnam a more attractive FDI destination than India: An inquiry*
Leena Ajit Kaushal, Management Development Institute Gurgaon, India
- III *An overview on employee innovation behavior*
Lara Ayman Abou Bakr Shaalan, Faculty of Commerce and Business Administration, Future University in Egypt; **Abdel Moniem Elsaid**, Faculty of Commerce, Ain Shams University, Egypt; **Ghadeer Mohamed Badr ElDin Aboul-Ela**, Faculty of Commerce and Business Administration, Future University in Egypt, Egypt

- IV *A study on the effects of globalisation, changing economy on HRM and its effects on the economic sustainability of organisations*
Vidhu Gaur Management Development Institute (MDI) Gurgaon, India

SESSION- 15 (PANEL SESSION) (VIRTUAL MODE ONLY)

10.15 AM -11.15 AM

Track: Information Technology and Big data

Session Chair: Prof. Ahmed S. Salama, Vice Dean for Education and Students Affairs, faculty of Commerce and Business Administration, Future University in Egypt

Location: Andrew Cormack Room (East Wing)

10.15 AM -11.15 AM

PRESENTATIONS

- I *The impact of artificial intelligence on consumer behavior*
Hussien Atef Sayed; Sandy Ahmed Foad; Salma Mamdouh Mahrous; Noha Sharawy; AL. Norhan Ashoush, Future University in Egypt
- II *Adoption of digital finance among youth: A study*
Souvik Banerjee, Management Development Institute Murshidabad, Murshidabad, West Bengal, India
- III *MH engineering consultants – Web based consulting system*
Ahmed Sayed Salama, Management Information System, Faculty of commerce and business administration, Future University in Egypt, Egypt
- IV *Decision support system " DSS for Judges"*
Mariam Yasser; Ziena Walid; Mustafa Hisham; Ali Atef; Mostafa Alaa; Ahmed Sayed Salama, Management Information System, Faculty of commerce and business administration, Future University in Egypt, Egypt

SESSION 16 (PANEL SESSION)

11.30AM -12.30PM

Special session: Spotlight on Financial and Global Crime

Session Chair: Gerald Doyle, Financial Pathways Consultancy and Visiting Lecturer, Buckinghamshire New University, UK

Location: Edmond Safra Lecture Theatre

11.30AM -12.30 PM

11.30 PM -11.45 PM: KEYNOTE ADDRESS

Dr Chris Allen, Buckinghamshire New University, UK

Theme: Organised crime as a business: Lessons from the illicit economy

Brief Synopsis

Using a mixture of law enforcement case studies, open-source research and academic literature Dr Chris Allen's session will outline how organised crime groups (OCGs) operate in a similar manner to legitimate business, from the structure, operations, and modus operandi through to their motivations. This school of thought states that OCGs operate similarly to, and learn from, legitimate business, with the main difference being that their commodity happens to be illegal. Wainwright (2016) argues that drug cartels have learnt "brand franchising from McDonalds, supply chain management from Walmart and diversification from Coca-Cola", and that when they start to think like big business the only way to understand them is economics." It's not until we understand the prism through which these groups operate that we can formulate an effective response and gauge the extent of the damage that is being done to society as a whole. The session will then examine what the merging of the licit and illicit economies looks like in reality, from how organised criminals create front companies to launder money and how they infiltrate existing companies for their own ends. Furthermore, the session will outline recent research conducted by the author which concludes that traditional business analysis techniques can have some success in tackling these groups from a law enforcement perspective and why that is important to the wider economy. It will also examine Project Morpheus, research led by the author that is currently in

progress around a data harmonisation approach to sharing information to combat the influence of organised crime, the benefits, and challenges of such an approach and the impact that could have on the legitimate economy.

11.45AM -12.00 PM: KEYNOTE ADDRESS

Prof. David Graves, Centre for Business & Economic Research (CBER), UK

Theme: *The use of private investigators as an additional resource in the investigation of organised crime.*

Brief Synopsis

Since 2021 the UK is again in the grip of another period of Austerity – Budgets to control crime have started to shrink – Is the time right to ask for the inclusion of Private Investigators to be regarded as a reliable resource when investigating organized crime. During 2015 the UK Government was seriously looking to put in place regulations for the activities of private investigators by requiring them to be licensed by the Security Industry Authority. It would have meant that it may be a criminal offence to undertake private investigations without a licence. It was stated that approved licences will only be issued following satisfactory criminality and identity checks, and certificated competency-based training. Furthermore, it would also be a criminal offence to breach the conditions of any issued licence for private investigation, as per section 9(4) of the Private Security Industry Act 2001. (HM Government Report Home Affairs Committee Session 2012-13 HC 100) As of 2022, it was confirmed that licensing is now not mandatory for private investigators in the UK. This means anyone can operate as a private investigator without the need for formal training, skills, or experience. Thinking in the broader sense this doesn't mean that private investigators are entirely unregulated. There are several laws that dictate [what private investigators can legally do](#) in the UK. For example, private investigators cannot follow anyone onto private property, or attach any tracker to a car without the owner's permission.

To assist their professional profile and to prove they're legally compliant and trustworthy, private investigative agencies can register with an independent regulatory body such as the Association of British Investigators (ABI). So legally, you don't need qualifications to become a private investigator in the UK. However, any [reputable investigative agency](#) will ensure its agents possess relevant qualifications and thorough training. As UK resources are so stretched it is now time critical to put in place research on the legal standing of private investigators and in doing so assist the UK Government to fully understand how they may legally be used in the investigation process.

PANELLISTS

1. **Dr Chris Allen**, Buckinghamshire New University, UK
2. **Gerald Doyle**, Financial Pathways Consultancy and Visiting Lecturer, Buckinghamshire New University, UK
3. **Prof. David Graves**, Centre for Business & Economic Research (CBER), UK



**Centre for Study
of Organised Crime**

The Centre for Study of Organised Crime - "A New Dawn Awakens"

The Centre of Business and Economic Research (CBER) proudly reports the creation of *The Centre for Study of Organised Crime* under its global banner. CSOC has been formed to provide a positive contribution towards the fight against organised crime groups. For the future its position is seen to be a natural fit to the strategic direction of the government current initiative and therefore will sit at the intersection of law enforcement, research, academia, and policy and in doing so it will take pride in having experience in providing thematic reports on a wide range of subject.

Discussion theme: *Spotlight On Financial And Global Crime*

Brief Synopsis

"Organised Crime is at an all-time high." The UK faces increasingly complex and global threats from serious and organised crime and hostile state activity. We can today reflect on Russia's brutal and unprovoked war against Ukraine that will only increase these threats. Now more than ever, the UK and all global Governments must protect themselves by targeting the most dangerous criminals: people who seek to profit by exploiting the vulnerable, dominating our communities and undermining the world economy. The UK for example has intensified its work on hostile states by cracking down even harder on corrupt elites through its new Economic Crime Act 2023 - 2026, which is focused on tackling dirty money at home but at the same time supports its international friends.

Both Government and Private industry have recognised the critical need to work together by focusing on the following strategic priorities:

- Protect the integrity of the UK against SOC groups and networks operating internationally, at the border and online.
- Work together under the scheme of inter-agency cooperation in order to dismantle the highest-harm organised crime

groups and networks.

- Create an understanding or best practice and co-ordinate national law enforcement agencies in tackling serious and organised crime within the UK.
- Drive forward new initiatives and Intensify work to tackle the threat from hostile states, corrupt elites, cyber and economic crime.
- Contribute to and play a full role in delivering the Government's wider strategy to reduce crime and respond to national security threats.

SESSION- 17 (PANEL SESSION) (VIRTUAL MODE ONLY)

11.15AM -13.00 PM

Track: HRM and Business Management

Session Chair: Dr Sara Mohamed Abdelaziz El-Menawy, Future University in Egypt, Egypt

Location: Andrew Cormack Room (East Wing)

11.15 AM-13.00 PM (VIRTUAL MODE ONLY)

PRESENTATIONS

- I *The glass ceiling phenomenon: A review of literature and a theoretical perspective*
Farida Mohamed, Future University in Egypt, Egypt; **Abdel Moniem M.K. Elsaid**, Ain Shams University, Egypt; **Ghadeer Mohamed Badr ElDin Aboul Ela**, Future University in Egypt, Egypt
- II *The influence of green HRM on employer branding in the Egyptian education sector*
Omar Mohamed Salah Mohamed Salheen; Dina Ihab Nagiub Mohamed seif; Youssef Adel Abdelkader Mohamed Abdelkarim Gerant; Mariam Ashraf Sayd Abdeltwaab; Christine Karmy GadElKarim Srour, Future University in Egypt, Egypt
- III *The impact of human resource management practices on employee intention to leave: An empirical study among NGOs in Egypt*
Atef Eid Mahmoud Mohamed, ESLSCA University, Egypt; **Ghadeer Mohamed Bader Eldin Aboul-Ela**, Future University in Egypt, Egypt
- IV *Impact of managerial support on affective commitment: A sequential mediation*
Maryam Rehmat, National College of Business Administration and Economics, Pakistan and School of Business Administration, Kinnaird College for Women, Lahore, Pakistan; **Ghulam Abid**, School of Business Administration, Kinnaird College for Women, Lahore, Pakistan; **Alia Ahmed**, School of Business Administration, National College of Business Administration and Economics, Lahore, Pakistan
- V *Exploitative leadership effect on employee well-being in the Egyptian dairy industry*
Christine Karmy GadElKarim Srour; Laila Sameh Rabie Mohammed Ahmed; Nada Magdy Elsaied Mohammed; Nour Ashraf Abdelkhalek Barakat; Sandra Saeed Abdelfattah Mahmoud Farrag, Future University in Egypt, Egypt
- VI *Services Trade Protectionism and Services Export Flows in the Common Market for Eastern and Southern Africa*
Shingirirai Mashura, University of Seychelles, Seychelles
- VII *Impact of monetary and fiscal policy on stock market capitalization on five selected African country*
Ogochukwu Theresa Ugwunna; Anastesia U. Ezewulu, Department of Economics, Chukwuemeka Odumegwu Ojukwu University, Igbariam Campus, Nigeria

SESSION- 18 PANEL SESSION) (VIRTUAL MODE ONLY)

13.00AM -14.00 PM

Track: Finance, Banking and Accounting (E-poster presentation)**Session Chair: Dr Ola Mohamed Shawky Ibrahim Esa, Future University in Egypt, Egypt****Location: Andrew Cormack Room (East Wing)****13.00 PM-14.00 PM (VIRTUAL MODE ONLY)****E-POSTER PRESENTATIONS**

- I *The effect of board gender diversity on firms' financial performance*
Heba Srour; Habiba Yehia; Omnia Emad; Mirna Ahmed; Manar Abdallah; Abdelrahman Mohamed, Faculty of Commerce and Business Administration, Future University in Egypt, Egypt
- II *The impact of gender diversity on accounting conservatism with Egyptian Evidence*
Mohamed Ibrahim Srour; Nadine Fikry Elsayed; Semoon Fayez Matta; Mona Ahmed Mahmoud; Marian Morkos Farag; Sohaila Samir Bassiouny, Accounting Department, Faculty of commerce and business administration, Future University in Egypt
- III *The Effect of Real Earnings Management on Stock Return*
Heba Srour; Mustafa Hamdy; Salma Ahmed; Nareman Elwakkad; Aya Alaa; David Wagdy, Faculty of Commerce and Business Administration, Future University in Egypt, Egypt
- IV *The impact of loss aversion and overconfidence on firm market performance*
Heba Srour; Ahmed Abdelghay; Nouran Daa; Yomna Sherif; Nouran Osman; Salma Khaled, Faculty of Commerce and Business Administration, Future University in Egypt, Egypt

13.00-14.00

BREAK FOR LUNCH**SESSION 19 (PLENARY SESSION)-HYBRID MODE**

14.00PM-15.30 PM (TEA/COFFEE BREAK/NETWORKING: 15.30 PM-15.45 PM)

Track: Business Management/Growth and Economic Development**Session Chair: Zeinab Younis,** Faculty of Business, Economics and Political Science, The British University in Egypt (BUE) Cairo, Egypt**Location: Edmond Safra Theatre****14.00PM -14.20 PM: KEYNOTE ADDRESS (ONLINE MODE)****Prof. Marianne W. Lewis,** Dean and Professor of Management, Carl H. Lindner College of Business, University of Cincinnati, USA**Theme: Navigating Tensions: Paradoxes of Sustainability, Prosperity & Progress****Brief Synopsis**

Tensions pervade our world and lives, pulling in opposing directions. Competing demands particularly swirl around wicked challenges of sustainability, prosperity, and progress. These systemic challenges raise competing demands between varied stakeholders, in the allocation of scarce resources, and in the management of change. Over twenty-five years of research, Marianne Lewis has found tensions to be double-edged swords. Tensions can paralyze and polarize, sparking destructive, vicious cycles. Our human default is to either/or thinking. Approaching tensions as tradeoffs that limit our options, narrow our focus, and intensify our conflicts. Yet tensions can also open new possibilities. Leveraging their creative friction can complicate our understandings and our options, sparking learning, innovation, and growth.

*Dr. Lewis' work has identified core understandings and practices toward a more constructive approach. When accepted as paradoxes, as interwoven and persistent contradictions, her studies suggest means to effectively navigate tensions. In this session she will share findings from her recent book, *Both/And Thinking: Embracing Tensions to Solve Your Toughest Problems* (HBR Press with co-author Wendy K. Smith, 2022). By embracing paradoxes, leaders can leverage their creative friction, learning to reframe their assumptions, separate and connect opposing demands, and leverage their creative friction*

Keywords: *Paradox, tensions, sustainability, leadership*

PRESENTATIONS

- I *Impact of AI on business growth*
Syeda Alishba Rubab; Muhammad Haris; Bushra Usman, Forman Christian College (Chartered University), Pakistan
- II *Cultural elements for small agribusiness entrepreneurship in rural contexts*
Thobekani Lose, Faculty of Commerce and Administration, Entrepreneurship Rapid Incubator, Walter Sisulu University, South Africa.
- III *An analysis of U.S. monetary policy, quantitative easing, and inflation in the post Covid 19 era*
Pellegrino Manfra, City University New York, USA (*Online mode*)
- IV *Spirituality: A path towards sustainable human resource planning*
Rumpa Neogi; Komal Raj, St. Xavier's University Kolkata, India
- V Digital currencies as an alternative investment
Heba Mohamed Srouf, Faculty of Commerce and Business Administration- Future University, Egypt (*Online mode*)

SESSION 20 (PANEL SESSION)

15.45 PM-17.00 PM

Track: Growth and Economic Development/Teaching and Learning**Session Chair: Prof. (Dr) Huseynova Khatira**, The Academy of Public Administration under the President of the Republic of Azerbaijan**Location: Edmond Safra Theatre****15.45 PM -17.00 PM****PRESENTATIONS**

- I *Reversal in rule-based trade*
Rakesh Kumar Arya and Urvashi Sharma Manav Rachna International Institute of Research and Studies, India.
- II *Lecturer perspectives on the relevance of skills and credentials in the teaching of entrepreneurship*
Sizwe Mkwanazi, Department of Business Management, College of Business and Economics University of Johannesburg, South Africa
- III *Resilience amongst students at a university that promotes entrepreneurship*
Sizwe Mkwanazi, Department of Business Management, College of Business and Economics University of Johannesburg, South Africa
- IV *Restructuring of the Global Economy*
Berdia Gatnadze, Ivane Javakhishvili Tbilisi State University, Georgia
- V *Knowledge acquisition from foreign partners in international alliances: Analysis of determinants, outcome, and boundary conditions*
Imran Ali, Department of Leadership & HRM, Newcastle Business School, Northumbria University, UK **Muhammad Shakeel Aslam, Farhan Ahmed, Ahmad Qammar** COMSATS University Islamabad, Lahore campus, Pakistan

SESSION 21 (PANEL SESSION) (VIRTUAL MODE ONLY)

15.45 PM -17.00 PM

Track: Teaching and Learning for LLLS/Marketing

Session Chair: Prof. (Dr) Pellegrino Manfra, City University New York, USA

Location: Andrew Cormack Room (East Wing)

15.30 PM -16.45PM (VIRTUAL MODE ONLY)**PRESENTATIONS**

- I *A case study of student's and instructor perception of the transformation of the educational field through the use of artificial intelligence*
Iris Billy; Hannah Anush, Campbellsville University, Campbellsville, KY, USA
- II *Service Learning in Teacher Education Programmes: A literature review on the rationale, benefits, and challenges*
Tsitsi Effie Mutambara, Rhodes University. Department of Economics and Economic History, South Africa
- III *Text-based versus video discussion boards to promote a sense of community with graduate online students: A student's perspective*
Charles Crain; Iris Billy; Gabriel De Freitas, Campbellsville University, Campbellsville, KY, USA
- IV *Sustainability to sustainable corporate management: A baseline study through extensive literature reviewing*
Mohammad Nazmi Newaz; Mohammad Sayeedur Rahman, Bangladesh Institute of Management (BIM), Dhaka, Bangladesh; **Palto Datta**, Regent College London, UK; **Raju Mohammad Kamrul Alam**, Peoples' Friendship University of Russia, Moscow, Russia
- V *The Relationship Between Sustainability Marketing Education and Students' Consciousness for Sustainable Consumption: Evidence from Private Universities in Egypt*
Sara Mohamed Abdelaziz El Menawy, Future University in Egypt, Egypt

SESSION 22: CLOSING SESSION (HYBRID MODE)

17.00 PM-17.30 PM

Session: Closing

Session Chair: Prof. David Graves, Centre for Business & Economic Research, UK

Location: Edmond Safra Theatre

17.00pm CLOSING REMARKS & FEEDBACK**17.00-17.10: MESSAGE OF APPRECIATION****Prof. David Graves**

Centre for Business & Economic Research, UK

17.10-17.25: ANNOUNCEMENT OF BEST PAPERS & E-POSTERS,**17.25-17.45: CLOSING REMARKS****Prof. Ghadeer Mohamed Badr Eldin Aboul-Ela**

Vice-Dean for Postgraduate Studies, and Research Future University in Egypt

Dr P.R. Datta

Executive Chair, Centre for Business & Economic Research, UK and Regent College London, UK

Feedback from the audience**Conference closes**

We wish you well for the remainder of your stay and for your homeward journey

**CBER-FUE 12th International Conference on Restructuring of the Global Economy
(ROGE) 2023 Towards Sustainability, University of Oxford, UK**

List of Countries & Institution Represented

Number	Country	Institution
1	Azerbaijan	<i>The Academy of Public Administration under the President of the Republic of Azerbaijan</i>
2	Bangladesh	<i>Canadian University of Bangladesh, Bangladesh East West University, Bangladesh Bangladesh Institute of Management (BIM), Dhaka, Bangladesh Bangabandhu Sheikh Mujibur Rahman Science and Technology University, Gopalganj, Bangladesh</i>
3	Botswana	<i>Ba Isago University, Botswana</i>
4	Egypt	<i>Future University in Egypt British University in Egypt, Egypt The German University in Cairo, Egypt Ain Shams University, Egypt ESLSCA University, Egypt</i>
5	Georgia	<i>Ivane Javakishvili State University, Tbilisi, Georgia Sokhumi State University, Tbilisi, Georgia</i>
6	India	<i>Sir Padampat Singhania University, Udaipur, India Manav Rachna International Institute of Research and Studies Faridabad India Management Development Institute Murshidabad, India Management Development Institute Gurgaon, India Sree Narayana College Chempazhanthy, Thiruvananthapuram, Kerala, India St. Xavier's University Kolkata, India The Indian Institute of Social Welfare & Business Management (IISWBM), Kolkata, India</i>
7	Kosovo	<i>Haxhi Zeka University, Kosovo</i>
8	Malta	<i>University of Malta, Malta</i>
9	Mauritius	<i>University of Technology, Mauritius Open University, Mauritius</i>
10	Mexico	<i>Universidad Popular Autónoma del Estado de Puebla, Mexico</i>
11	Nigeria	<i>Federal University Otuoke, Bayelsa State, Nigeria Auchi Polytechnic Auchi, Edo State, Nigeria</i>
12	Pakistan	<i>COMSATS University Islamabad, Lahore campus, Pakistan</i>

		<i>Kinnaird College for Women, Lahore, Pakistan</i> <i>National College of Business Administration and Economics, Pakistan</i> <i>Forman Christian College (Chartered University), Pakistan</i> <i>Lahore School of Economics, Pakistan</i> <i>Auditor General of Pakistan</i>
13	Poland	<i>Poznan University of Economics and Business, Poland</i>
14	Russia	<i>Peoples' Friendship University of Russia named after Patrice Lumumba, Moscow, Russia</i>
15	Seychelles	<i>University of Seychelles, Seychelles</i>
16	Slovak Republic	<i>Matej Bel University in Banská Bystrica, Slovak republic</i>
17	South Africa	<i>University of South Africa, South Africa</i> <i>University of Cape Town, South Africa</i> <i>University of Johannesburg, South Africa</i> <i>Walter Sisulu University, South Africa</i> <i>Rhodes University, South Africa</i>
18	Turkiye	<i>Yaşar University. Üniversite Caddesi, İzmir, Türkiye</i>
19	United Kingdom	<i>University of Greenwich, UK</i> <i>Buckinghamshire New University, UK</i> <i>Regent College London, UK</i> <i>Canterbury Christ Church University, UK</i> <i>University of Bolton, UK</i> <i>BUCKS New University, UK</i> <i>Northumbria University, UK</i> <i>University of the West of Scotland, UK</i> <i>Queen Mary University of London, England, UK</i> <i>London College of Contemporary Arts, UK</i>
20	United States of America	<i>Emerging Markets Institute, USA</i> <i>University of Cincinnati, USA</i> <i>City University New York, QCC, USA</i> <i>Saint Joseph's University, USA</i> <i>Cornell University, USA</i> <i>Xavier University of Louisiana, USA</i> <i>Campbellsville University, Campbellsville, KY, USA</i>

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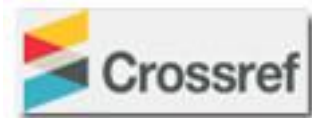
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