

PIConf 2022

**Inclusive Sustainability in Africa-Europe
through Dialogue and Technology**

Proceedings of the
Pegaso International Conference
Online • 21–22 October 2022



PEGASO INTERNATIONAL

HIGHER EDUCATION INSTITUTION

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PIConf 2022: Inclusive Sustainability in Africa-Europe through Dialogue and Technology

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Online Conference • 21–22 October 2022

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Pegaso International Conference 2022 Aims

2022 Pegaso International Conference aims to encourage discussion about topics related to Inclusive Society, Sustainable Development, Intercultural Dialogue, Higher Education, and Digitalisation. It challenges also the topics of multicultural societies also from the aspects of economy and coexistence, especially in the EuroMed region. The rationale for the conference is based on the assumption that information technology, intercultural dialogue and sustainable development are important factors of higher education, as well as economic prosperity.



Luigia Melillo

Rector of Pegaso International, Malta

She is currently among the 10 experts for Research and Innovation of UFM. From 1980 to 2015 Professor of History of Medicine and Intercultural Bioethics at University 'L'Orientale' of Naples, where she was Vice-Rector for the relationship University-School and the Adult Education System and also President of the first University Center of Lifelong Learning in Italy. Currently she is Professor of Medical Statistics at

Università Telematica Pegaso, Italy, where from 2014 she has been directing the Euro-Mediterranean Center for Lifelong Learning and is Dean of Master Degree in Management of Sport.



Fabio Vaccarone

President, CEO and General Manager of Multiversity srl, CEO of Pegaso SPA and Università Telematica Pegaso srl, President and CEO of Universitas Mercatorum, Italy

Former Vice President Google, Managing Director Google Italy, and member of Google EMEA Management Board.

Before, Vaccarone has held various Chief Executive Officer and Managing Director roles at Espresso Group –

Manzoni, Il Sole 24 Ore Group, RCS Mediagroup, and Starcom Mediavest Group/Publicis Groupe. After graduating in Economics and earning a SDA Bocconi MBA, he has worked for the strategic consulting firm Bain&Company. He is currently a member of the Board of Directors of Il Sole 24 Ore, member of the Board of Directors of AISES (International Academy

of Social and Economic Development), Sorgenia Advisory Board and The Scientific Advisory Board of Fondazione Mattei.



Andrea Buonomo

General Director Multiversity Holding and AD Pegaso International, Italy

Dr. Buonomo holds a honors degree in economics from LUISS Guido Carli University and also attended Maastricht University. His primary expertise lies in customer strategy and marketing, with a specific focus on digital transformation and customer experience redesign. He has additional experience in the media and retail industries, primarily in issues

related to digital transformation and customer strategy and growth strategy. He has also served several private equity funds on deals related to his core experience sectors.



Conference Programme

Friday, 21 October 2022

- 15.00–15.45 **Inaugural and Welcome Addresses**
- 16.00–18.00 Panel Discussion: **Sustainability Challenges in the relationship between Africa and Europe. Together. Tomorrow. Today**
- 18.15–19.30 Workshop: Importance of Research Methodology in the PhD Studies

Saturday, 22 October 2022

- 09.00–10.00 Project Dissemination Session and Networking Opportunities
- 10.00–12.00 Panel Discussion: **Education: Bringing Together Young People Also through Virtual Collaborative Learning**
- 12.30–13.45 Concurrent Sessions A1 and B1
- 14.00–15.15 Concurrent Sessions A2 and B2
- 15.30–16.45 Concurrent Sessions A3
- 17.00–17.45 Rector's Address for Pegaso International PhD students
- 18.00–19.15 Workshop on Publishing Opportunities (for PhD Students)

Conference Boards

Honorary Board

- Luigia Melillo, Rector of Pegaso International, Malta
- Fabio Vaccarone, President, CEO and General Manager of Multiversity srl
CEO of Pegaso SPA and Università Telematica Pegaso srl, President
and CEO of Universitas Mercatorum, Italy
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Malta

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Morocco

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and University of Primorska, Slovenia

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University, Jordan

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Organizational Effectiveness, Al Akhawayn University in Ifrane, Morocco

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Thailand

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Michele Corleto, Professor of International Law at Pegaso Online University,
Italy

Nada Trunk Širca, Euro Mediterranean University and University of Primorska,
Slovenia

Praveen Arora, Head of International Committee for World Bioethics Day,
UNESCO Chair in Bioethics and Professor of Department of Forensic
Medicine and Toxicology, SAIMS, India
Rose Anne Cuschieri, CEO of Malta Further and Higher Education Authority
Rui Nunes, Department of Research, International Chair of Bioethics, Portugal
Salim Bounou, Vice President, Euromed University of Fez (UEMF) and dean of
Pole Biomedtech, Morocco
Simone Borg, Ambassador for Climate Action and Head of Department for
Environmental and Resources Law, University of Malta
Sonia Abdelhak, Principal Biologist, Institut Pasteur de Tunis
Stefan Haffner, Senior Scientific Officer in the German Aerospace Center
(DLR), in the DLR Project Management Agency
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International
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Studies, Slovenia
Zbigniew Pastuszak, University Marie Curie-Skłodowska, Poland
Živilė Stankevičiute, Kaunas University of Technology, Lithuania

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Nada Trunk Širca, University of Primorska, and ISSBS Celje, Slovenia
Valerij Dermol, International School for Social and Business Studies, Slovenia
Lucia Martiniello, Pegaso Online University, Italy

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Mariangela Iannini, Rector's Secretary, Pegaso International, Malta
Daniela Civitillo, Pegaso International, Malta
Rosette Fenech, Pegaso International, Malta
Maria Tabouras, Pegaso International, Malta



Inaugural and Welcome Addresses

Friday, 21 October 2022 • 15.00–15.45

Luglia Melillo, Rector, Pegaso International, Malta

Fabio Vaccarone, President, Multiversity Holding

Andrea Buonomo, Director General, Multiversity Holding & Administrative

Director, Pegaso International

Roberta Metsola, President of the European Parliament

Marie-Louise Coleiro Preca, President Emeritus, Malta

Fabrizio Romano, Ambassador of Italy in Malta

Francesco Fimmano, Scientific Director, Universitas Mercatorum, Italy &

Pegaso Online University

Rose Anne Cuschieri, CEO, Malta Further and Higher Education Authority,

Malta

Antonio Uricchio, President, National Agency for the Evaluation of

Universities and Research Institutes, Italy

Hamid El-Zoheiry, President, Euro Mediterranean University (EMUNI), Slovenia

Nasser Kamel, Secretary General, Union for the Mediterranean (UfM)

Clifton Grima, Minister of Education, Ministry for Education, Sport, Youth,

Research and Innovation, Malta

Ian Borg, Minister for Foreign and European Affairs and Trade, Malta

➤ [Video presentation](#)



Roberta Metsola, President of the European Parliament

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Fabrizio Romano, Ambassador of Italy in Malta

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Rose Anne Cuschieri, CEO, Malta Further and Higher Education Authority, Malta



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Sustainability Challenges in the Relationship between Africa and Europe. Together. Tomorrow. Today

Panel Discussion • Friday, 21 October 2022 • 16.00–18.00

Keynote Speaker

Karim Moustaghfir, Vice President, 21st Century Learning Innovation & Faculty Development at Al Akhawayn University, Morocco

Moderator

Andrea Buonomo, Director General, Multiversity Holding & Administrative Director, Pegaso International

Speakers

Marie-Louise Coleiro Preca, President Emeritus, Malta

Roberto Tottoli, Rector, University of Naples 'L'Orientale,' Italy

Hamid El-Zoheiry, President, Euro Mediterranean University (EMUNI), Slovenia

Joseph Shevel, President, Galilee International Management Institute, Israel

Simone Borg, Ambassador for Climate Action & Head of Dept.

Environmental & Resources Law, University of Malta

Alan Deidun, Ocean Ambassador for Malta, the UN Regular Process &

Director International Ocean Institute Training Centre

Sonia Abdelhak, Biomedical Genomics and Oncogenetics, Institut Pasteur, Tunisia

Francesca Brigandi, President, Italian Association for Chamber of

Commerce – Mediterranean and the Gulf Countries (COMEDIT), Italy

➤ [Video presentation](#)



The image shows a video presentation slide. The main content area has a white background with green geometric shapes on the left and right sides. The text on the slide reads: "Sustainability Challenges in the Relationship between Africa and Europe. Together. Tomorrow. Today" in a bold, black font. Below this, it says "PICConf, 21-22 October 2022". At the bottom left, there is a graphic featuring the European Union flag (a circle of twelve gold stars on a blue background) and a green silhouette of the African continent. On the right side of the slide, there is a small video window showing a man with a beard and glasses, wearing a dark suit, speaking. The name "Karim Moustaghfir" is visible in the bottom left corner of the video window.

Importance of Research Methodology in the PhD Studies

Workshop • Friday, 21 October 2022 • 18.15–19.30

Moderator

Nada Trunk Širca, Euro Mediterranean University & University of Primorska, Slovenia

Speakers

Rose Anne Cuschieri, CEO, Malta Further and Higher Education Authority

Karim Moustaghfir, Vice President for 21st Century Learning Innovation & Faculty Development at Al Akhawayn University, Morocco

Claire Angele Baluci, Principal and Head of Applied Research and Training Academy and Malta Laboratories Network (Ministry of Active Ageing)



RESEARCH METHODOLOGY TO COUNTER PSEUDOSCIENCE

Physical and social sciences are two large categories that each include a variety of fields and each are concerned with scientific description of observable phenomena.

The terms research and scientific method are closely related.

The philosophy common to all research methods and techniques is usually given the name 'scientific method'.

Pseudosciences often appear to be a genuine science, but they do not follow the scientific method.

Research Process



Research Process

1. Identifying The Problem
2. Reviewing Literature
3. Setting Research Questions, Objectives And Hypotheses
4. Choosing The Study Design
5. Deciding On The Sample Design
6. Collecting Data
7. Processing And Analyzing Data
8. Writing The Report

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Project Dissemination Session and Networking Opportunities

Saturday, 22 October 2022 • 9.00–10.00

Moderator

Valerij Dermol, International School for Social and Business Studies, Slovenia

Speakers

Michele Corleto and Roberta Allocca, Pegaso Online University, Italy
David Dawson, University of Gloucestershire Business School, United Kingdom
Mattis Altmann, Technical University of Dresden, Germany
Anca Dragici, Univesity of Timisoara, Romania
Florian Lenk-Kloner, Technical University of Dresden, Germany

➤ Video presentation

SILVANUS Objectives and user products

PHASES

- Phase A: Prevention and Preparedness

PROJECT INNOVATIONS

- Forest landscape management tools
- Historical assessment of wildfire causes, effects and climate impacts
- Impact assessment framework
- Semantic modelling and knowledge representation
- Training of firefighters
- Citizen engagement framework

22/10/2022

This project has received funding from the European Union's Horizon 2020 research and innovation programme under Grant Agreement No 101037247

Documents & Reports

AR Training

Citizen Engagement



Education – Bringing Together People Also through Virtual Collaborative Learning

Panel Discussion • Saturday, 22 October 2022 • 10.00–12.00

Keynote Speaker

Anvar Kawtharani, Lebanese International University, Lebanon

Moderator

Kongkiti Phusavat, Kasetsart University, Department of Industrial Engineering, Thailand

Speakers

Mattis Altmann, Technical University of Dresden, Germany

Salim Bounou, Vice President, Euromed University of Fez (UEMF) and dean of Pole Biomedtech, Morocco

Praveen Arora, Head of International Committee for World Bioethics Day, UNESCO Chair in Bioethics and Professor of Department of Forensic Medicine and Toxicology, SAIMS, India

Marco Ricceri, Secretary General EURISPES, Italy

Živilė Stankevičiute, Kaunas University of Technology, Lithuania

Esmir Demaj, Epoka University, Albania

Dorsaf Ben Malek, Virtual University of Tunisia

Chadi Azmeh, International University for Science and Technology, Syria

Dušan Lesjak, International School for Social and Business Studies & University of Primorska, Slovenia

➤ Video presentation

Inclusive Internationalization

Inclusive concepts and practices that lead to:

- ▷ Equity
- ▷ Diversity
- ▷ Inclusion

and are implemented on the level of:

- ▷ Institutions
- ▷ Communities
- ▷ Intellectual traditions

5

The slide features a central graphic of a globe composed of various national flags, held by two hands. To the right, a vertical column of video thumbnails shows participants: Wajid Demad, Nada Ibrahim, Roberta Allocca, Anca Cranghina (UPT), Kongkiti Phusavat, Mariangela Ian..., and Mariangela Ian... (UPT).

Rector's Address to PhD Students

Saturday, 22 October 2022 • 17.00–17.45

Workshop on Publishing Opportunities (for PhD Students)

Saturday, 22 October 2022 • 18.00–19.15

Moderator

Zbigniew Pastuszak, University Marie Curie-Skłodowska, Poland

Panelists

Akram Umair, Guanghua School of Management, China

Alen Ježovnik, Managing Editor, University of Primorska Press, Slovenia

Promoted Journals

Human Systems Management (Scopus, ESCI)

International Journal of Innovation and Learning (Scopus, ESCI)

International Journal of Value Chain Management (Scopus, ESCI)

International Journal of Management and Enterprise Development (Scopus, EBSCO)

International Journal of Management in Education (Scopus, EBSCO)

International Journal of Euro-Mediterranean Studies (Scopus, DOAJ)

International Journal of Diplomacy and Economy (EconLit)

Scientific Bulletin of Politehnica University of Timisoara – Engineering & Management Series (Index Copernicus)

Eastern European Journal of Regional Studies (DOAJ, CEEOL)

Journal of Advanced Health Care (EBSCO)

🔗 Video presentation



A1 Information Technology & Sustainable development Session Chair: Antonio Tufano, Unipegaso, Italy

The Application of New Technologies in Integrated Logistics: Hypothesis of Development and Sustainable Growth in Africa Region

Gino Fontana, Lorenzo Gargano, Fabio Testa, Rocco Sessa, and Mario Fontana

Knowledge as Central Capital in Companies: Agile Methods and Tools for Preserving and Sharing Knowledge by Individual Incentive Systems for Employees

Daniel Simon Schaebs, Jannick Berghäuser, Phillip Schmidt, and Andreas Hofbauer

The Controverse Sustainability between Technology and Agroecology in Africa

Paolo Ammaturo, Paolo Aiello, Maria Bruna Letizia Fallucca, and Carlo Ammaturo

New EU-Africa Strategy for Sustainable and Inclusive Development

Alexander Holtermann

The Use of InSar Technique for Dam Monitoring in Africa: Study of Linear, Parabolic and Polynomial Interpolations for the Best Interpretation of the Detected Points

Gino Fontana, Lorenzo Gargano, Fabio Testa Fabio, Rocco Sessa, Mario Fontana, Ilenia Gracco and Ciro Saccardi

A2

Management & Business

Session Chair: Elina Gugliuzzo, Unipegaso, Italia

The Effects of the COVID-19 Pandemic and the Challenges of Family Economics in Pension Planning in Kosovo

Fisnik Morina, Valdrin Misiri, and Albana Buleshkaj

The Conception of the Website from the Point of View of the Marketing of Small Hotel Businesses

Fabrizio Gritta

School Leadership and Implementation of the Principles of Total Quality Management in Greek Primary Schools

Leonidas Soutos

Management and Leadership of Belvis High School during COVID 19 Pandemic, and Future Recommendations

Abraham Buitrago Arenas

A3

Education & Training

Session Chair: **Nada Trunk Širca**, International School for Social and Business Studies & University of Primorska, Slovenia

University-Business-Community Partnership to Promote Digital Learning among Disadvantaged Groups of Learners

Anica Novak, Alenka Bernik Dermol, and Susana Amalia de Juana Espinosa

Innovative Teaching Practice to Raise Awareness of Microplastics as an Environmental Issue

Alenka Bernik Dermol, Špela Dermol, and Augusto Sebastio

Role of Higher Education Institutions in Promoting Respectful Communication and Media Literacy: Case of Slovenia

Nada Trunk Širca, Anca Draghici, and Alenka Bernik Dermol

Professional Caregivers of the Elderly: Opportunities, Training Paths and Soft Skills Required

Anica Novak Trunk, Ksenija Bažon, and Monika Drag

Skills and Qualities for the Profession of Local Community Animators

Anica Novak, Špela Dermol, and Jagoda Idzik

Digital Skills for Better Crisis Resilience of Small Enterprises

Alenka Bernik Dermol, Alexander Krauss, and Aleš Trunk

B1

Inclusive Society

Session Chair: Celeste Chiariello, Unipegaso, Italy

The Language Barrier and Classroom Interactions between Native and Foreign Students in Malta

Marisabelle Camilleri

The Analysis of Inclusive Perspective between Europe and Africa through Dialogue and Technology

Gino Fontana, Lorenzo Gargano, Fabio Testa, Rocco Sessa, and Ciro Saccardi

Learning Culture in Old Age

Susanne Habelt

Inclusive Society and Sustainable Development, Intercultural Dialogue and Digitization in Multicultural Societies in the EuroMed Region

Gino Fontana, Lorenzo Gargano, and Giuseppe Gargano

Analysis of Marriage Economic Regime in Mediterranean Countries for an Inclusive Society

María Irene Sánchez Fernández

The Protection of Fundamental Rights in the Context of Digital Administration

Celeste Chiariello

B2

Sustainable Development

Session Chair: Tamar Dolidze, Batumi State Maritime Academy, Georgia and Pegaso International, Malta

Potential Usage of Solar Technology in Albania to Achieve Net-Zero Targets of Europe

Aranit Shkurti, Mehmet Zirek, and Xhensilda Allka

Loan to Value study in Malta: A Replication Paper

Fabio Pisano

The CPIA: Permanent Learning Vehicle and System Figure for Research in the IDA

Giovanni Di Pinto

The Cristian Roots of Europe

Manola Pilloni

The Application of New Technologies in Integrated Logistics: Hypothesis of Development and Sustainable Growth in Africa Region

Gino Fontana

Pegaso International, Malta

Lorenzo Gargano

Università degli Studi di Salerno, Italy

Fabio Testa

Università Federico II di Napoli, Italy

Rocco Sessa

Government of Campania Region, Italy

Mario Fontana

ICT Network

Modern airships have high performance and characteristics of great quality and technical merit. The flight and load capacity make it an exciting vehicle for transporting goods and technical personnel. The airship needs neither roads nor airports. It boasts very competitive energy and maintenance costs. On long stretches, it can be a valid compromise between the plane, which is a fast vehicle but limited to 70 tons: cargo and the ship, which is a vessel capable of large capacities but very slow. The airship is an aircraft that sustains itself thanks to the thrust of gas lighter than air, floating, according to the Archimedes principle, based on the volume of air moved, in the same way as balloons and hot air balloons. In airships, the engines have a predominantly propulsive function as in airplanes; therefore, it can be said that the dirigible is an intermediate flying machine between a balloon and a plane. This study has analysed the actuation of those airships as a substitute for typical satellites for the communication system and as a radar of territories, even as a platform for educating the resident African population.

Keywords: airships, alternative development of air platform, education, satellite

Knowledge as Central Capital in Companies: Agile Methods and Tools for Preserving and Sharing Knowledge by Individual Incentive Systems for Employees

Daniel Simon Schaebs

Pegaso International, Malta

Jannick Berghäuser

Pegaso International, Malta

Phillip Schmidt

Pegaso International, Malta

Andreas Hofbauer

Pegaso International, Malta

Recent years have shown that employee knowledge serves as a central corporate capital for progress and development. In times of skills shortages and employee markets, the motivation of companies to establish transparent, standardised and sustainable processes, as well as incentives for knowledge transfer and preservation within the workforce, has increased significantly. Becoming not only the most valuable asset for the fulfilment of corporate goals but also for employee goals, methods and tools for sharing and anchoring knowledge across different organisational units, hierarchical levels, and characters serve as powerful instruments for the end-to-end establishment of holistic knowledge management. This paper shows which methods and tools can optimise these processes and which incentive systems a digital and agile organisation needs. Drawing first on existing literature in the context of an SLR, the research is then extended with empirical data from a survey. By a specific IT tool, organisations can efficiently conserve existing knowledge, manage it across various business processes, and share it across generations of workers. To this end, incentives for employees are presented to generate holistic benefits for the entire organisation despite initial costs and continuous documentation efforts transparently and measurably. A detailed incentive system that considers the different needs and types of employees helps to increase the efficiency of the processes. In addition, artificial intelligence (AI) can support the clean processing of knowledge documentation. The results are not limited to smaller organisations but can be transferred to diverse industries and organisational forms.

Keywords: knowledge transfer, holistic knowledge management, IT knowledge management tool, incentives for knowledge documentation

The Controversy of Sustainability between Technology and Agroecology in Africa

Paolo Ammaturo

Pegaso International, Malta

Paolo Aiello

Pegaso International, Malta

Maria Bruna Letizia Fallucca

Pegaso International, Malta

Carlo Ammaturo

Pegaso International, Malta

The sustainable development process has involved Africa, which is made up of states with different problems that Europe must consider in its relations with the African continent. Africa has considerable resources and economic potential but also enormous internal difficulties; therefore, it must be supported with adequate programs that favour its balanced growth. Climate change, desertification, and drought have worsened the African economy and the population's living conditions, especially forcing young citizens, representing the country's future, to emigrate. The immigration movement of Africans in Europe and Africa should be contained by local rulers with development and employment policies to allow young people to believe in a future in their country. In recent years, Europe has focused on implementing technologies and strengthening socio-cultural relations with Africa. Technologies such as climate-smart support the green economy, avoid the alteration of the African natural ecosystem and promote inclusive development. Despite Europe's efforts to create the most suitable strategies to promote sustainable and inclusive growth, its relationship with Africa is still asymmetrical. Overcoming the donor-beneficiary perspective and strengthening the Africa-Europe dialogue are indispensable prerequisites for creating a truly equal partnership between the two continents.

Keywords: sustainable development, ecology, inclusion, technology

New EU-Africa Strategy for Sustainable and Inclusive Development

Alexander Holtermann

Pegaso International, Malta

The research article discusses the significance of sustainability challenges facing Africa and Europe. It evaluates the EU-Africa strategy for inclusive and sustainable development. The article focuses on the partnerships between Africa and Europe to support green transition and industrialisation. The article presents the different aspects of the renewables transition that should be considered in enhancing the collaboration between Africa and the EU. The discussion follows the opportunities and challenges of the renewables transition for Africa and the European Green Deal. Some of the critical issues in the discussion include the need to develop new value chains and allow Africa to be engaged as an active stakeholder. An intelligent mix of policies is necessary for Africa's transition into renewables through support for socioeconomic goals such as job losses. Innovative financing solutions are essential to integrate private, public, and grant sources of finance. The new strategy must take advantage of digital transformation for inclusive development.

Keywords: digital transformation, EU-Africa collaboration, energy transition, European Green Deal, renewable energy, sustainability

The Use of the InSAR Technique for Dam Monitoring in Africa: Study of Linear, Parabolic and Polynomial Interpolations for the Best Interpretation of the Detected Points

Gino Fontana

Pegaso International Malta

Lorenzo Gargano

Università degli Studi di Salerno, Italy

Fabio Testa

Università Federico II di Napoli, Italy

Rocco Sessa

Government of Campania Region, Italy

Mario Fontana

ICT Network, Italy

Ilenia Gracco

ICT Network, Italy

Ciro Saccardi

Staff of the Presidency of the Council of Ministers, Italy

Dams represent a critical element in a country's infrastructure, used to supply water for domestic and industrial use and irrigation. Therefore, the rupture or an anomaly of the same can lead to catastrophic events in terms of damage to the surrounding territories and buildings and in terms of loss of human life. Therefore, monitoring of dams both during construction and in the post-construction life phase is necessary and crucial. The success achieved by using the InSAR technique, therefore of radar images, in recent years has made it possible to monitor the deformations of the soil beyond its contingent geophysical variations such as volcanoes, earthquakes and landslides. The need to monitor even large areas becomes a crucial point in the context of the prevention of natural events and disasters capable of damaging entire residential territories and regions. The study pays particular attention to the possible evolutionary scenarios of integrating the InSAR technique with GPS to make monitoring and screening more or less vast territories as precise as possible, even by scatterers points (PS). From a mathematical point of view, the interpretations of linear, parabolic and polynomial interpolations will be discussed using least squares to outline the best interpretative technique of the InSAR points detected and the application in Africa.

Keywords: GPS Satellite, InSAR technique, dams, geophysical variations, polynomial interpolation analysis

The Effects of the COVID-19 Pandemic and the Challenges of Family Economics in Pension Planning in Kosovo

Fisnik Morina

University 'Haxhi Zeka,' Republic of Kosovo

Valdrin Misiri

University 'Haxhi Zeka,' Republic of Kosovo

Albana Buleshkaj

University 'Haxhi Zeka,' Republic of Kosovo

The primary purpose of this study is to analyse the effect of the COVID-19 pandemic and the challenges of family economics in pension planning in Kosovo. The impact of the COVID-19 pandemic has been tremendous and affected part of the pension system. Therefore, the research questions of this study are related to the issues associated with the impact of the COVID-19 pandemic on pension planning in Kosovo, the challenges of family economics in pension planning, the importance of pension contributions for old age and the impact of withdrawing financial funds from contributions pensioners in mitigating living costs and whether this withdrawal has jeopardised their old age. In this study, primary and secondary data were applied through qualitative and quantitative methods and the questionnaire's main instrument of statistical data collection. According to the results of the factorial analysis and the reliability analysis, we can conclude that the COVID-19 pandemic has harmed the pension planning of households in Kosovo. During this period, some of the main problems were the uncertainty created in people regarding their income. While another problem is that the investments of pension contributions have marked a decrease in the rate of return as a result of the performance of the financial markets during the pandemic period. This decrease will also affect the value of pension contributions of family economics.

Keywords: family economics, income, pension contributions, the COVID-19 pandemic

The Conception of the Website from the Point of View of the Marketing of Small Hotel Businesses

Fabrizio Gritta

Università Europea di Roma, Italy

The digital revolution is causing profound transformations, characterised by how businesses and customers approach the market. The tourism sector is also experiencing this change. With web 2.0, the behaviour of tourists is more oriented towards relationships. Today thanks to social networking tools, people can create their trip following the advice and examples of other users on the Net. The study aims to analyse how small businesses in the hotel sector view the website in terms of marketing. Traditionally, the Internet was used to search for schedules, find information, compare prices, or book basic tourist products. Today, thanks to these new social networking tools, people can create their trip following the advice and examples of other users on the Net who shared the contents of their tour and expressed opinions on their travel experience. The above objective is declined after collecting the main elements on 50 websites of small hotels in the three main cities of art of Italy. The results of the research show how small hotel companies conceive the site as a tool to allow the user to book online, mainly through links to the OTA shop.

Keywords: digital marketing, SMEs, sharing economy, small business, small tourism, social networking tourism

School Leadership and Implementation of the Principles of Total Quality Management in Greek Primary Schools

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The primary purpose of this empirical research was to investigate the degree of application of the principles of Total Quality Management and the role of school leadership in Greek primary schools. Also, to what extent do primary school principals apply the quality characteristics of the Model of EFQM (European Foundation for Quality Management) and is there a correlation between the socio-demographic characteristics of primary school principals and the degree of Total Quality Management? The research involved 303 primary school Principals working in schools all over Greece. For the research, a questionnaire was used consisting of 66 questions divided into 11 groups-axes based on the quality indicators of EFQM. Initially, Cronbach's Alpha index was checked ($\alpha = 0.951$). Next, the quantitative data of the research were analysed using Descriptive statistics of all independent socio-demographic variables. Then, to be checked the suitability for factor analysis with parametric criteria (*t*-test, Anova), were used the KMO (Kaiser-Meyer-Olkin Measure of Sampling Adequacy) index, values > 0.60 and Bartlett's sphericity test. Data analysis showed that Principals in Greek primary schools implement high-degree quality criteria. Moreover, as revealed from the analysis and interpretation of the results, the strongest predictor for the higher application of the principles of Total Quality Management in schools is Educational Management Studies ($p < 0.05$). Also, to a lesser extent, the gender ($p < 0.05$) seemed to differ in their responses, with female Principals applying higher quality procedures than male Principals.

Keywords: EFQM, leadership, primary schools, TQM

Management and Leadership of Belvis High School during the COVID-19 Pandemic and Future Recommendations

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The year 2020 will go down in history as a global pandemic due to the SARS-CoV-2 virus. Millions of people were confined to their homes, living in an unprecedented situation. Many countries experienced some form of restriction, as is the case in Spain, which decreed a state of alarm in the country on March 14, 2020, with measures of lockdown that were tightened on March 29, measures that paralysed 'non-essential' activity and, consequently, a large part of the country's economy. One of the first broad-reaching actions was the shutdown of educational institutions at all levels, affecting 91.3 per cent of all students worldwide, according to UNESCO. The suspension of face-to-face teaching activities led to the immediate transfer of all of them to an online format. This urgent and unexpected action is analogous in experience, planning and development to proposals specifically designed from their conception to be delivered online. Unfortunately, this step has had to be faced by teachers and students without being able to plan and ensure that all the actors had the minimum technological means required. This article analyses in depth the current and future situation of Belvis high school after the COVID crisis. It is a study of the current social context and its influence on the Belvis High School educational system, which has triggered and condemned students and teachers to change their way of learning and/or working.

Keywords: learning, online, social context, technology

University-Business-Community Partnership to Promote Digital Learning among Disadvantaged Groups of Learners

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The COVID crisis has shown that schools and civil society organisations suffered from a lack of access to learners from different disadvantaged groups. On the one hand, many families did not have the needed hardware and software and lacked the funds to pay for the equipment. On the other hand, many students lacked the skills and knowledge to access educational resources. Consequently, they could not participate in virtual teaching. Another problem that could be identified was that they also lacked motivation, such as continuing encouragement and guidance. Universities, their staff and advanced students, and socially responsible businesses may be in a unique position to assist in this situation. Therefore, we believe a university-business-community partnership may be an appropriate solution to this problem. In the research conducted within the UnInLeco Erasmus+ project, we identified several good practices in countries such as Slovenia, Spain, Germany and North Macedonia. The competency model will be developed based on these good practices, creating a training programme for digital learning coaches who will promote future University-Business-Community partnerships.

Keywords: Erasmus+, digital learning, disadvantaged groups, university-business-community partnership

Innovative Teaching Practice to Raise Awareness of Microplastics as an Environmental Issue

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Microplastics have increasingly become a global ecological problem that everyone should recognise worldwide and nationally. The Erasmus+ project Microplastics – future macro problem focuses on four objectives: understanding what microplastics are, how they enter our environments, what risks they pose to our environment and health, and what are the ways of preventing future mass contamination with microplastics. One of the main problems related to microplastics is a lack of awareness. As a result, people are unaware of possible influences on their current and future life. For this reason, it is crucial to promote the problems among the general population, especially young people transitioning to adulthood and entering the world of work. Besides raising awareness, the project contributes to innovation in vocational education and training by introducing online approaches to learning, activating youngsters through competition as one of the project's activities, and enhancing their green skills.

Keywords: ecological problems, environment, green skills, microplastics

Role of Higher Education Institutions in Promoting Respectful Communication and Media Literacy: Case of Slovenia

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Promoting respectful communication and media literacy of university staff and students can foster a culture of respectful dialogue within the university and with the members of the civil society. This is also the topic of Erasmus + project RespectNet with partners from Slovenia, Italy, Romania, and Germany. In Slovenian higher education, several good practices exist regarding ethical behaviour. All public Universities, most private universities, and many independent HE institutions have Ethical codes and ethical committees at the higher education institution. The Code defines the minimum moral standards of teaching and non-teaching staff, researchers and other employees and students. Examples of practice on preventing violence are Rules on measures to protect the dignity of employees and students at the University of Ljubljana – against violence and harassment. Rules were adopted in 2012 and supplemented in 2022 by introducing a new ‘trusted person’ entity to support and assist the victims. Identified examples of practices for combating hate speech refer mainly to projects or initiatives. Such is the project The Linguistic Landscape of Hate Speech in Social Media, which focuses on building systems that automatically recognise and analyse hate speech in social media texts. The project has been running since 2019. Project on the promotion of critical thinking is, for example, DEXPO – Developing necessary thinking skills for protecting the climate – Educational methods for teaching critical thinking and media literacy on climate change from 2022 to 2024. It targets secondary school students and teachers; however, it applies also to higher education environments.

Keywords: good practices, higher education, respectful communication

Professional Caregivers of the Elderly: Opportunities, Training Paths and Soft Skills Required

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As the population is ageing and the elderly want to stay in their homes as long as possible, the profession of formal caregivers at home is becoming a critical work category. But on the other side, this occupation is not very attractive, as it is generally difficult, demanding and poorly paid work (Council of the European Union, 2022). However, the profession has many advantages, as it is a personal and human experience, bringing us closer to other persons to ensure they get the care they need. The services provided to the elderly must be of high quality. This does not refer only to the achievement of assistance standards; the primary quality indicator is user satisfaction (Filej, 2007). That is why caregivers must constantly take care of acquiring and improving competencies. In the framework of the Erasmus + project CARE4YOU, which is being delivered from 2022 to 2023, partners identified several soft competencies that are important in the work of caregivers: Communication, Empathy and patience, Empower and motivation, Resolving problems and conflicts, Teamwork, Adaptability to changes, Creativity, Stress and time management, positive attitude, Ethical behaviour. For each competence, rich materials and webinars will be prepared as support to training providers of caregivers (Care4You, 2022).

Keywords: Slovenia, caregivers of the elderly, soft competencies, training paths

Skills and Qualities for the Profession of Local Community Animators

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The definition of animators has different meanings and interpretations. According to work in the local community, an animator is concerned with encouraging people and communities into action. It is about working with individuals and groups to enable them to become more active citizens and supporting them in shaping and developing their communities. On the other hand, the Australian Institute of Family Studies emphasises that 'animation' is the process of bringing to life and inspiring to take action, which is based on the conviction that anyone, even ordinary people, can create positive changes in both themselves and beyond that in their communities if they are trusted, encouraged and supported. The profile of community animators is very dynamic. In frame Erasmus+ project Local Environment Animator – LEA, partners from Slovenia, Italy, Slovakia, and Poland developing online training on soft skills needed for the profession of local animators. According to a study made by partners in the project, animators shall possess skills in active listening and questioning, resilience skills, organisational skills, problem-solving skills, leadership skills, social competencies, skills for strategic and conceptual thinking, skills in project management, economic and financial literacy skills, and digital literacy skills. In the project LEA, we also identified several good practices, tools and methods relevant to the profession of animators. Practices cover the area of communication, creativity, team building, community planning and engagement in the community; design thinking, conflict resolution, project management, time management; and interactive methods of work with groups or individuals.

Keywords: local community animators, non-standard methods, soft competencies, training

Digital Skills for Better Crisis Resilience of Small Enterprises

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Lessons learned from Covid-19 show that the maturity of digitalisation strongly depends on the business sector and a firm's value proposition. Lockdowns, for example, and the rapid shrinkage of customer base even after re-opening has hit many small businesses, especially in retail and tourism. In contrast, many large companies have thrived through the crisis: the smaller the company, the more complex the digital transformation. Moreover, the experience shows that not all micro-businesses have the capacity to undertake digital transition. The DigiEntAid Erasmus+ project aims to support small businesses and self-employed at risk of failing in the COVID-induced crisis to become crisis resilient through digital business models, digital outreach to customers and increase of digital organisational readiness and digital competencies. With initial research conducted in the project countries, especially the competencies of digital marketing, business digitalisation, leadership, communication with employees, crisis resilience and positive thinking were identified as necessary for the entrepreneurs; however, they seem pretty poorly developed.

Keywords: crisis, digitalisation, micro-enterprises, resilience, skills

The Language Barrier and Classroom Interactions between Native and Foreign Students in Malta

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Through the interpretivist/constructivist approach and thematic analysis, this research explores the social and classroom interactions between native and foreign students in Secondary and post-Secondary schools in Malta. Mixed-method data collection via focus groups with migrant students, questionnaires filled-in by Maltese students and interviews with respective teachers yielded that most Maltese students regard themselves as very accommodating, wish to be befriended by foreigners and are displeased when they are not, especially since foreign students tend to 'stick together'. A large proportion of Maltese students, however, steer clear from foreigners due to their incompetence or diffidence in conversing in English. According to Maltese students, the most prominent, if not only, advantage of having migrant students in class is the opportunity to learn about different cultures and traditions, views and ideas. On the other hand, many Maltese students still see no advantages in having foreign students in class, with another minor number perceiving them as a hinderance, particularly vis à vis having lessons conducted in English. Despite being somewhat ill-equipped to cater for multicultural classes, teachers do their best to accommodate foreign students. However, an overt shortcoming of this is the language barrier. Although there is no doubt whatsoever by all parties involved regarding the language of instruction in the presence of foreign students, lessons conducted in English often leave the fraction of Maltese students not entirely proficient in English completely lost. A further complication arises with foreign students who are not competent in English in the same class.

Keywords: English language, Maltese language, code-switching, integration, language barrier, multicultural education, multiculturalism

The Analysis of Inclusive Perspective between Europe and Africa through Dialogue and Technology

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This study analyses data and processes that can indicate a common path for Africa and Europe to construct a shared vision on the subject of inclusion and sustainable development. In Africa, the population's rapid growth affects individual countries' ability to ensure stable and sustainable development. While the important levels of territorial cohesion and welfare in Europe remain a model to be watched with interest by African countries that grow without social inclusion and with significant environmental costs. The social class that dominates the European political, economic, social and cultural structures, public and private, has a vital role in opening thought and action workshops with African interlocutors in search of a new Euro-African partnership capable of overcoming the gap of the past. Furthermore, this study has examined the interdependencies and mutual interests between Africa and Europe in the common search for sustainable development that considers social inclusion, the ecological value of development and the need for an authentic cultural dialogue. In this framework, the migration issue can also become the starting point to facilitate the search for a common model of sustainable development.

Keywords: cohesion, development, inclusion, sustainability

Learning Culture in Old Age

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To deal with education, we must first talk about learning. Education is broader than learning since the conscious pursuit of a goal does not necessarily have to be given in the latter. Learning refers to the concrete acquisition of knowledge and skills. Complex learning can presuppose educational intentions. Consequently, education and learning are not to be used synonymously. However, learning processes and skills are necessary components of education. The term learning culture represents a link between the concepts of learning and culture – and thus also between the activity taking place in the individual and the historically evolved and changeable setting within which this activity takes place and by which it is influenced in terms of content. The previous five dimensions will now be analysed and evaluated against the background of an application for a learning culture in old age. In a further step, necessary changes in learning in old age are explained. The problems associated with this and the related problem solution.

Keywords: education, learning culture, older age

Inclusive Society and Sustainable Development, Intercultural Dialogue and digitisation in Multicultural Societies in the EuroMed Region

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This research study deals with inclusive society and sustainable development through intercultural dialogue and digitisation in the multicultural societies of the EuroMed region, in the case studies of the Amalfi Coast and the Sorrento Peninsula, concerning the influences of African culture, in historical architecture, in demoethnoanthropology and medical and orthopaedic culture. The scientific evidence that emerged in this study was identifying and classifying the building types of historical architecture in the Amalfi Coast and the Sorrento Peninsula and the demo ethnoanthropological and medical aspects in correlation to African influences through the aid of robotic units. In the research project, robotic units were distributed throughout the territory of the Amalfi Coast and the Sorrento Peninsula, thanks to European funding concerning the sanctuaries of Campania and in synergy with the Archiepiscopal Curia of Salerno and Telediocesi Salerno for television broadcasting of the results. This study was also carried out by monitoring and conditioning the virtual environments and the related uses of digital users, estimated on a representative sample, thanks to geoinformation systems and spatial remote sensing techniques. The protected satellite images were those provided by the artificial satellite for remote sensing, Sentinel 2.

Keywords: demo ethnoanthropology, digitisation, historical architecture, medicine and orthopaedics, robotics

Analysis of Marriage Economic Regime in Mediterranean Countries for an Inclusive Society

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The study and reflection of the different legislation applied in the Mediterranean countries are of great interest for an inclusive society, human rights must be protected, and all people must enjoy the same rights. In the field of Family Law, when a marital breakup occurs, one of the points to take into account is the matrimonial economic regime to be applied depending on the country or within the same country, as occurs in some cases, of the Autonomous Community in which is the family home. It is vital to analyse the different legislation in the Mediterranean countries in favour of an inclusive society. Around the Mediterranean Sea, there are twenty-two countries with their legislation and even in some of them, with more than one legislation. For this reason, it is essential to know the basis of each one and to be able to shed a little light regarding the protection of human rights.

Keywords: breaking off, economic system, family law, marital breakdown

The Protection of Fundamental Rights in the Context of Digital Administration

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An update of the public administrative organisation aiming for its modernisation seems necessary to provide maintenance and application of the principles enunciated by the Constituent Assembly in light of the changed historical and social context. The digitalisation of public administration is not confined to using information and communication technologies (ICT) to improve the quality and efficiency of public services and resources. Digital technology has exponentially increased the amount of available data, and the massive computational power has led to a newly expanded technology which can process information according to new generation models and systems commonly called algorithms. Based on the acquired data (the so-called machine learning), the algorithmic model (i.e. Artificial Intelligence) processes the information, evaluates it, makes predictions and may even adopt a decision until a few years ago, taken only by human intelligence. The act of a public power resulting from the complete replacement of human decision by artificial intelligence is unconstitutional, contrasting with the values referred to in Articles 3, 24, and 97 of the Constitution and art. 6 of the European Convention on Human Rights. Human intervention would overcome this risk in evaluating, confirming or cancelling the algorithmic decision or publicly motivating it. Therefore, the algorithm is admitted in the field of public decision, provided that the guarantees of fair procedure are respected and the fundamental freedoms of the citizen dealing with the administration in its digital dimension.

Keywords: ICT, artificial intelligence, fundamental rights, public administration

Potential Usage of Solar Technology in Albania to Achieve Net-Zero Targets in Europe

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The European Union (EU), as a single entity formed by 28 countries, is the third biggest CO₂ source on the planet, according to the IPCC Assessment Reports. In achieving the maximum 1.5 degrees of mean temperature change target, the EU aims to reach 'Net-Zero' carbon emissions by 2030. However, the member states' renewable energy potential mostly comes from wind power systems with a high initial cost. Solar power, on the other hand, can be installed with low investment. Albania's geographical features provide the highest potential for efficient solar power for neighbouring countries. Some advantages of Albania in the investment in solar power are the proximity to the European energy network, low installation cost, ease of installation and access, and economic, social and political stability. Another advantage in this area is the availability of hydrological cooling and storage potential for solar power, which is an important precondition of a high return on investment. In this study, we analysed the potential of the usage of solar technology in Albania. Results indicate that this will improve the already low carbon footprint of the country and will provide an alternate source of clean energy for the European energy network. Also, considering the country's accession target to membership of the EU, a carbon-negative Albania joining the EU would mean an important step in achieving a Europe with net-zero carbon emission. Finally, such investment in Albania can be scaled up to similar geographical areas in other countries and regions.

Keywords: Albania, European Union, net-zero, power, solar, technology

Loan to Value study in Malta: A Replication Paper

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The replication Paper methodology is used because the replicated analysis can be relevant from a PhD research point of view, it is a sounding analysis (or at least an analysis of an acceptable level for a peer-review article), and it allows us to achieve a starting point for a customised analysis. The Loan to Value ratio links the amount of exposure to the underlying property it finances; its rationale is to prevent over-indebtedness and ensure financial stability, hence sustainable economic development. The Loan to Value measure was introduced in Malta in 2019 (Directive no. 16/2019 – Central Bank of Malta). The results obtained are different compared with the 2017 article. As in the original paper, the Multiple Linear Regression analysis outcome: Augmented Dickey-Fueller Test, cannot be adopted because of non-stationarity for all the independent variables (except for the XMSE, the Maltese stock exchange index). The ECM analysis retrieves a p -value < 0.05 only for the housing price; hence, the housing business cycle seems to be the only relevant variable in explaining the variation of the price amount. This may be due to a preliminary analysis (the dataset used is very small, quarterly based, spanning for 5 years, dataset and integrated through a simple linear interpolation); the extension of the dataset will be possible in due course so that a more reliable and more sounding result could be shown in the conference.

Keywords: LTV, Malta, time series analysis

The CPIA: Permanent Learning Vehicle and System Figure for Research in the IDA

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The paradigm of lifelong learning and that of Andragogy were the backgrounds of the research, which wanted to investigate whether the complexity of the CPIAs can be governed by a Figure in charge of research in the field of Adult Education. Concerning the objectives, we tried to: (1) observe the evolution and peculiarities of Adult Education; (2) compare some innovative experiments; (3) outline the physiognomy of the figure in charge of research in the CPIA. Participatory research action is combined with the *modus operandi* of the CPIA, which possesses professional skills capable of applying research methods. The reality was investigated through a quantitative-qualitative survey. For the quantitative, the structured questionnaire was used to observe the characteristics of the interviewees and the opinions of teachers and managers. For the qualitative, participant observation and focus groups were used. The first made it possible to enter the group of teachers and managers by grasping the underlying motivations. The latter focused on: a) the role of the Commission for the Training Pact; b) the welcome and orientation of the students. If, from the quantitative analysis, the usefulness of introducing a figure who deals with research in the field of Adult Education emerged, from the qualitative it was noted how much the participants perceive the work of the Commission for the PF in the same way as that office. The figure, as mentioned above, could link academic theory and daily teaching practice, improving the quality and effectiveness of Adult Education.

Keywords: complexity, CPIA, lifelong learning, system figure

The Christian Roots of Europe

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I want to make a personal reflection on contemporary society in which, in many workplaces, there is fierce competition to reach the highest positions of leadership. This kind of organisation, which chases success and social climbing at any cost, is not a guarantee of maximum gain and productivity. On the other hand, it is necessary to investigate what are the best strategies to allow, on the one hand, maximum efficiency in the production process without the weakest being inexorably crushed by this gear that runs undaunted at an exaggerated pace and in which maximum efficiency and precision are demanded at speed without regard to ethics. I believe that St. John Paul II's Apostolic Exhortation *Ecclesia in Europa* is a rich source from which to draw to reflect carefully on those values to be inspired by to lead a healthy and balanced society and on which Europe should base its future existence because they are part of its historical roots in the past from its origins. Through a re-reading of the salient passages and the scrolling of slides to reflect on the Christian roots of Europe and the living power of the Gospel and keywords such as hope and Truth of Christ, God-man incarnates in history; we will endeavour to recall together the heritage that has been given to us and that we should preserve to live by observing rules based on mutual respect.

Keywords: Bible, Christian roots, Europe, Saint John Paul II, future, past, society, values

Pegaso International, based and accredited in Malta, is part of the Multiversity Group, created with the aim of providing accessible education to international students worldwide. It represents the educational model of the future: open, inclusive, flexible and suitable for all. The fundamental challenge is to build and spread a platform of knowledge in a global perspective, more specifically to promote local development of the Southern Mediterranean Area through Lifelong Learning. The Pegaso International multilingual online educational offer aims at ensuring more job opportunities worldwide and the possibility of achieving a better educational qualification in the most popular fields of study.

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