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\**Veritas* is Latin for truth, reality.

# VERITAS

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*Climate Change: Earth Will Continue to Warm and the Effects Will Be Profound*

Source: <https://climate.nasa.gov/effects>

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# THE EFFECTIVENESS OF AFRICAN REGIONAL BODIES IN NEGOTIATION AND CONFLICT RESOLUTION

Dr James Chikuni Jerera\*

## Background to the study

This study focuses on the effectiveness of regional bodies in resolving armed conflicts. Armed conflicts are common in African countries. There were a number of efforts by the African Union (AU) and regional groupings to bring peace and stability in the continent. For instance, “the AU established the Peace and Security Council (PSC), which is an organ for the prevention, management, and resolution of conflicts, collective security, and early warning system to facilitate timely and efficient responses to conflicts in Africa” ([www.africaunion.org](http://www.africaunion.org)).

“The specific objectives of the PSC are to promote peace, security, and stability in Africa” (Werner 2010). The PSC also aims to promote democratic governance, peace-building, and post-conflict reconstruction. “The establishment of the PSC marked a historic watershed in Africa’s progress towards resolving its conflicts and the building of a durable peace and security order” ([www.africapi.org](http://www.africapi.org)).

In addition, commitment to peace and security in Africa is through increased cooperation at regional levels. For instance, “the Southern Africa Development Community (SADC) member countries formulated a Strategic Indicative Plan for the Organ on Politics, Defence, and Security Co-operation (SIPO)” ([www.iss.co.za](http://www.iss.co.za)). “SIPO aims to facilitate togetherness in the maintenance of peace and security in Southern Africa” (Van Nienwkerk 2012).

“However, any regional response to a conflict situation by member states requires synchronised political and military operational procedures in order to achieve a timely intervention” (Greenwood 2008). In this regard, it seems as if African regional organisations are not effective in terms of working together during armed conflict resolution.

“The military interventions in the Democratic Republic of Congo (DRC) and Lesotho are instances of divisions among the SADC member states pertaining to when and how it is prudent to take military action as a group” (Chissano 2008). In addition, “there is a threat by the Mozambican National Resistance or Resistencia Nacional Mocambicana (RENAMO) and there is a need for unity of purpose by all the SADC member states” (Werner 2010).

This study analyses the extent to which international organisations have fulfilled their military conflict resolution mandate. The specific research objectives are:

- To examine the factors that influence conflict resolution within Africa;
- To evaluate the successes and failures of international institutions in resolving armed conflicts;
- To examine the legal and enforcement instruments put in place to guide military conflict resolution.
- To analyse factors that influence the effectiveness of international organisations in armed conflict resolution.

## Theoretical framework

This study applies two theories that aim to explain conflict and conflict resolution. These are the Conflict Map and the Flower-Petal Model.

### The conflict map

When evaluating the effectiveness of international organisations in resolving military conflicts in the region, this study refers to the conflict map. “A conflict map is a technique that could be in use to show the relationships of the conflict actors to each other and to the prioritised conflict” ([www.synapse.net](http://www.synapse.net)).

Conflict maps show the power dynamics and the situation of a country among the conflict parties. Conflict maps are helpful in identifying potential allies and opportunities to intervene. “The conflict map depicts not only the relative power or influence of different actors in conflicts but identifies alliances and blockages between actors” (Alden 2005).

As conflict emerges, it produces considerable confusion. The interactions between the conflicting parties sometimes take radical and abrupt changes. “Conflicts involving multiple parties and large numbers of people tend to be complicated” (Wehr 1998). Accordingly, a conflict map shows the parties to a dispute and their relationships.

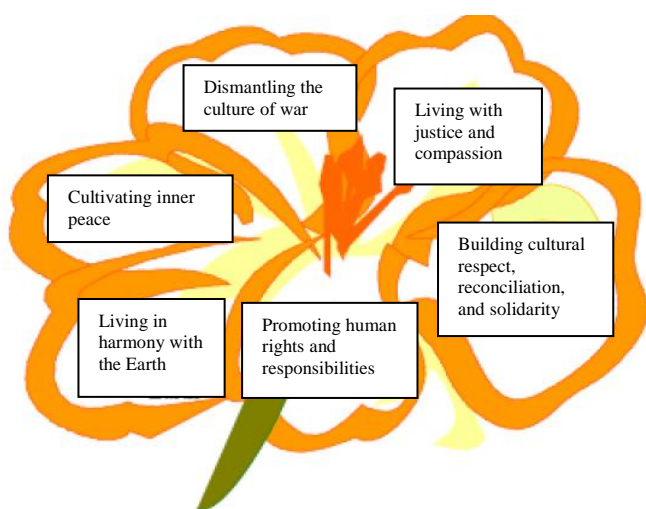
In any conflict, there are many actors and most parties are in confrontation or friction. In a similar view, “when assessing the effectiveness of international organisations in resolving armed conflict in African countries, it may be vital to refer to the conflict map”

(Alence 2004). There are many actors in any conflict, some of whom are not visible but very influential.

### The flower-petal model

When examining the effectiveness of international organisations in maintaining peace in Africa, this study also uses the flower-petal model. “The flower-petal model identifies six categories of a culture of peace that can be in use to prevent conflict” (Toh 2004). It is a model that has multiple ways of resolving a conflict. “Just like the petals of a flower, flower-petal model provides that peace is a multidimensional concept and there is no one best way for achieving it, rather it requires multiple methods” (Kelvin 2007). Figure 1 illustrates the flower petal model.

**Figure 1: The flower-petal model**



**Source: Kelvin (2007)**

### Factors influencing conflict resolution within Africa

“There are many causes of conflict in Africa because it is a vast and varied continent” (Shaw 2008). In addition, African countries have different histories and geographical conditions, different stages of economic development, different sets of public policies and different patterns of internal and international interaction. The sources of conflict in Africa reflect this diversity and complexity. “Some sources of conflict are purely internal, some reflect the dynamics of a particular sub-region, and some have important international dimensions” (Nathan 2003).

A number of common themes and experiences link the sources of conflict in Africa. The historical legacies are mainly to blame for conflicts in Africa. For example, “at the Congress of Berlin in 1885, the colonial powers partitioned Africa into territorial units” (Boolell 2012). There was the arbitrary division of kingdoms, states, and communities in Africa.

“In the 1960s, the newly independent African States inherited those colonial boundaries, together with the challenge that legacy posed to their territorial integrity and to their attempts to achieve national unity” ([www.crisisstates.com](http://www.crisisstates.com)). The challenge became worse because of the fact that the framework of colonial laws and institutions that some new states inherited had been designed to exploit local divisions, not overcome them. “The simultaneous tasks of state-building and nation-building preoccupied many of the newly independent countries and were given new momentum by the events that followed the outbreak of secessionist fighting in the central African region” (Werner 2010)

The character of the commercial relations instituted by colonialism also created long-term distortions in the political economy of Africa. “The design of the transportation networks and related physical infrastructure were to satisfy the needs of the colonisers” ([www.synapse.net](http://www.synapse.net)). The consequences of this pattern of production and exchange extended into the post-independence state.

Despite the widespread of conflict in Africa, there has been some commitment to peace. “In 2004, there was the establishment of the PSC, which was historic in Africa’s progress towards resolving its conflicts and the building of lasting peace” ([www.africapi.org](http://www.africapi.org)).

“Prior to 2004, African countries had signed and ratified several protocols and declarations that signalled the collective commitment to peace, as well as the rejection of the use of force in settling disputes” ([www.un.org](http://www.un.org)). Unfortunately, there was no full implementation of some of the protocols.

“The establishment of the African Standby Force (ASF) is also an example of the commitment to peace and security” (Boolell 2012). However, to date, this remains a pipe dream. The developments in the global political and economic spheres also compromise Africa’s commitment to peace.

“Another factor influencing conflict resolution in Africa is the use of western approaches to conflict resolution at the expenses of traditional mechanisms” ([www.uneca.org](http://www.uneca.org)). There are a number of western approaches to reconciliation and healing, or methods of conflict resolution. These include litigation, alternative dispute resolution methods (ADR), and sustained dialogue. It is vital to note that western approaches seem not to have an impact in ensuring reconciliation and healing in Africa.

### Successes and failures of international institutions in conflict resolution

The focus of this section is to discuss the successes and failures of international organisations in resolving armed conflict. There is a presentation on the United Nations (UN), African regional organisations.

## The United Nations

The main reason for the formation of UN was to ensure world peace. “The establishment of the UN was because of the failure by the League of Nations to prevent World War II” ([www.un.org](http://www.un.org)). The UN has achieved some degree of success in maintaining world peace.

The UN managed to prevent the occurrence of any further world wars. The UN has also been instrumental in the maintenance of the international balance of power. It played a significant role in disarming the world and making it nuclear-free. “There were various agreements and negotiations like the Partial Test Ban Treaty and the Nuclear Non-Proliferation Treaty” (Boolell 2012). As a result, there have been few inter-state wars since the inception of the UN.

Peacekeeping operations, peaceful resolution of disputes and refugee concerns had always been on the list of UN's core issues. “Since 1945, the UN has managed to negotiate more than 172 peaceful settlements that have ended regional conflicts” ([www.un.org](http://www.un.org)). The world body was also instrumental in the institutionalisation of international laws and the world legal framework.

However, the UN has a number of challenges in maintaining world peace. “The institution seemed to have failed to manage civil wars” ([www.iss.co.za](http://www.iss.co.za)). A number of African countries like Nigeria, Niger, Egypt, Sudan, and Somalia faced internal disturbances. UN has also failed to ensure equality among nations, with some western powers like the US dominating the world.

The UN failed to stop the US-led invasions of Iraq and Libya. These countries are not peaceful due to the invasions by the western powers. Moreover, UN has failed to resolve the territorial dispute between Israel and Palestine.

In addition, the number of nuclear powers in the world has kept increasing. UN could not control the horizontal expansion and proliferation of weapons and arms. “The blame could be on financial independence and deviation from neutrality and impartiality” (Werner 2010). As a result, the world body has failed to reflect the democratic aspiration of the world. Without being democratic itself, the UN talks of democratisation of the world.

Nevertheless, the UN has managed to ensure good relations between countries. Global gatherings like the UN General Assembly have provided a platform for interaction. Accordingly, countries can engage in bilateral and multilateral discussions alongside the UN meetings. However, the researcher noted that good relations between states usually occur among countries on the same level of development.

## African regional institutions

“Africa’s regional economic communities are playing an increasingly important role in peace and security” (Boolell 2012). The regional organisations mainly have economic goals in mind, including enhancing economic integration, trade, and development. However, given the nexus between peace and development, the focus is also on conflict resolution.

Regional cooperation and integration in Southern Africa owe its origin to historical, economic, political, social, and cultural factors that created strong bonds of solidarity and unity among the people. These factors have contributed to the formation of a distinct Southern African personality and identity that underpins political and economic cooperation. “The formal establishment of structures to promote regional cooperation and integration started as an initiative of the Frontline States, the original members of which were Angola, Botswana, Mozambique, Tanzania, and Zambia” (Chissano 2008).

Initially, the initiative of the Frontline States was towards the political liberation of the region. After attainment of independence, the Frontline States transformed into the SADC.

“Since its inception, SADC has inculcated a sense of regional belonging as well as a tradition of consultation among the peoples and governments of Southern Africa, which, among other things, has improved regional security” ([www.iss.co.za](http://www.iss.co.za)). SADC has developed protocols in a number of areas of cooperation, which provide the legal framework for cooperation among the member states. One of the protocol is the SADC Defence and Security Pack, that is based on the ‘injure one injure all’ principle. In short, if one member state is under attack, all other SADC members states must intervene.

It is vital to note that the SADC region remains one of the most peaceful in Africa. Yet, despite comprehensive protocols and agreements, SADC faces acute challenges characterised by tensions between member states, resource deficits, citizens’ exclusion, social discontent, and limited internal and external coordination.

SADC’s wide membership is also proving problematic. “Having incorporated the DRC in 1997, the organisation went into a conflict that has a strong relationship with the dynamics in Central Africa” ([www.synapse.net](http://www.synapse.net)). The two states that invaded the DRC in 1998, Rwanda and Uganda, are not member states of SADC and are outside its influence. While there was the belief that the SADC could play a positive role in conflict management in the DRC, the organisation failed to match the challenge, partly due to its limited scope of influence in the Central African region. Therefore, the problems of unclear sub-regions and overlapping membership in multiple regional

organisations complicate regional conflict resolution efforts.

### **Legal and enforcement instruments for guiding conflict resolution**

To ensure peace, the member countries of the regional economic communities must follow the principles of international law. According to Shaw (2008), “international law is the body of laws governing relations between nations.” International law refers to the system of implicit and explicit agreements that bind together nation-states in adherence to recognised values and standards, differing from other legal systems in that it concerns nations rather than private citizens.

International law is also a complex network of principles, treaties, judicial decisions, customs, practices, and writings of experts that are binding on states in their mutual relations. The common point of the definitions is that the international law deals with the states and their activities.

The member states of the regional economic communities have the guidance of the agreements or treaties that they ought to respect. Many treaties are also important as authoritative statements of customary law. “A treaty, which is freely negotiated between a large number of States, for example, the United Nations Charter of 1945 is often regarded as writing down what were previously unwritten rules of customary law” (Boolell 2012). “The other examples of treaties are the Montevideo Convention on the Rights and Duties of States of 1933, and the Vienna Convention on the Law of Treaties of 1969” ([www.uneca.org](http://www.uneca.org)).

The fact of a large number of states agree upon a treaty provision is itself an important practice. If countries subsequently apply the treaty provision, especially where they are not parties to the treaty, then it can quickly become part of the customary international law.

According to Shaw (2008), “the general rule is that a treaty requires interpretation in good faith in accordance with the ordinary meaning to the terms of the treaty in their context and in light of its object and purpose.” The preparatory work of the treaty and the circumstances of its conclusion are a supplementary means of interpretation in the event of ambiguity.

### **Factors that influence regional organisations in conflict resolution**

A number of factors influence the effectiveness of regional organisations in conflict resolution. These include legislative reform, political will, transformative justice, civil service participation, and truth-telling.

Legislative reforms would ensure that there is address to all the concerns of citizens. “The process of

recommending specific services to deal with the particular and extensive effects of trauma and grief requires secured legislative backing through the setting up of healing and reconciliation organs” (Werner 2010).

Political will is vital. According to Chissano (2008), “raking past atrocities and human rights abuses is an excruciating exercise.” If badly managed, the exercise could backfire, and widen the chasm in an already politically fractured nation. “Indeed, this fear often deters the introduction of reconciliation processes where victims feel a genuine sense of satisfaction over the claimed entitlements” (Boolell 2012). Hence, the political will to promote genuine reconciliation is paramount.

In addition, there should be transformative and restorative justice. “Emphasis is on repairing the harm caused or revealed by criminal behaviour and is best achieved through cooperative processes that include all stakeholders.” ([www.un.org](http://www.un.org)). The fundamental principles are that justice requires that different categories of people work to restore those who were injured, and faced injustice. The people directly involved and affected should have the opportunity to participate fully in the response programme.

The role of government would be to preserve public order, create secure, safe social, and political spaces. The role of the community would be to build, nurture, and maintain peace. “Such collaborative encounters would create opportunities for victims, offenders, and other community members to discuss their personal experiences of the atrocities” (Greenwood 2008).

Civil society engagement is another condition for reconciliation and healing. A successful national healing and reconciliation process requires meaningful engagement of civil society and the public at large. “A process aimed at responding to people’s needs must involve the actors affected by the conflict, especially at the grassroots level” ([www.synapse.net](http://www.synapse.net)). In this context, civil society organisations can play a vital role in monitoring the implementation of the reconciliation and healing processes.

“It is also vital to note that absence of peace largely affects the vulnerable groups in society, especially women, and children” (Boolell 2012). Therefore, conflict resolution efforts must consider the needs of these vulnerable groups.

### **Recommendations**

The study came up with some options for enhancing the effectiveness of international organisations in conflict resolution. These are:

- Financial resources should be adequate because some of the interventions of international organisations fail to achieve intended results because of financial resources;



- There is a need to increase south-to-south cooperation. Greater regional cooperation would facilitate peace because there is security in numbers. Those who want to destabilise the region would face retaliation from a united front;
- Economic development is vital in Africa as it would prevent interference by the western countries;
- Visionary leadership is required. Leaders give direction and are very important to the success of strategies; and
- Increased participation of women in peace and conflict resolution is vital. Conflicts mostly affect women and they must actively participate in peace-building activities.

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# CLIMATE CHANGE: A TAXPAYER'S CONCERNS ABOUT RESTITUTION AND GRANTS

Professor Dr Bruce R. Duncan\*

**Keywords:** *Territorial Imperative, voices, responsibility, corruption, envy, psychology.*

## Introduction

Climate change activists continue to “demand that rich countries pay for the damage global warming is inflicting upon the poor” (Abnett, 2023). They argue that developed economies initially caused climate change and, as a result, poorer nations suffer a debilitating developmental lag (Worland, 2018).

However, at the COP26 Glasgow summit, the pledge to provide £72bn by 2020 remained unmet (Morris, 2023a). Only repayable loans, but no grants had crossed borders (Morris, 2023b). Developed nations are holding back on handouts. The writer suggests reasons for this.

Developing countries argue that rich countries are responsible for most of today's climate change impacts because they started emitting carbon much earlier than the rest of the world.

Khadka (n.d.)

This essay will dispute the “demand” claim and “freebie” grants and assert that the claimants' premise is unfounded in law and emotively irrational in substance. Contrary to the much-hyped allegation, developed countries have no case to answer. They, too, must work responsibly towards addressing their unacceptable carbon emissions - alongside the efforts of developing economies, and tackle mutually endemic corruption.

The current structure of the UNFCCC now makes it substantially impossible to bring a claim against individual states regarding their specific measures against climate change.

(Meguro, 2023)

## The Climate Change Act, 2008 - responsibility

The United Kingdom's Climate Change Committee has a legal duty to tackle and respond to climate change and must redress the UK's carbon and greenhouse gas emissions (CCC, n.d.).

## Management versus entitlement

Indeed, managing the frustrating kaleidoscope of climate change impacts invokes anger in developing and developed economies. Consider, for example, the incidents of flooding in the United Kingdom and the

devastating forest fires in the United States of America, where, for many, the American dream has gone up in smoke. Consider the steps taken by South Africa to address its lengthy countrywide drought (2021/2022) and the devastating impact on individuals, enterprises, and livestock. Tsunamis, tornados, hurricanes, earthquakes, and other demonstrations of Nature's volatile disruptions continue to affect the globe. In concert, humankind's mismanagement of the Earth's resources also contributes to Nature's backlash that does not respect country, age, ethnicity, religion, politics, or social standing.

Consequently, productively addressing the loss and anger generated from Nature's indiscriminate activities and human irresponsibility contributing to Nature's agenda will challenge stakeholders – especially when death, injury and the destruction of irreplaceable assets leave painful memories and irreversible loss and questions.

## Entitlement versus responsibility

Nevertheless, the issue of compensation stays on the climate restitution agenda – adding to the writer's concern about claimants' “you owe me” attitude (Boyes, 2023).

The literature on “entitlement” includes the following:

The words ‘right’, ‘entitlement’, ‘to entitle’, and ‘to be entitled’ have a number of quite different significations ... to behave in a certain way can mean that ... behaviour is free ... neither forbidden nor commanded ... is permitted in a negative sense. It can also mean that it is permitted in a positive sense ... has a duty to another person to behave in a certain way ... the right to a certain behaviour of another person ... of the duty of the other person.

Kelsen (1991)

A more balanced and positive approach to managing climate change outcomes could serve all stakeholders justly. Each country must take responsibility for managing climate change while tackling endemic corruption hindering conflict resolution.

The current “you owe me mindset” argument is unreasonable and insensitively combative. Why must developed countries pay for the unforeseen fallout from pioneering inventions of the globally accepted Industrial Revolution's entrepreneurial genius?

Significantly, 18<sup>th</sup>-century science knew nothing about the ozone layer and its relevance (UKRI, 2023; Walker, 2022). Must humankind demand compensation from China for developing gunpowder?

### Concerns about scapegoating, grants, and facts

Nevertheless, the influential voices from developing countries must receive attention – and COP26 is one example of the sincere engagement of agents. Will developing countries now listen to the voice of a taxpayer from the United Kingdom - a developed country addressing climate change outcomes?

Alarmingly, Singh (2023) writes that climate change causes women to become sex slaves in India. So, according to Singh, entrepreneurial products and services developments created the environment for lecherous, testosterone-fuelled bullies to use women as sex slaves in India. Really?

Singh's scapegoating indirectly blames the entrepreneurial brilliance of Benz<sup>1</sup>, Hargreaves<sup>2</sup>, Arkwright<sup>3</sup>, and Crompton<sup>4</sup>. That illogical rationale features among the criticisms of others seeking restitution (c.f. Khadka, n.d. – Introduction).

Of concern is that the debate has yet to consider the range of human factors behind the voices in the auditorium. There is an apparent preoccupation with filling deep pockets with “freebies” from the perceived bottomless budgets of developed nations. However, handouts are not helpful in the longer term. Ironically, top-down grants resurrect the ghosts of the derided paternalism of the rich, “Please, Ma’am, may I have some more ... and more?” (Morrison, 2023; Pillay, 2020).

Interestingly, however, only loans have crossed borders – this hand-up support makes sense and is evidence of mature reciprocity and responsible financial stewardship and diminishes corruption.

The historical trajectory of climate change includes Nature's involvement, as shown in the outcomes of volcanic eruptions, cyclones, solar radiation, and rainfall volatility. Earth's orbit changes, and shifting tectonic plates adjust, often leading to tsunamis. Furthermore, the cyclical glacial and interglacial periods occur every 100,000 years because of changes in the Earth's orbit around the sun (Met Office, n.d.) – whom do we blame? Buongiorno (2022), citing Newton's Conservation of Angular Momentum Law, writes that the Moon continues to move away from the Earth (3.78 centimetres a year). As a result, the Earth's rotation is slowing down. Consequentially, “tides would also cease ... the Sun-Earth tidal tug-of-war

would eventually reverse the Earth-Moon process, bringing the Moon steadily closer to Earth until our planet's gravity tore it apart” (Buongiorno, 2022). Whom do we blame?

### Psychology, history, and scapegoating

So, this social science investigation turned to the objectivity of the literature on conflict, unity and problem-solving – and psychology. The trawl caused the writer to question the unconscious motivation behind the mindset that, using a presumptuous scapegoating premise, now “demands” – not asks – for help from charitable and developed economies.

### Questions about motivation and scapegoating

Are developing nations scapegoating developed countries historically endowed with entrepreneurial genius by tactically seeking redress for climate change outcomes? Are they simultaneously displacing other real/imagined historical injustices onto restitution for climate change? Are developing nations reviving a path-dependent begging bowl approach to demand international handouts because they have not yet – like teenagers - learned to take responsibility for their independence innovatively?

In contrast, Ghana's positive initiative is an example of innovative action as its government seeks to remedy one aspect of its environmental focus. Boateng and Klop (2023) draw attention to the pollution caused by old cars in Ghana and share the challenges Ghanaians face in changing their environmentally destructive use of imported old cars - the distant cousins of Benz's first automobile.

The literature cites psychology studies about actors who “play the victim” (Lebow, 2023; Akim, 2022). So, are the demands for compensation displaced reactions whereby affected individuals repress unresolved historical trauma by scapegoating entrepreneurialism? Is the phantom of imperial colonialism's unfair and self-serving aspects resurrecting in a “you owe me” shroud?

Does envy play a role in motivation? Belk (2011) distinguishes between malicious and benign envy in commerce and industry. The study notes that malicious envy is born out of blocked desires, and the focus then zooms in on the advantages of the perceived protagonist and explodes into self-crippling emotion.

Adding to this wash of feelings is a sense of injustice, a sense that the envied person's advantage is undeserved.

Smith (2023)

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<sup>1</sup> Patented the first gas-fuelled car.

<sup>2</sup> Invented the Spinning Jenny,

<sup>3</sup> Patented the water frame.

<sup>4</sup> Invented the spinning mule.

Is it probable that pseudo-guilt from actors draped with Superman’s colonising cloak morphs into a “rescue syndrome”<sup>5</sup>? Is the unfounded restitution malarkey an unconscious ruse to placate historical injustices with compensatory decisions rather than logical solutions (Mathews, 2023; Raypole, 2023; Ingham, 2023; Johnstone, 2023; Cicanavikius, 2018)? Is this “demand” tactic an understandable outcome of malicious (covetous) envy and revenge for colonialisation<sup>6</sup>?

Have the decision-makers understood that empathy<sup>7</sup> must differentiate the aesthetic - human artefacts or environments – from the interpersonal experiences of human beings (Ganczarek et al., 2018)?

Of concern is the possible influence of 21st-century kingdom-builders (Meagher et al., 2023). Narcissists will bolster their self-aggrandisement and insatiable need for more power by negatively influencing the mutual ownership of a responsible, historically laced discussion about entrepreneurship and risk.

Why do developed countries stand accused of climate change damage alone? Are all countries not equally “guilty and responsible”? Why do claimant countries wanting restitution fail to own up to their finger-pointing hypocrisy? They import, work for, and use the products and services, causing pollution. Regardless, the more positive and inviting way forward is for climate change activists to adopt benign envy as a strategy that focuses on controlling envy to manage a way forward. Turning malicious envy into cultivating benign envy will ...

... serve as a motivational force that propels people to work harder to get what others already have.

Ogden (2021)

### Going extra miles

British taxpayers work hard to tackle climate change outcomes, offset the COVID-19 debt, pay off the national debt, address national poverty challenges, adjust to challenging sociocultural and political shifts, sponsor emigrants from Ukraine, and uproot homegrown poverty.

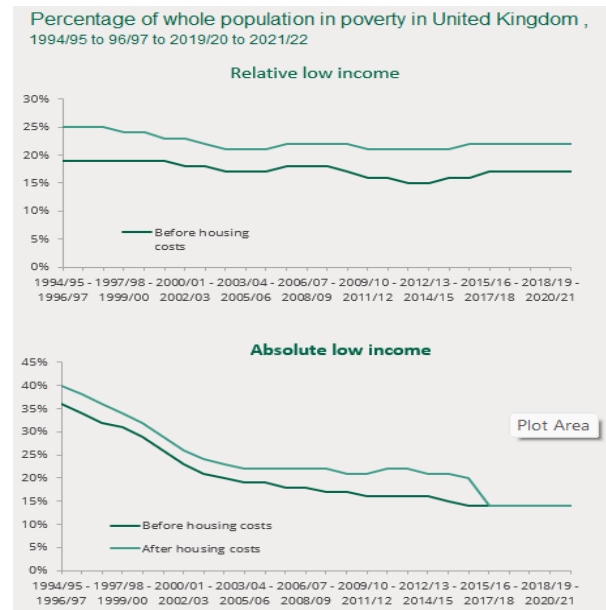
The United Kingdom must first serve those entitled to live within its borders and ensure its less affluent population receives support. Thus, robbing British Peter to pay non-British Pauline a lumpsum grant is not morally or economically sensible. Britain’s customary Santa Claus handouts must now focus on the needs of all citizens of the United Kingdom.

<sup>5</sup> The colonial, “saviour/white knight” co-dependency complex.

<sup>6</sup> The UK, French and Dutch nations, for example.

<sup>7</sup> “From the German word *Einfühlung*, which means “projecting into” (Ganczarek et al., 2018).

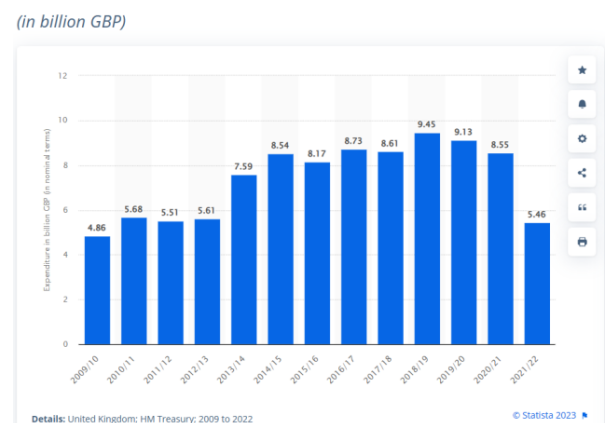
Graph 2. Poverty in the UK



Source: Frances-Devine (2023)

While Britain’s budget is not the bottomless breadbasket to feed the world, generous taxpayers add to non-governmental aid programmes outside British borders. A visit to the Charity Commission (UK) will show viewers how British taxpayers aid those entitled to help from within and without its borders.

Graph 3. Public sector expenditure on foreign economic aid in the United Kingdom from 2009/10 to 2021/22



Another concern is the often-ignored elephants in the room – the controversial issue of globalisation’s borderless multicultural mix and corruption.

### Corruption affecting climate change fallout

Anderson (2023), drawing on reports about the extractive industries from the Pandora Papers, writes, “tackling climate change is the challenge of our time, but addressing other issues can support those efforts, not detract from them. The fight against corruption is a case in point”. Confidence in a country’s ability to

work towards eliminating corruption can swing a decision to invest or not. It is time to manage that giant pachyderm<sup>8</sup> in the room.

The global and national networks of bribery and corruption march through the gap caused by some elected/appointed members of parliament, traditional elitist families, and business moguls who, due to the “insufficient or underdeveloped regulatory and legal frameworks”, and “the influx of financial resources for climate change initiatives ... create a thriving market for bribery and corruption” (Ashurst, 2023).



*The Elephant in the room*

Transparency International (2023) reports that “corruption can jeopardise efforts to combat climate change by diverting funds, undermining policies, and eroding trust”.

- The twenty countries considered most vulnerable to climate change on The Transparency International Corruption Perceptions Index (CPI) showed significant corruption risks.
- Almost three hundred million people live in five of the twenty countries most vulnerable to climate change: Bangladesh, Honduras, Myanmar, Nicaragua, and Vietnam.
- Up to thirty-five per cent of climate action funds, depending on the programme, have vanished to corruption in the last five years (Pickup, 2023).

Pickup (2023) notes that the management of funds, voice and accountability, the engagement of the private sector and the observance of human rights are the minimally necessary actions to effectively address the surge of corruption. Cleaning up corrupt governments, financial organisations, and trading companies will close other conduits enabling dishonest practices.

The whirlpool of corruption must not suck in climate change programmes as in the case of the well-publicised cancellation of the emotionally motivated debt cancellation programme that did not flag the moral/psychological dimension:

... debt cancellations have benefited the most corrupt governments in developing countries without any positive impact on the local populations and not on long-term indebtedness trajectories.

Bouchet (2021)

<sup>8</sup> Pachyderm comes from the Greek word meaning “thick skinned” – the irony is revealing.

So, the writer’s sociological bent trawled through the literature to understand why corruption features prominently in a situation that demands the integrity of all players. While reflecting on Greek and European philosophy, eastern concepts, religious views, and the African concept of Ubuntu, it became clear that a discussion on corruption would demand a bespoke article. Nonetheless, one factor dominated the skimming journey. Despite societal codes of ethics, unethical behaviour has flourished across and within every segment of social engagement, regardless of ethnicity, social class, position, education, country, religion, and age. Humans have, in one way or another, fallen short of the ethical boundaries supporting civilisations.

Mele (2014) writes that corruption’s “underlying anthropological cause is the innate human impulse to own external goods when it is not subject to personal integrity”.

Tanzi (1998), writing from the International Monetary Fund (IMF) perspective, names six factors promoting corruption, viz:

- Bureaucratic path dependencies.
- Public sector wages levels.
- Penalty systems.
- Institutional controls.
- Transparency of rules, laws, and processes.
- Examples set by leadership.

Biswas and Tortadaja (2023) point out historical and 21<sup>st</sup>-century incidents of corruption. Breaking society’s ethical codes is part of risk-taking, game-playing, and insatiable greed. The survival need has converted to survivor greed. Laws try to manage the situation, but this discipline is subject to the government making the laws (Biswas and Tortadaja, 2023). There is no evidence that corruption is an innocent reaction to socioeconomic situations. Corruption is an innate part of society (Shah, 2023; Mynt, 2000; Dfid, 2015).

So, this essay argues that Robert Ardrey’s Territorial Imperative Theory (TI) offers an all-inclusive strategy for players to address climate change’s socioeconomic outcomes responsibly and collectively. The content will first introduce the critically relevant thematic theoretical underpinning.

### **Moving forwards to the Territorial Imperative**

The reality of unique and diverse cultural “Territorial Imperatives” has an inbred bias – the “them and us” syndrome (Emanzadeh, 2023) – affecting the decisions. Tajfel (n.d.), a social psychologist, points out how “in-group bias ... intergroup aggression ... in-group favouritism” affect the interplay of group dynamics. Thus, the evolutionary defensive survival trait is understandably self-serving, but ironically its defensive focus does not address environmental issues on the doorstep.

The study by Simon, Ahn, Stenstrom and Read (2020) also dovetails into and supports the ethos of Ardrey's Territorial Imperative approach.

For instance, they expand on the following:

- The “myside” bias.
- The “otherside” bias.
- “Conflict and escalation”

Their theory thoroughly explains the psychological mindset of reacting to a competitive or threatening situation - thus, the literature leads to the “Territorial Imperative” Theory (Ardrey, 1966<sup>9</sup>). This unique evolutionary defensive mechanism illustrates the survival instinct where animals and humans instinctively claim and own their chosen or endowed space.

Territorial Imperative is the ownership of a nationality, home, family, bedroom, religion, philosophy, knowledge, reputation, body, sexuality, or workspace. A territory is any bounded space related to attachments and exclusiveness (Edney, 1974; Gold, 1982; Taylor, 1988).

The writer is concerned that developing and developed countries look to defend their territories without understanding the implications of the territorial imperatives of other countries.

### **The negotiation model - recommendations**

So, climate change theorists must open the debate to an understanding of Ardrey's concept and learn from the studies by Simon, Ahn, Stenstrom and Read (2020) and...

- Acknowledge the commonality of the outcomes of climate change and admit to the hypocrisy that blames but simultaneously depends on, owns, and employs the “damaging” entrepreneurial innovations that, for example, keep lights burning.
- Understand that cross-territory blaming and demanding must give way to the responsibility of defending and cleaning the national doorstep.
- Practise mutual respect and understand that each participant's territory defence demands mutual ownership of a shared problem.
- Refocus on addressing the national outcomes of climate change and negotiate loan partnerships with countries.

### **Cooperation**

So, how do we address the divisive ethos affecting climate change outcomes? How do we bin ego-satisfying hubris defending our TI to learn and walk humbly (Hougaard and Carter, 2023)? How do we manage societally endemic disruptive corruption and remove entitlement – at all societal levels? How do we bring a modicum of balance to “the world owes me a living attitude”? How do we recognise and come to terms with pseudo-guilt? How do we objectively view what happened before we were born?

Firstly, top-down monetary handouts responding to heart-tugging propaganda are like short-term headache pills. Creating a dependency on “donor charity” is counter-productive to building responsibility and ownership of a mutually tricky situation.

Secondly, alienating blaming swipes from recipients hypocritically using the same entrepreneurially designed products and services is unproductive.

Thirdly, stakeholder engagement must challenge the envious entitlement mindset that demands, “You owe me”.

Fourthly, any healing focus on climate change's outcomes must include removing the national and networking webs of greed and corruption. This action must consist of transparent primary research and publish audited reports on the success of ending corruption and avoid the syphoning of donated funds to offshore bank accounts by internal stakeholders.

Fifthly, stakeholders in developing and developed countries must challenge the rent-seeking of the elites (Dable-Norris and Wade, 2001) and crony capitalism (Enderwick, 2005). It is imperative to rein in the greedy elite who benefit from natural resources at the expense of generating wealth for the country's citizens.

### **Conclusion**

A connected world cannot exist if countries do not keep their doorstep clean and mutually negotiate beneficial investments.

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<sup>9</sup> Anthropologist and behavioural scientist.

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# HUMAN RESOURCES MANAGEMENT IN HEALTH CARE BUSINESSES AND ITS APPLICATION IN TURKEY

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The complete version of this summarized article is available at:  
<http://www.stclements.edu/articles/HRMTurkey.pdf>

*This article has been translated into English from Turkish using Google Translate.*

## 1. INTRODUCTION

Globalization, which has affected the whole world, has separated economic and political borders and united all humanity in being sensitive to the same dynamics. This process, which became more evident in the 1980s, made the world smaller and led to rapid interaction between countries. Technological, economic, political and social developments have significantly changed people's lives and expectations. Many institutions wanted to renew and/or reinvent themselves. In a rapidly developing and shrinking world, all countries and companies are working to meet the needs and competencies of their customers with the right decisions in an increasingly competitive environment. Globalization, which has transformed the world into a single market, increasingly intense international competition and rapid technological developments, can be sustained with human skills and knowledge.

Globalization turns into a competitive advantage, deeply affects working life, and forces traditional industrial relations to change and restructure. Strengthening international competition, changes in supply and demand, and the need to respond to such changing and diversifying demands have also affected production and the dynamics that create it. These developments have made competitiveness a strategic factor for countries and companies. Globalization of markets, technological advances and demographic developments have all added new dimensions to the functioning of economic, social and political systems. Increasing international competition, on the one hand, makes it important to train more qualified manpower, and on the other hand, it requires the human resources management system to be made more effective.

## 2. HUMAN RESOURCES MANAGEMENT, DEFINITION AND DUTIES IN HEALTH INSTITUTIONS

Human resources management is among the most emphasized topics in recent years. Nowadays, with the changes taking place in the world, technological developments and questioning what the new role of the state should be, all eyes are turned to the human

resources of organizations. Today, change is not a need but an obligation. It is not a choice but an inevitability. HRM is an issue that is the focus of attention of public and private organizations.

Healthcare organizations need healthcare organizations expenses to determine the current status and forecast about the healthcare industry. These expenses face healthcare institutions in the form of rapid financial changes, economic pressures, population structure, customer turnover and rapidly developing technology. Health institutions manage the organization by taking these expenses into consideration. Health institutions need human resources to bring together and manage these components.

The definition of human resource management in healthcare organizations is slightly different from normal business definitions. The main reason for this difference is that organizations that provide health services are service institutions. The main characteristic of service institutions is that they use labor-intensive technology. The main determinant of service delivery in health institutions is people. Unlike industrial institutions, which are highly dependent on machinery and technical equipment, healthcare institutions cannot carry out their activities without having sufficient number and quality of personnel.

Based on this definition, Human resources management in organizations that provide health services is a subsystem that works in accordance with the strategies, tactics, plans and programs of health institutions, and at the same time, provides personnel from outside and within the organization for health service organizations and works to complete the work of the organization.

## 3. DUTIES OF HUMAN RESOURCE MANAGEMENT IN HEALTH CARE

The duty of HRM acts to contribute equally to other organizations within the institutions providing health care services. Over the last two decades, this approach has been evolving for two main reasons. The first is to determine the needs to provide human resources services more effectively and quickly. The second reason is that human resources need training, skills, understanding and competence.

#### **4. THE IMPORTANCE OF HUMAN RESOURCES MANAGEMENT IN HEALTH INSTITUTIONS**

Human resources refer to the people who directly or indirectly carry out production activities in the health institution. Human resources management can be defined as the whole or system of activities related to the effective and efficient employment of personnel in a health institution. The vital feature of health services, the seriousness of the role played by personnel in service production and the characteristics of health personnel have increased the importance of human resources management; It has led to the development of the domains of human resources management.

#### **5. OBJECTIVES OF HUMAN RESOURCES MANAGEMENT**

The main purpose of Human Resources Management is to achieve the goals of the institution in the most efficient way. With the belief that people will play the most important role in achieving this, human resources management has turned towards human relations. Thus, human resources management focuses on business-related problems and human relations, enabling the organization to prepare for the future and be successful.

#### **6. TYPES OF INSTITUTIONS PROVIDING HEALTH SERVICES**

Organizations that provide healthcare services can be divided into several categories. Some (such as hospitals) work in very large buildings with hundreds of personnel. Some of them (such as home care) consist of a few personnel. These are:

- Doctor's offices and clinics: Doctors and surgeons may work individually or in a group with the same or different specialties.
- Hospitals: Hospitals provide full health care, diagnostic and treatment services, surgery, and ongoing nursing care. Some hospitals operate for the treatment of certain diseases. Such as psychological diseases, cancer diseases, childhood diseases.
- Nursing and personal care services: Nursing services provide nursing, rehabilitation and hospital services to the patient, and also provide personal health services to patients who do not need hospital services but need continuous health services.

#### **7. CYCLE OF WORK IN HEALTH CARE**

Various business groups in the provision of health services need trained personnel at different levels. Apart from thousands of varieties of medical and clinical care and healthcare, there is a need for other important requirements along with the skills of workers in the following areas:

- Management and administration
- Physical application area
- Security
- Information Technology

- Hotel management services.

#### **8. CHANGING STRUCTURE OF HEALTH SERVICES**

Understanding the current conditions in health services and being able to capture future approaches in this sector are important for the development of human resources in health services. Easy accessibility, effective treatment and continuous development in technology make it easier to provide medical services. However, the healthcare system faces serious problems. These are:

- Financial problems
- Increasing customer expectations
- Lack of experience of staff and employees
- Scientific advances
- Computable and applicable knowledge.

#### **9. NECESSITY OF HRM TO PROVIDE SERVICES IN HEALTH INSTITUTIONS**

The task of Human Resources Management is generally to regulate personnel training, development, management performance, flexible working and personnel relations in the recruitment and selection of personnel for healthcare organizations. In the past, these studies were provided by managers who did not receive sufficient training in this field. HR departments focused on management compensation, management benefits, and records. Today the importance of Human Resources Management is increasing in the complex structure of health services. Managers in healthcare organizations have realized that they need more strategic resources for their HR departments.

#### **10. FUNCTIONS OF HUMAN RESOURCES MANAGEMENT IN HEALTH INSTITUTIONS**

HRM is a responsibility that concerns every manager. It assumes a more important role, especially in the health sector, which has labor-intensive activities. It is the fundamental role of HRM to lead Healthcare Institutions and help other managers in the institution manage their employees more efficiently. Centralized work for HRM contributes to organizational success. HRM often incorporates the interactions of some groups with each other. However, the performance of HRM activities is done within a specific organizational context. The activities of HRM can be briefly given under the following headings:

- Human resource planning and analysis
- Finding and employing suitable personnel
- Equal job opportunities and career opportunities
- Personnel
- HR development and training
- Wage management
- Health and Safety
- Personnel and Personnel-Management relations.

## **11. ROLES OF HRM IN HEALTH INSTITUTIONS**

HRM management plays three important roles in organizations. Traditional management and HRM to direct operational roles to include more strategic elements. The administrative role of human resources often involves process and worker records. HRM maintains personnel files and deals with answers to questions about staff's objectives, training and sick leave. HRM is aware of strategic business support, which has been one of the most important events emphasized in HRM in the last few years. HR is emphasized as a strategic business partner. This emphasis covers various areas of HRM.

- Strategic planning participation
- Make decisions in cost calculations
- Redesign of the organization and business processes
- Financial support was provided for HR.
- Supplying and retaining a sufficient number of effective/productive personnel
- Improving the skills of all employees in the organization
- Defining and rewarding organizational, team and individual performance.

## **12. ADAPTATION TO MANAGEMENT CHANGES IN HEALTH INSTITUTIONS**

Healthcare technology is changing rapidly. The provision of health services is also constantly improving in all respects. Today organizational management change is the most important aspect of the management approach of healthcare services HR professionals. The effects of organizational consolidation, lower payments, technological advances, evolution of customer expectations, clinical performance, and other environmental and market forces that reduce the impact of cost differences are emphasized in this section. These changes are having a significant impact on HR management within healthcare organizations. HRM is concerned with:

- Producing more with less
- Compliance with quality standards
- Fulfilling different plans and cultural care practices
- Preparing healthcare professionals for new technologies
- Keeping professional and private life in balance
- Successful planning

Recruiting external personnel takes a long time and is costly. It is related to production loss, increased research time and costs. Healthcare organizations turn to internal sources for promotion/appointment. Managers and leaders need to make a greater investment in ensuring professional development within the organization.

## **13. COMPETENCY OF HUMAN RESOURCES MANAGEMENT IN HEALTH SERVICES**

Today, Human Resources professionals in healthcare are praised for their skills, appropriate training and

professional work. Skills are more than just a list of skills: Healthcare Human Resources experts emphasize how employees define their jobs. How do healthcare human resources professionals define and understand the impacts of their work and how do they work? Health care professionals must look at their work with a different, more strategic mindset than in the past. The requirements of HR are huge. They focus only on work.

## **14. PERFORMANCE OF HUMAN RESOURCES MANAGEMENT IN HEALTH INSTITUTIONS**

The success of human resources management in health institutions is determined by four basic criteria. The human resources manager has to pay close attention to these four basic variables when evaluating his activities and policies. These variables are; competence, commitment, compliance and cost-effectiveness variables. Efficacy means that the personnel has the necessary knowledge and skills to do their job well in the unit where they work in the health institution. This is called merit. To measure and evaluate competence, answers to the following questions are sought: How competent is the personnel in their job?

## **16. THE MEANING, IMPORTANCE OF PERSONNEL MANAGEMENT AND ITS PLACE IN THE BUSINESS**

Personnel is a comprehensive term that includes all employees, which can be expressed by various terms such as worker, officer, officer in Turkish. Although the term employee has been used synonymously in some business books in recent years, this usage is not very common and the use of employee in business life is not very common. Here, personnel will be discussed as one of the important functions of the business and mostly as personnel management in the sense of effective and efficient employment, including the supply of the necessary personnel in the business.

## **17. TRANSITION FROM PERSONNEL MANAGEMENT TO HUMAN RESOURCES MANAGEMENT**

The area of interest of personnel management and human resources management is related to manpower, which is the most important input of the organization. As it is known, labor is among the basic production factors and it is not possible to convert other production factors into products without human power. On the other hand, employees and the jobs they perform are divided into groups called various names such as departments, units, and departments. In order for organizational activities to achieve their goals, the boundaries of these groups must be determined, their characteristics must be known and their duties must be defined. For this purpose, the tasks that constitute the activities carried out in each unit and their relationships with each other should be determined. That's why job analysis studies are needed in organizations to determine various details and features of jobs is an important function in hospitals, as in other organizations. In addition, the quality of human

resources and the role of the departments that perform functions related to human resources management are important in order for the activities of hospitals to be continuous and the service provided to be effective and efficient.

## **AN EXAMPLE OF ITS APPLICATION IN TURKEY**

Ankara Numune Hospital Personnel

Branch Contracted Health Personnel Appointment and Transfer Regulation No. 4924

### **19. WHAT IS HUMAN RESOURCES?**

Human resources is a definition that refers to people, one of the resources that organizations have to use in order to achieve their goals, defined as the production of products and services.

The concept of Human Resources; It has a broad meaning that includes all employees working under the management in the organization and the potential workforce outside the organization. The concept, which first emerged in America in the 1950s, is a reflection of the changing perspective of the "perspective on people" within the organization emerged as a result.

Within the production relations that developed with the Industrial Revolution, employees were seen as "part of a machine". With the developments in the future, the importance and value of employees has increased with the efficient use of workforce coming to the agenda. This has caused new names and searches to be brought to the agenda to express its employees. Human Resources is a concept developed as a result of this search. The Concept of Human Resources generally symbolizes all employees in an organization. In Turkish sources on the subject, we come across different words such as manpower, employee, workforce, human resources used in the meaning of human resources. When it comes to human resources in any organization; - Managers - Managed.

Auxiliary workforce - Technical workforce - Consultants can be understood (Ataol Alpay, Budak Gönül, 2001:20). Human resources is a definition that refers to people, one of the resources that organizations have to use in order to achieve their goals, defined as the production of products and services. The concept of human resources has a broad meaning that includes all employees working under the management in the organization and the workforce outside the organization that can potentially benefit from it. It is often used in the same sense as the concept of human resources management to express organizations related to employees in organizations.

Human Resources Management: A writer; "There is no resource richer than humans. Therefore, it is necessary to talk about human wealth, not human resources" (Viargues, 1999:5). Indeed, people are not only the

most valuable resource of a business; It is also its most important wealth. Human resources management is a system that is human-oriented, works in compliance with the law, and is designed to be beneficial to the organization, the individual and the environment. Therefore, today the importance of human resources management is understood and has gained an indisputable place in hospital management.

Human resources management is; is to benefit from manpower in the most effective and efficient way. The effectiveness and efficiency of all work done in the business, from production to marketing, depends on the quality and quantity of the employees. For this reason, HRM is a function that covers all these actions, from the recruitment to the dismissal of the personnel needed to carry out the work, including effective ways and methods in solving employee problems (Sabuncuoğlu, 2000:5).

### **PERFORMANCE AND PERFORMANCE EVALUATION**

Performance is an important issue for managers in organizations and is a result of the employee's work behavior. Performance can be defined as the total measure of the qualitative and quantitative contributions of an employee or a group to the objectives of the unit and organization to which they are related. Therefore, individual job performance is important for the organization. The organization will also be affected by the strength or weakness of the individual employees' performance. Since it is the manager's duty to increase the performance of the organization, it is also the manager's responsibility to increase the performance of the employees (Schermerhorn et al., 1994: 147).

Performance can be defined as a person's ability to perform the job defined for him/her, within acceptable limits, in accordance with his/her characteristics and abilities.

Performance is a quantitative and qualitative expression of how far an individual, a group or an enterprise doing a job can achieve, in other words, what they can provide towards the target of that job (Baş and Artar, 1990: 13).

In terms of organizational behavior, performance is the product obtained by the employee at the end of his/her job-related actions and processes to achieve organizational goals. This product can be goods, services or ideas (Başaran, 1991: 179).

### **PURPOSES OF THE PERFORMANCE EVALUATION SYSTEM**

Purposes of Performance Evaluation it can be said that performance evaluation serves two main purposes. First, it provides managers with information on which to base promotions, pay raises, and other management decisions. In this sense, making administrative decisions as a result of such an evaluation will lead to

the effective use of resources in the enterprise and, accordingly, to an increase in the future performance of the enterprise. The second purpose of performance evaluation is to provide information about the extent to which employees approach the predetermined standards as a result of performance analysis. Depending on the performance level achieved by the employees at the end of the period, this provides feedback to the management about what needs to be done to continue if the targets have been achieved, if not, the reasons and what kind of training and development program will be implemented.

According to the evaluation results, the superior makes suggestions through the system regarding the developments that the subordinate will need in the future and on which issues the employee should be trained and developed. In this way, the development of employees who need training is ensured and their contribution to the business is tried to be increased (Kaynak et al., 1998: 207).

### **THE CONCEPT OF PERFORMANCE EVALUATION IN HOSPITALS**

Hospital performance can be defined as achieving clinically or administratively determined goals. The goal of healthcare is better health. Goals may relate to traditional hospital functions, such as: diagnosis, treatment, care and rehabilitation as well as education and research. (SOCIAL SECURITY JOURNAL • JOURNAL OF SOCIAL SECURITY • 2013 / 1) "Performance" is evaluated according to the main objectives of the health policy. These basic objectives are: maximizing health results and their ability to be delivered to users, minimizing the costs associated with achieving these results, and thirdly, both unexpected and financial protection against catastrophic medical service costs and ensuring equity in access to health services.

### **PATIENT SATISFACTION**

Patient satisfaction provides useful information about the structure, process and outcome of health care services. Patients who are satisfied with the services meticulously follow the recommendations of physicians and other healthcare personnel. A patient who is satisfied with the health service prefers the same health institution again when needed. The patient's age, gender, education level, social security status, income level, place of residence, diagnosis of the disease, treatment and length of stay affect patient satisfaction. Patient satisfaction is affected by many factors such as interpersonal communication, staff behavior, and being informed about the disease. Physical and environmental conditions such as lighting, heat, cleaning, ventilation, noise, easy location finding, parking, waiting rooms, external appearance and bureaucracy; It is known that waiting time, visitor policy and nutrition services affect patient satisfaction.

### **EMPLOYEE SATISFACTION**

Employee Satisfaction has been one of the topics. Researchers from many different disciplines, from human resources management to work psychology, from organizational behavior to management organization, have conducted research on employee satisfaction, which is a multidisciplinary subject. While employee satisfaction was discussed with its different dimensions in the aforementioned studies, the effects of these dimensions on different variables were examined. Field studies reveal that there is a positive cause and effect relationship between employee satisfaction and employee commitment and motivation, organizational citizenship behaviors, individual, team and institutional performance, customer satisfaction and service quality, while there is a negative cause and effect relationship with inefficiency, burnout, absenteeism and turnover tendencies shows that it is.

On the other hand, case and field studies have been conducted on different sectors in different geographies regarding the factors that create employee satisfaction. These studies mainly focused on factors such as wages, corporate culture and organizational structure, management approach, working conditions, colleagues, justice, promotion and promotion opportunities and job security. Management style and culture, employee participation, empowerment and the existence of autonomous groups are among the important factors affecting employee satisfaction. In particular, dissatisfied employees are more likely to want to leave their jobs.

### **THE EFFECT OF HUMAN RESOURCES MANAGEMENT ON HOSPITAL PERFORMANCE**

Human resources management removes all kinds of concerns from hospitals, makes employees open to change and helps them achieve success more easily by working with people who constantly improve themselves. Having the right employee in the right place protects the reputation of the institution, generates profits and supports the mission and vision of the hospital.

### **CONCLUSION**

The aim of health businesses is to fulfill social responsibility. Health enterprises consider meeting people's health needs as their main and primary duty. Another purpose of these businesses is to create demand for the basic health services offered. Thus, they ensure that precautions are taken to prevent people from getting sick. However, just as every business is managed, healthcare businesses also need to be managed correctly and healthily. At this point, HUMAN RESOURCES MANAGEMENT comes into play.

With its well-known definition, "management is the realization of goals with and through other people". Accordingly, the Human Resources Manager is "the person who ensures that health services are provided to

and through other people in accordance with the objectives". In order for businesses to survive in a world of constant change, it is necessary to establish an organization that can adapt to change, produce and share information, and constantly create new values for its customers, employees and shareholders. Today, the way to create such an organization is through a successful and effective human resources management system.

As a result, employees need to meet basic physiological desires, meet the need to belong to the organization, fulfill the need to be valued, respected and appreciated, etc. They are in expectations. The unit that will respond to these expectations is human resources management. Human Resources Managers provide a problem-free living space for both the institution, the employee and the patient by identifying the environments in which employees can use their performance correctly and ensuring the correct use of manpower.

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# TOURISM IN THE SCHOOL CURRICULUM OF NEPAL

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## Abstract

*Tourism education is the process of acquiring the knowledge, skills, and attitudes necessary to excel in the tourism industry and effectively engage in tourism-related work and business. It aims to foster a positive mindset towards the tourism sector and goes beyond simply providing information about tourist attractions. Instead, it focuses on how individuals can directly or indirectly benefit from tourism. One of the key aspects of tourism education is its ability to equip individuals with the skills required to operate and manage a tourism business. This education is highly practical and prepares students for employment opportunities in the industry. Additionally, it emphasizes the importance of production and actively engages students in real-world scenarios. Moreover, tourism education is essential for understanding the behavior of tourists, welcoming them, bringing products to the tourism market, and effectively selling them. Individuals who have received tourism education are not only able to travel and share their experiences but also inspire others to explore new destinations. Tourism education plays a crucial role in producing a competent workforce. Many countries have recognized the importance of tourism education and have incorporated it into their school curriculum, enabling students to pursue higher education in tourism-related fields. Tourism business is developing as a major economic sector in Nepal. To sustain the developing tourism business, tourism education is necessary at the school level. In Nepal, tourism education is provided through formal and informal sectors. The main institution of formal education is the school. This study aims to investigate the inclusion of tourism education at the school level curriculum in Nepal and evaluate the impact of its themes.*

**Keywords:** tourism, curriculum, tourism policy, social studies

## Introduction

Nepal is a nation that boasts geographical, natural, and cultural diversity. From the majestic Everest to the enchanting Kechna, and from the eastern Mechi to the western Mahakali, the entire region is brimming with resources and attractions that have the potential to captivate tourists. The towering mountains in the northern region have become a magnet for visitors from all corners of the globe. The picturesque hilly terrain, meandering rivers, stunning lakes, and the rich tapestry of socio-cultural life, coupled with the presence of magnificent animals like tigers, rhinoceroses, and elephants roaming freely in the Terai

forests, make Nepal an irresistible destination for travelers.

Over the past 70 years, Nepal has witnessed a significant influx of foreign tourists. Both the private and government sectors have made substantial investments in the tourism industry, focusing on the development of infrastructure, effective publicity, and other ongoing initiatives. As a result, the tourism sector has emerged as the largest foreign currency earner for Nepal, second only to remittances. A considerable workforce is employed in the tourism sector, contributing approximately 5 percent to the country's GDP. However, despite the increasing literacy rates in Nepal, there remains a shortage of individuals with a comprehensive understanding of tourism, particularly those who have received formal education in this field. This scarcity poses challenges in attracting, retaining, and providing quality services to tourists, preventing Nepal from fully realizing its tourism potential.

This study aims to shed light on the integration of tourism education at the school level in Nepal and its subsequent impact on the industry. By examining the current state of tourism education and its implications, we hope to identify areas for improvement and devise strategies to enhance the country's ability to attract and cater to tourists effectively.

## Tourism Development in Nepal

Since 1951, Nepal has been open to foreign tourists. Due to the lack of infrastructure and lack of publicity, very few foreign tourists have come to Nepal for a long time since the beginning of tourism in Nepal. After the end of the Maoist conflict in Nepal, there was an increase in the arrival of tourists. The number of tourists in Nepal was continuously increasing until the effects of COVID-19 were seen around the world. In 2019, 11 lakh 97 thousand 191 foreign tourists came to Nepal and their average stay was 12.7 days. Although there is no practice of keeping separate statistics of domestic tourists in Nepal, it is estimated that more than Ten million domestic tourists enter various tourist destinations in Nepal annually. After the spread of Corona, the number of foreign tourists coming to Nepal decreased to 230,000 in 2020 and 150,962 in 2021. The number of foreign tourists coming to Nepal is gradually increasing after the effects of Corona have decreased and domestic tourists are making the tourism sector of Nepal sustainable.

## Tourism Education in Tourism Policy

In Tourism Policy 2065, it has been identified as a problem in the tourism sector that appropriate training for the human resources involved has not been



provided, resulting in the inability to maximize benefits and expand service facilities. In light of this, the development and management of human resources for the improvement of tourism services, both in terms of quantity and quality, has been recognized as a tourism policy (Policy 8H). The following two main tourism education-related strategies have been established under this policy:

1. Tourism-related education, including high-level academic degrees, as well as short-term and medium-term training for various skills, will be diversified and expanded to remote and potential tourist areas of the country based on demand. Programs will be implemented to support marginalized groups such as women, tribal communities, Dalits, Madheshis, etc., during the implementation of these programs.
2. To develop the human resources of the tourism sector, it will be coordinated to include the subject of tourism in the curriculum from the school level.

### **Tourism Education in Education Policy**

Education is the process of gaining or imparting deep knowledge on any subject (Adhikari, 2021). The purpose of education is not only academic ability but also to develop character, social attitudes, and values as well as to ensure the acquisition and use of knowledge, and exchange of experiences (Lickona, 1991). The objectives of education determined by the National Education Policy 2018 include widening technical and vocational education and training opportunities and establishing inclusive and equitable access for all interested citizens to prepare qualified, competent, skilled, and entrepreneurial manpower for the development of the country, to build a knowledge-based society and economy. It is also mentioned to develop qualified, skilled, scientific, innovative, internationally competitive, and research-oriented human resources who can provide competent leadership in various fields by enhancing the access and quality of higher education. These two policies are also applicable in the case of tourism education. To fulfill this objective, the strategy of providing relevant, useful, quality, and competitive technical and professional education and skill development opportunities to all according to the qualifications and abilities based on the needs and priorities of the national, provincial, and local labor market has been determined. The National Curriculum of School Education 2018 (2076 BS) also mentions that special attention will be given to producing employment and self-employed manpower in school education as the basis of the curriculum. According to this, it will prepare citizens who have respect and positive thinking towards labor, employment, and self-employment-oriented, production-oriented, enterprising, and skillful citizens, helping in the socialization of individuals and helping to strengthen social harmony tolerance, and national unity. It is placed under the national objectives of school education to prepare conscious citizens who contribute to sustainable development by protecting, enriching, and making good use of natural and national

heritage and environment. Tourism development is the main way to achieve sustainable development by making good use of national heritage and natural resources. In this way, it seems that the basis for including tourism education in the national objectives of school education has been created.

### **Status of Schools in Nepal**

The first formal school was established in Nepal in 1854. Until 1950, education development was slow in Nepal as only children of the elite class could study in schools. In 1950, Nepal's literacy rate was only 2%. In the year 2021, the literacy rate of Nepal has reached 76%. According to the 2021 census, the female literacy rate is 69.4% and the male literacy rate is 83.6%. About 28.7% of the literate population has only received primary-level education while only 9.5% of the population has studied up to class 10.

In Nepal, education up to class 12 is considered a school education. The Constitution of Nepal has ensured the right to education for all. Basic education has been made free and compulsory. The constitution provides for free secondary education. Education from early childhood development to class 8 is considered as basic education and education from class 9 to class 12 or so is considered as secondary education. Currently, community, institutional, and religious schools are operating in Nepal. Out of 34,368 schools in Nepal, 10,962 schools are at the secondary level, while the remaining schools are operating only at the basic level. In class one the net admission rate is 96.1%, while the rate of completion of the basic level (classes 1-8) is 76.2%. The net enrollment rate of class 9-10 and class 9-12 is 76.1% and 54.3% respectively. The retention rate up to class 10 is 66.1%, but the retention rate up to class 12 is only 33.1%. Although the enrollment rate and retention rate of students at the basic level are satisfactory, the rate of students completing secondary-level education is very low. This is causing problems in preparing skilled manpower. According to the latest statistics of the Ministry of Education, in the academic session 2022/23, there were 53,259,980 students at the basic level (class 1-8) and 17,669,979 students at the secondary level (class 9-12).

### **Objectives of the Study**

The school level is the lowest level for developing professional attitudes and teaching skills in citizens. After studying this level, students can decide what kind of profession they will choose in the future and how they will contribute to society. The main role of the course they study is to develop the students' perception of the future. This study aims to analyze what tourism-related topics are included in the school-level curriculum to inspire interest in tourism and adopt tourism as a business and how they can play a role in tourism development.

### **Study Methods and Limitations**

Although some topics about the natural and cultural heritage of Nepal are included in the curriculum and

textbooks from class one, young children cannot understand it as tourism. Therefore, for this study, the basic level from class 6 to 8 and the secondary level (class 9 to 12) have been taken as the study area. After studying all the subjects of that class, Nepali, English, and social studies are the main subjects that are related to tourism and are included in the study and analysis. In the course of this study, policy arrangements such as tourism policy and national education policy have also been analyzed. The local curriculum prepared by different municipalities at the school level is not included in this study.

## **Analysis and Discussion**

### **Tourism in School Education**

In every class at the school level, topics related to history, heritage, culture, travel, and employment are included. These themes are directly related to tourism. Topics related to tourism are scattered in subjects like Nepali, English, Social Studies, and Economics. In this research, the topics related to tourism included in social studies have been analyzed class-wise.

#### **A. Basic Level Education**

There is a unit called "Economic Activities of Nepal" in the Social Studies subject of Class 6 (Unit 6). In the first lesson of this unit, there is an example of profiting from the tourism sector. In lesson 3, it is said that travel, tourism, and hotels are service economic activities. The fourth lesson under this unit is "Our Tourism: Our Pride." This lesson includes topics related to the introduction of tourists, the definition of internal and external tourists, businesses under the tourism industry, and the importance and potential of tourism in Nepal. In the fifth lesson, it is mentioned how benefits can be gained by connecting water resources with tourism. Similarly, in the sixth lesson, it has been described that tourism benefits and financial benefits can be obtained from forest resources.

In the 6<sup>th</sup> unit of Social Studies subject of class 7, the unit named 'Our Economics' is included. In the first lesson of this unit, there is small news about the number of tourists increasing in Khaptad, while in the second lesson it is possible to connect water resources with tourism. These lessons can help develop the concept of tourism in children. Other tourism-related subject matters are not included in the Social studies subject. The 1st, 2nd, and 6th units of Class 8 Social Studies help to introduce Nepali culture, tradition, history, and heritage. People who understand these things can inform tourists. The first lesson of Unit 7 is on the Tourism Industry. In it, tourism, tourists, and internal and external tourists are defined. What enterprises fall under the tourism industry? In this lesson, information has been given about the institutions that provide tourism education and produce tourism manpower in Nepal. Likewise, the importance of tourism in Nepal, problems of the tourism industry, and solutions are mentioned in it. It seems that it will help the students to understand the tourism industry and lead to tourism education.

#### **B. Secondary Level Education**

Classes from 9 to 12 are secondary level. According to the national curriculum format of school education, in classes 9-10, hotel management and tourism business are included as two subjects under the optional second group. These topics are completely focused on tourism manpower production.

The units of "We and our society," "Our social values," and "Our past" in the social studies subject of Class 9 are suitable for understanding Nepali civilization and culture. The development infrastructure unit (Unit 2) provides information on the condition and importance of infrastructure related to tourism. Unit 8, "Our Economic Activities," tries to give theoretical knowledge to the students about economic activities in Nepal, such as agriculture, industry, and trade, but there is no mention of tourism in this unit. Lesson 6 of this unit, "Labour, employment, and entrepreneurship," certainly helps to find employment and entrepreneurship in tourism. Not having any content about tourism in the first class of the secondary level is a big mistake made while creating the curriculum.

Unit 1, "We and Our Society," Unit 3, "Our Social Values and Beliefs," and Unit 7, "Our Past," in Class 10 Social Studies subjects provide an opportunity to understand Nepal for those who want to enter the tourism sector. Sustainable development is essential for tourism development. Unit 2 provides information about the various dimensions of sustainable development. Unit 3 mentions our values and beliefs. In this unit, various national heritages, folk songs, and dances of Nepal are described. This will greatly help those who want to become a tourist guide. Lesson 2 of Unit 8 describes the importance and potential of the tourism industry. The Great Himalayan Trail, natural beauty, historical and religious places, cultural diversity, climate diversity, adventure tourism, and natural flora and fauna diversity are shown as major tourist potentials of Nepal.

Class 11 and 12 are upper secondary classes. By the time it reaches this level, many students have already left school. The students studying at this level have already made a kind of plan about which profession, business, or employment field they will be involved in in the future. The syllabus of classes 11 and 12 has been prepared keeping in mind the needs of the students. In classes 11 and 12, hotel management, tourism and mountaineering, and hospitality management are included in the optional subject group. These subjects have been prepared purely to produce middle-level manpower for the tourism sector.

As separate subjects have been created for those who want to study tourism, only a few topics about tourism and tourism industries have been included in the other subjects of classes 11 and 12. There is no mention of tourism in social studies and life skills in class 11. In the first lesson of Unit 10 (Economy and Development) of this subject, a paragraph about the tourism sector is mentioned under the heading of the base of Nepal's

economy. Even though it is a paragraph, it describes the overall tourism sector of Nepal. There are no topics related to tourism in class 12 social studies, but there are some lessons about the history and civilization of Nepal, which helps to understand Nepal.

### Problems

The following problems have been observed while studying the curriculum at the school level.

1. Although tourism is the main sector of Nepal's economy, there are very few materials that provide information about tourism activities and tourism business in social studies.
2. According to the age and interest of the students, tourism-related materials are not included in the curriculum.
3. The class order of tourism-related topics in social studies does not seem to match.
4. It seems that by studying the content of the curriculum, the students cannot acquire the skills to be involved in tourism and the minimum skills to be involved in the tourism business.

### Conclusion

Studying the curriculum at the school level, the current curriculum does not seem to provide tourism education. It appears that the curriculum up to class 12 is insufficient to understand Nepal's art, culture, heritage, and natural diversity. Although there are some lessons in each class with tourism in mind, there are no topics to produce tourism manpower in the curriculum and textbooks taught at the school level. Although there are separate subjects related to tourism in the upper classes of the school level, the number of schools where those subjects are taught is negligible. Those who want to pursue a future in the tourism sector after completing school education are forced to enter the tourism sector without acquiring general knowledge and skills related to tourism in school. This is causing problems in Nepal's tourism sector, making it commercial and competitive.

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# CURRENT RULES AND REGULATIONS REGARDING THE PROVISION OF PSYCHOLOGICAL SERVICES IN TURKEY

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*This is a summary from one of the papers written for the St Clements University Professorial Diplomat in Psychology.*

The complete version of this summarised article is available at:

<http://www.stclements.edu/Articles/CurrentRules.pdf>

## Abstract

Psychological services in Turkey are of utmost importance in the effective management of mental health issues and in assisting people in navigating the complexities of contemporary society. The responsibility for overseeing psychological services at educational institutions is within the purview of the Ministry of National Education, with the task of delivering advice services being entrusted to school counselors. The legal framework delineates the responsibilities associated with these occupations, including the delivery of developmental and preventative interventions, therapeutic interventions, and supportive interventions. The Ministry further aids with the implementation and integration of student progress reports, with the active participation of school counselors. Nevertheless, the existing legislation fails to provide a comprehensive delineation of the specific duties and obligations that are given to K-12 school counselors. Yildirim and Şahin (2021) argue that the efficacy of consultant positions is impeded by the absence of stringent training criteria and clearly defined limitations on the use of the job designation "Consultant" in job descriptions. The lack of explicit regulation pertaining to employment titles permits the use of the term "Counselor" in job descriptions, hence posing challenges for professionals operating within the domain of psychiatric services in Turkey.

In brief, the regulations and guidelines pertaining to psychological services established by the Ministry of National Education in Turkey exhibit a dearth of precision in delineating the specific responsibilities and duties of K-12 school counselors. Professionals residing in the area have challenges in obtaining recognition for their professional designations and the significance of their contributions. As per the findings of Aydin and Karaman (2021), the Ministry of National Education in Turkey assumes the role of overseeing and administering psychological services. Within this framework, educational establishments assume a significant role in delineating the responsibilities and commitments of school

psychologists. Nevertheless, there exists a dearth of lucidity pertaining to the precise responsibilities and functions of school counselors throughout different tiers of education.

**Keywords:** *Psychological Services in Turkey, Provision of Psychological Services, Psychological Services and Current Rules and Regulations in Turkey, Psychological Science in Turkey, Psychological Services*

## Introduction

Despite the enactment of specific laws, disparities in the perception of school counselors continue to endure, since some educators and administrators see them as privileged persons with a reduced workload. This viewpoint diminishes the significance and efficacy of school counselors, perhaps impeding their ability to fulfill their responsibilities with proficiency.

In Turkey, professionals engaged in the provision of psychological services are subject to certain limitations and regulatory processes pertaining to licensure. Baştemur and Uçar (2022) argue that the absence of a clearly defined legal framework for licensing poses challenges in ensuring that persons possess the requisite competences and knowledge. The lack of a unified curriculum, regulatory framework, or accrediting system for counseling programs in Turkey has resulted in significant variations in terms of both content and professional training.

However, there is a need for more explicit criteria pertaining to the precise responsibilities and commitments of K-12 educational counselors. To adequately address these difficulties, it is crucial to broaden the pool of specialists inside educational institutions by including persons who possess specialized knowledge in educational psychology, school psychology, and school social work. These specialists provide a more extensive array of specialized services and support that beyond the conventional duties of school counselors. The importance of certification and the advocacy for standardized consultant programs cannot be disregarded. Nevertheless, the establishment of clear and unambiguous criteria for delineating the specific duties and responsibilities of school counselors, as well as the creation of structured and formally acknowledged counseling initiatives, continue to provide persistent challenges.

## Methodology

Despite the presence of legislative measures, there persist some difficulties, particularly the constrained accessibility of mental health specialists inside educational establishments. The primary objective of the commission is to provide a uniform curriculum, regulatory framework, and accreditation mechanism for consultant programs in Turkey. Kalkan and Can (2019) assert that the Ministry of National Education offers a clear delineation of the duties associated with these services. Nevertheless, the lack of a universally adopted curriculum, regulatory structure, or accrediting system for guiding programs results in notable discrepancies in both education and training. Arslan and Sommers-Flanagan (2018) assert that the primary objective of the Professional Association Commission is to formulate and implement a standardized vocational education system within a certain domain. Additionally, its objective is to foster professional acknowledgment and expertise within the field of counseling. The understanding and delineation of the roles and jurisdiction of school psychologists is essential to mitigate ambiguity and maximize the efficient use of their skills in addressing the psychological requirements of children. Saputro et al. (2022) assert that the consulting sector has challenges when it comes to the implementation of consistent standards, certification processes, and the delineation of roles and responsibilities.

## Literature Review

The Turkish Psychological Guidance and Counseling Association (TPGCA) is now facing challenges stemming from a dearth of adequate autonomy in the organization and management of psychological counselor training nationwide. The formation of the Professional Association Commission was intended to enhance the quality of vocational education offered in the field of consultation. To enhance the quality of counseling services in Turkey, it is crucial for governmental agencies and professional organizations to establish a collaborative initiative focused on developing a comprehensive statewide framework for the standardization and certification of counseling programs (Arslan & Sommers-Flanagan, 2018). The efficacy and quality of career counseling and guidance services in secondary and tertiary educational institutions in Turkey have encountered a range of obstacles. Several factors contribute to the current state of counselor education programs in Turkey. One such factor is the absence of a professional certification organization for these programs. This lack of accreditation hinders the establishment of standardized quality assurance measures. Additionally, the Turkish The establishment of a comprehensive countrywide standards and accreditation framework for counseling schools has the potential to address the prevailing issues surrounding the standardization and certification of counseling programs in Turkey. This initiative would facilitate the consistent provision of superior training for counselors, hence ensuring the delivery of

high-quality services. The significance of highlighting the value of counseling and cultivating a professional identity is underscored via the provision of opportunities for counselors to engage in specific educational and training endeavors. This enables the development of competencies in several domains of counseling, including career counseling and mental health counseling among others. To assure the provision of psychological services in a way that is both of high quality and efficient, it is essential for Turkey to adhere to globally recognized standards within the discipline of psychology (Vega et al., 2022).

The absence of well-defined criteria and accrediting procedures for counseling institutions in Turkey has resulted in disparities in the curriculum requirements and professional advancement opportunities for counselors. Körük and Kara (2019) argue that the presence of this gap can impede the proficiency and achievement of consultants. The growing need for counseling services in educational institutions and society in Turkey underscores the need of establishing standardized certification protocols for psychological counseling programs (Overchuk et al., 2021). This strategy aims to provide a structured and all-encompassing training regimen for counselors, enhancing their professional identity and bolstering their confidence in their abilities within the field. The implementation of standardized and restructured psychological counseling programs at both the undergraduate and graduate levels is crucial to guarantee that practitioners possess the necessary competences to effectively address the requirements of their clients. The establishment of the Professional Associations Commission in Turkey signifies a notable advancement in the enhancement and uniformity of professional education within the consulting sector of the Turkish economy. Counselor candidates in Turkey endeavor to enhance the coherence and quality of their professional training with the aim of attaining favorable outcomes. There is a growing acknowledgement of the need to establish regulated and approved consulting programs within the Turkish setting. This knowledge arises from the recognition that these programs provide thorough training for counselors and cultivate a feeling of assurance and tranquility in clients. The present research, done by Demir and Gazioğlu (2012), aims to examine the impact of regulatory measures on psychological practices within the context of Turkey. The study used a case study approach to examine the unique setting of Turkey. This study emphasizes the need of implementing standards and certification protocols to guarantee that advisers possess sufficient training and fulfill customer expectations.

## Findings

Further efforts are required to develop comprehensive standards and legislation pertaining to the provision of psychiatric treatment in Turkey. In Turkey, the absence of well-defined standards and accrediting systems gives rise to disparities in the quality of education and

training bestowed upon consultants. The effective resolution of difficulties in Turkey and the enhancement of regulation and certification of psychological services need the collaborative efforts of many stakeholders, including professional organizations, educational institutions, and government authorities. Körük and Kara (2019) propose the establishment of a dedicated national certifying organization that would prioritize the delivery of psychological services. The organization will have the responsibility of generating and upholding standardized metrics for educational programs, setting criteria for licensure or certification, and advocating for ethical norms.

### **Argument**

The current state of regulations and certification procedures pertaining to the delivery of psychological services in Turkey is currently in a phase of growth. Nevertheless, there is a growing acceptance of the need to establish consistency and restructure counseling programs in Turkey to foster the advancement of the field of psychology. The inception of the Professional Association Commission in 2003 was driven by the objective of mitigating issues and inadequacies pertaining to standards and certification. The Professional Association Commission, which was founded in 2003 by the Turkish Psychological Counseling and Guidance Association, assumes a crucial role in Turkey by prioritizing the advancement and organization of professional training initiatives within the realm of psychology. The primary objective of this project is to guarantee adherence of counseling programs to predetermined criteria and standards, therefore instilling trust among clients and the public in the quality of psychological services provided at a national level. The absence of uniform curriculum, regulation, and certification in guidance schools has given rise to disparities in professional training and curricula. Ongoing endeavors are being undertaken to formulate a uniform curriculum for counseling programs in Turkey, with the aim of setting benchmarks for professional training and supervision and implementing accreditation procedures to guarantee that psychological services in Turkey comply with rigorous quality criteria. The Professional Association Commission plays a crucial role in ensuring that consultant programs in Turkey provide complete training and adhere to the requisite rules and regulations. The absence of well-defined standards and formal recognition within psychological counseling programs in Turkey has a direct influence on the development of professional identity and advancement in psychological counseling (Aydin & Karaman, 2021). To effectively address these difficulties, it is imperative to emphasize the standardization and certification of both undergraduate and graduate counseling programs. This will result in enhanced services for people, families, and communities inside educational institutions and across diverse geographical areas. The primary objective of the Professional Associations Commission, established by the Turkish Psychological

Counseling and Guidance Association, is to address the issue of disparate standards and accreditation among different psychological counseling institutes. The objective is to guarantee that counseling practitioners possess the requisite training and credentials to provide sufficient and ethical therapy to their clientele. The primary objective of the Professional Association Commission is to promote the progress and harmonization of educational and training initiatives in the domains of counseling and psychology in Turkey, therefore addressing the existing issue of inconsistency throughout the nation. The existing legislation primarily focuses on enhancing and unifying vocational education, with the objective of establishing a uniform curriculum and implementing accrediting procedures. Nevertheless, the standardization and certification procedure of consultant programs in Turkey persistently encounters ongoing problems. The process includes the formulation of explicit rules for curriculum, training programs, and accreditation procedures to provide a uniform level of competence and comprehension among consulting practitioners.

### **Conclusion**

Despite concerted efforts to create consultant services and promote standards within the Turkish context, the profession continues to encounter a multitude of problems. The problems include disparities in curriculum and training, the need for standardization and certification of consulting groups, and the matter of professional identity and specialty. The formation of the Professional Association Commission in 2003 was a significant achievement in the endeavor to promote consistency and accreditation in consultant programs within the context of Turkey. Turkey now has a dearth of well-defined norms and legislation pertaining to the delivery of psychological services. This deficiency has resulted in incongruities in curriculum and vocational training within the field. The growing popularity of psychological counseling and guidance programs in Turkey serves as an indicator of the escalating need for counselors capable of addressing the diverse requirements of people, families, educational institutions, and society at large (Körük, 2018). Nonetheless, the consultant industry in Turkey has challenges stemming from the absence of well-defined regulations and permission documentation. The current circumstances provide challenges in establishing a professional identity within the discipline and ensuring the efficacy of existing research endeavors. There exists a pressing need to advance and solidify the current norms and rules governing the administration of mental therapies in Turkey. The current law pertaining to the provision of psychiatric services in Turkey requires prompt evaluation to expedite comprehensive change and develop uniform standards. The absence of comprehensive and defined standards, norms, and credentials for counseling programs in Turkey has resulted in variations in curriculum and vocational training. The establishment of national standards and certification for counseling programs necessitates the development of a robust collaboration

between the Turkish government and pertinent professional organizations. The objective of this act is to establish a framework that will guarantee adherence to established requirements for psychological counseling programs in Turkey. This would therefore streamline the implementation of standardized training for psychologists throughout the nation.

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# LIBYAN PRESS 1866-1922

Dr Abdullaziz Saeed Swei\*

The beginning of journalism in Libya or elsewhere was difficult for the journalists who preceded us. Creating a newspaper at a time when the possibilities of printing were immature and perhaps even absent at times, and was one of the most difficult and cruel things for people who wanted to write the news and the press articles. But despite the primacy of those minds, compared to today's pressmen, we find that the journalists of that era defied the difficult circumstances, took the initiative to publish newspapers, and contributed to enlightening minds, sharpening resolve, combating ignorance and poverty, and resisting colonialism in all its forms.

The beginning of journalism in the world, as reported by the sources, was difficult, as it was born on rock surfaces, clay plates, papyrus, and other areas. Perhaps historians have exaggerated talking about the first newspapers known to man before Christ when they mentioned the way kings addressed their people through inscribed rocks that they hung in public squares and on the facades of temples. But when the mind tries to analyze these sayings, it does not find anything related to journalism in its contemporary sense. Therefore, the beginning of journalism cannot be dated except after the invention of paper and ink and then printing in all its stages.

The assumption, in this regard, is that Europe knew the press before others when the "handwritten news" first appeared in Britain. This and the attempts that followed remained devoid of journalistic character, until the German "John Württemberg" invented the printing press in 1450, so the idea of creating newspapers became a serious matter. For the second time, Europe took the initiative to publish newspapers, as it was in Italy, followed by France, Germany, and Britain. Some sources say that Britain was the first to publish newspapers and that was in 1621. The spread of "automatic pistons" increased the number of newspapers in those European countries until it reached 140 newspapers during the period between the sixteenth and seventeenth centuries.

After the outbreak of the French Revolution and the proclamation of human freedom, which gave public opinion its freedom, the journalistic movement flourished and spread on a wide scale and assumed great weight and dangerous political influence.

The first difficulties that the press faced from the beginning were printing, as well as paper, ink, and others. If all these elements are available and complete, then the problem of searching for news sources and who collects and prints them, then how to distribute and publish them among readers, here emerges the problem of the cultural and educational levels of

members of society. If most of that society is illiterate, then the newspapers will not find anyone who reads them and therefore will not find anyone who pays for them and buys them, which affects the general income of the newspaper, so it will cease to be published. This is what happened in all the attempts that the world press began. Newspapers only survived those that were government-funded or adopted from the start. Despite this, it remains difficult and arduous to initiate it. As for individuals, the owners of the profession and those involved in its passion, how hard it was for them to just think about creating a newspaper, as it was difficult for them to own their private printing presses, in addition to the lack of readers and the stagnation of commercial and industrial movement in the poor third world countries, as happened in the Arab countries, for example.

The commercial and industrial movement in any country has a strong relationship with the continuation of the newspaper, as it finds for itself permanent financial funding through the advertisements it publishes. This advertising movement became active at the beginning of the nineteenth century, when the industrial and commercial professions merged with the profession of journalism, and journalists were more creative in presenting ads than they were creative in publishing news and journal articles, in order to preserve the permanence of their newspapers. When printing entered the Arab world and the Arab intellectuals became familiar with the press, they took the initiative in establishing popular newspapers, but those newspapers did not last long due to the difficulties mentioned.

At a time when we see the official newspapers last for many years because of the financial support and moral encouragement, they receive from the Ottoman authorities or the Western colonialists.

Historical sources indicate that the Ottoman governors were discussing publishing Turkish and Arabic-speaking newspapers, which they used to serve their purposes and highlight their loyalty to the Ottoman Sultan to ensure their stay in power for a longer period. As for individual attempts, especially those that fight foreign domination and call for secession from Turkey, they were only persecuted, which leads to their miscarriage and suspension, or the migration of their journalists to another world in which they search for a suitable climate to achieve their ambitions.

Libya is like other Arab countries, as the official press was known before the popular press. Like the newspaper "*L'Investigateur Africain*" (=The African Investigator) which was issued by foreign consuls in Tripoli in 1827, a Turkish governor established the first



official newspaper speaking in the name of the Ottoman administration in 1866 when the newspaper "*Tarabulus-Gharb*" (=Tripoli the West) appeared in it, in both Turkish and Arabic Languages. In order to avoid the difficulty of the beginning of construction, the governor made sure to equip a primitive printing press, and then it developed later, so the newspaper kept it going for many years. Through our follow-up to the newspaper, we noticed that the state administration was imposing its sale on employees, especially those whose monthly salary reaches 500 Turkish-liras or more, in order to ensure regular income that helps to provide equipment and workers' wages, and this is what made the life of that newspaper extend to 45 years without stopping.

As for the first popular newspaper issued by a national intellectual, it was "*At-Taraqi*" (= The Promotion) newspaper, which was published in 1897. However, despite the encouragement that that newspaper received from the governor at the time, it faced some difficulties during a whole year, as it did not have its own printing press. It was printed in the state's official press. Finally, its owner was unable to provide financial resources, so the newspaper was suspended in its second year, and did not appear until 10 years later, when its owner established a private media company and brought it a printing press from Europe, so the newspaper was organized in publication until the disaster struck it like other Arab newspapers that stopped since the first day of the Italian occupation of Libya in 1911.

Immigrant Arab journalists have a great role in enriching the journalistic movement in the intended capitals. All of the Levantine journalists whose newspapers were confiscated immigrated to Egypt, where they managed, with the help of their Egyptian colleagues, to establish newspapers and magazines in Cairo at a time when the colonial powers flocked to the Arab world, so they had an effective role in reviving the national spirit of the Arabs.

In Tripoli, a Tunisian journalist who was angered by the French authorities occupying Tunisia had an unexpected luck, when his presence coincided with the declaration of the Ottoman constitution in 1908, so he reprinted his comic newspaper, "*Abu Qasha*" (=father of a straw), which was suspended by the authorities before he came to Tripoli. This newspaper was considered the first comic newspaper edited in the colloquial dialect and published by an Arab immigrant journalist in Libya.

This is what happened to the immigrants to Libya. As for the immigrants from it, he was one of the Libyans who enjoyed a wide Western culture the first Libyan established the French press in Istanbul in 1835. In the year 1908 a patriot immigrated to Cairo and established a newspaper there. Then another journalist immigrated to Turkey at about the same period and issued three newspapers between daily and weekly.

The first attempt to publish magazines was by a Libyan scientist, who published in 1898 a scientific journal concerned with the arts of agriculture and the principles of natural sciences. As for the first political magazine, it was published in 1920 during the struggle of the Libyan people against the Italian invasion, it was titled "*Al-Islah*" (The Reform).

When the Italians entered the country, they stopped all newspapers published in Arabic and Turkish, seized all the printing presses operating in Tripoli, and replaced the "*Tarabulus al-Gharb*" newspaper with a newspaper that spoke in their name and language, and it became difficult for loyal people of the nation to incite the Libyan people to resist the invaders. And the matter remained so until the Libyans were able to rise again and publish newspapers and magazines that call for reform and enlightenment of minds, but they are under the tight control of the occupier. Among those newspapers was the official "*Al-Liwaat At-Trabelsi*" (=Tripolitania Banner) which began publishing in 1919, but it was subjected to burning its headquarters and the prosecution of its owners until it stopped publishing. They joined the city of "Mesallata" and published the handwritten newspaper "*Al Balagh*" (=The Communique) in 1920. In that particular period, the country witnessed an intense press movement thanks to the national awareness that began to flow in the veins of Libyan intellectuals and Mujahideen.

### Finally

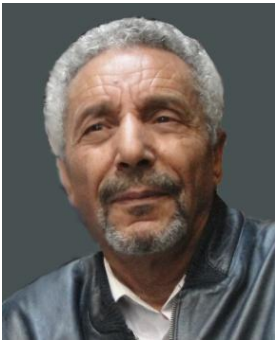
A bold word that is spoken at the face of a heavily armed colonist is a gamble from a people who have nothing but a pen to defend the entity of their homeland. If we agree on that, then we must realize the difficulty of creating, printing and publishing a newspaper in an atmosphere directed by that invader and controlled its fluctuations. In any case, the beginning of the establishment and publication of newspapers among members of a people who do not enjoy complete freedom and whose affairs are managed by a foreign power, whether Turkish, Italian or English, is one of the most difficult things for amateur intellectuals who are eager to spread science, culture and national awareness in their country.

This reality made me focus on the first beginnings that were the main pillar in laying the foundations of practical journalism in my country, and which I believe that the first tens of years that have passed since the first newspaper were the cornerstone of those rules. I dealt with samples of newspapers that differed in style, quality, and language from what were published afterwards, and they were on their format and complementary to the first newspaper. I do not claim to have written the history of the Libyan press, as much as the attempts of the ancestors and their ability to challenge difficulties and conquer the impossible were fascinated by them. They had a precedent for issuing newspapers, keeping up with progress, spreading awareness, and fighting the invaders with modest capabilities and in a difficult time.

In these series of articles, I chose the first newspapers that were published in Libya and focused exclusively on them because of their unique value and distinctive style. For more benefit, I found myself compelled to follow the events that contributed to the birth of those newspapers and to learn about the political and social conditions that surrounded them. Just to show the grandparents' suffering and explain them to the grandchildren readers who are receiving the newspapers today in the most up-to-date way, or on their mobile phone screens. (it will be continued).

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#### About the Author



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# DESK STUDY IN IDENTIFYING THE GAPS IN RURAL DEVELOPMENT IN CAMBODIA

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## 1. Introduction

For some countries, economic growth is the primary policy goal, and poverty reduction is to be achieved through measures complementary to growth. This has been expressed in various documents of the Royal Government of Cambodia: The Rectangular Strategy, the National Strategic Development Plan, and the Industrial Development Policies and Strategies, including the Rural Development Plans and Strategies. In these documents, economic growth is the principal, but not the only, means to this objective. While Cambodia has been witnessed to development changes in the recent history, the importance of agriculture has been recognized as the centerpiece of these developments in the countryside.

While in these development strategies of the Royal Government, agriculture has been identified as an engine of growth and targeted the improvement of food security through agricultural productivity, there are other areas of development gaps that need to be addressed: infrastructure, human capital (education), health, access to finance, and governance.

Against these backdrops in the development of Cambodia, poverty still is a pressing problem despite the reduction in the present level. Cambodia has achieved an extremely impressive reduction in the poverty headcount measured by the national poverty standard, which is a monetary measure of consumption adjusted for urban and rural areas. Despite this strong performance poverty reduction remains shallow: a high proportion of the population lives only somewhat above the poverty level, which is itself set relatively low by international standards. Poverty remains a primarily rural phenomenon, with large disparities between urban and rural areas. Unofficial measures of “multi-dimensional poverty” that look beyond monetary indicators and include consideration of social outcomes and access to modern services, indicate a substantially higher proportion of poor (World Bank 2013, UNICEF 2018, UNDP 2019).

It is always necessary to precisely define what one means and intends to capture by the concept of poverty. When a nation declares poverty, reduction is its policy objective, it involves different processes of identifying the poor, counting the number of poor people, putting this figure in relation to the entire population, characterizing the nature, duration and causes of their poverty, and finally developing strategies to address the problem. It therefore becomes important to develop poverty elimination strategies that appeal both to the poor and the non-poor in society and emphasize the idea that eliminating chronic poverty is

to the vested economic, social and political interest of the whole population in a nation. The implication of such a perspective is that poverty could be eliminated only if there is a national consensus and support for anti-poverty policies and strategies.

The motivation in conducting this desk study is in identifying the gaps in rural development, and in prioritizing the strategies and action plan to reduce such gaps amidst poverty reduction and inequalities.

## 2. Summary of Findings and Discussions

**Poverty Trends and Rural Vulnerability**, the economic evidence characterizing the dual economy in Cambodia, this section will focus on the social outcomes which include the observed patterns of poverty and vulnerability in Cambodia.

RGC calculates the national poverty headcount based on the periodic Cambodia Socio-Economic Surveys (CSES). The poverty line is calculated based on a combination of food expenditure, non-food expenditure and spending on housing, energy and basic services. Different poverty lines are used to reflect the different cost of consumption in Phnom Penh capital, in other urban areas and in rural areas. The rural poverty line is equivalent to approximately \$1.40 per day in current US dollars, based on data in World Bank (2013). Further, the national poverty line is essentially a monetary measure and does not capture non-monetary dimensions of poverty. The concept of “multi-dimensional poverty” has been developed for this purpose. Different methodologies exist, but the approach measures indicators of deprivation in three key areas: education, health and standard of living (OECD 2017). UNDP (2019) estimates that in 2014 37.2% of Cambodians lived in multi-dimensional poverty. by UNDP and others as a broader index (UNDP 2019). Similarly, UNICEF (2018) estimates that 16% of Cambodian children live below the national poverty line, but 48.7% experience multi-dimensional poverty.

**Health and education**, especially quality, remain important challenges and development priorities. Cambodia has made considerable strides in improving maternal and child health, child development, and education in rural communities. The maternal mortality ratio per 100,000 live births decreased from 472 in 2005 to 170 in 2014; the under-five rate decreased from 83 per 1,000 live births in 2005 to 35 per 1,000 live births in 2014; and mortality rate decreased from 66 per 1,000 live births in 2005 to twenty-eight per 1,000 live births in 2014. (WB, April 2020)

Despite the progress in health and education outcomes, human capital indicators lag behind lower middle-income countries. A baby born in Cambodia today is only 49% as productive when grown as she enjoyed full quality education, physiological condition, and proper nutrition during childhood. An estimated 1 in 3 children under the age of 5 suffer from stunting and only 36% of the children between three and five years old are enrolled in early education. (WB, April 2020)

While net enrollment in primary education increased from 82% in 1997 to 97% in 2016, lower secondary completion rates, at 57% in 2017, are significantly below the other lower middle-income countries.

**Water, Sanitation, and Other Infrastructures:** As of 2017, 21% of Cambodia's population (3.4 million people) didn't have access to improved water, and 34% (5.4 million people) didn't have access to improved sanitation. (World Bank 2020).

A further major difference between the urban and rural economies is economic security: as noted above, the proportion of the labor force with formal wage or salary employment has risen to around 50%, but this is almost entirely in urban and / or modern economy occupations. As discussed in the next section, the overwhelming majority of the rural population depends on own-farm agriculture, other forms of self-employment or casual wage labor, characterized by Cambodians as "work a day, eat a day."

Measured inequality in the Cambodian economy has fallen. OECD (2017) presents estimates of the Gini coefficient which is estimated to have fallen by 22%, from 0.380 to 0.295, between 2004 and 2014. Also, during this period, consumption growth was highest for households in the lower range of the income distribution (OECD 2017). By contrast, measured inequality rose or fell only slightly in other Southeast Asian countries during this period.

UNICEF (2018) reports that "wealth appears to be concentrated in Phnom Penh and other urban areas." Over half (52.7%) of children living in Phnom Penh fall within the highest wealth quintile, with only 5.1% in the poorest. The equivalent figures for "other urban" areas are 34.1% and 11.1%, while only 14.8% of rural children fall within the highest quintile. UNICEF (2018) also reports that inequality is higher in urban than rural areas, and slightly higher in Phnom Penh than in other urban areas. Notably, within-group inequality is much higher than between-group (i.e. rural/urban or Phnom Penh / other urban). In other words, the inequality in wealth between urban and rural areas, while significant, is still much less than the inequality between richer and poorer within either of these types of area.

From this discussion, we can conclude that the economic duality between modern and traditional sectors is reflected in different social outcomes, with higher poverty rates and lower living standards overall in rural areas. These differences are magnified when broader indices of deprivation including education and health services, access to water and electricity are

considered, and when the characteristic economic insecurity of the rural population is also considered. However, poverty and economic insecurity also persist in urban areas. Inequality has fallen overall and is higher in urban areas (perhaps implying that urban wealth is more intensely concentrated, leaving a large proportion of the urban population only somewhat better off than their rural compatriots). Economic insecurity, including rural vulnerability to climate and other shocks, may be important drivers of rural to urban migration, together with differential wage rates.

**The COVID-19 Pandemic:** Constantin Z and Tech C (EUD, 2021) the COVID-19 pandemic forced the Cambodian authorities to revise the priorities of their socio-economic policy. Although the MoH recorded a relatively low number of cases (95,300, of which 1,957 deaths on September 04, 2021) the lockdown induced a significant slowdown of the economic activity, which in turn has translated into job losses, fall of households' income and therefore increase in the risk of poverty. Due to the COVID-19 pandemic, the poverty increased at an estimated rate of 17.8% of the population in 2020 according to Asian Development Bank

**Cambodia's achievements** in inclusive economic growth and poverty reduction in the 21<sup>st</sup> century have been extraordinary. During this period, real GDP has increased 3.7 times (annual growth rate of 7.6%) and the national poverty headcount has fallen from 60% to below 10%. Cambodia graduated from least-developed country (LDC) to lower-middle income status in 2015.

Despite this record, and as with the other members of the Cambodia, Laos, Myanmar and Vietnam group of recently joined ASEAN members, Cambodia continues to lag behind the founder "ASEAN 6" countries on economic and many social indicators. Internally, the economy exhibits strong **duality** with economic growth based on a few high productivity sectors, notably Garment, Travel Goods and Footwear (GTF) manufacturing, tourism and construction, while about one-third of the workforce remains engaged in relatively low productivity agriculture. Urbanization has been slow: Cambodia's population is still overwhelmingly rural and lacks access to modern infrastructure, utilities and social services including health and education. Poverty is a mainly rural phenomenon. Income levels and social outcome indicators for rural areas lag behind those for the urban population. While most of the rural population has exited from poverty, it has risen only marginally above the poverty line and is vulnerable to falling back into poverty either because of household crises, economic shocks or environmental shocks which are increasingly linked to global climate change.

Royal Government of Cambodia has set ambitious **targets for continued growth and development**. These targets include achieving zero poverty and hunger (Sustainable Development Goal (SDG) 2) and upper-middle income status by 2030, to be followed by high-income status by 2050. To achieve these strategic goals, Cambodia will need to expand from relatively

low-technology sectors including GTF into higher technology manufacturing and services, continue to develop the agriculture sector, and maintain an open, trade-oriented economy. Major investments in infrastructure, particularly transportation and power supplies, will be needed, together with strengthened education and health services, improvements to ease of doing business through regulatory reforms, transformation of Cambodia's large informal sector into a vigorous, productive layer of formalized small and medium enterprises, expansion of the digital economy including participation in "Industry 4.0" and reforms to public financial management and administration. This agenda for change is broadly reflected in key strategy documents of RGC including its Rectangular Strategy Phase IV (RGC 2018) and National Strategic Development Plan (RGC 2018-ii).

At this stage of its economic transformation Cambodia is enjoying a "**demographic dividend**" reflecting the high birthrate in the 1980s and 1990's, the subsequent steep fall in fertility rates and the relatively low level of dependent elderly. In 2018 Cambodia's dependency ratio had fallen to 52.4% while the cohort of young workers aged 20 to 29 was larger than those before or coming after. This is a time-limited opportunity and from around 2045 Cambodia's dependency ratio will begin to rise.

**Economic duality and the associated income inequality** is a complex phenomenon. Modern / traditional, urban / rural and farm / non-farm categories are interrelated but different, for example the agriculture sector includes a minority of modern, capital-intensive farms, while the urban labor force has substantial numbers of workers in labor-intensive, low productivity work. Cambodia's smallholder farm households are neither stuck "within" the agriculture sector nor engaged in a process of one-time "out-migration" from farm to non-farm work or from countryside to city, rather, at the household and often at the individual level they balance farm and non-farm livelihood activities and repeatedly move between countryside and city in search of work. Poor and near-poor households derive the larger part of their income from non-farm work while continuing to farm for sustenance and food security. **Farm wages** have risen rapidly in the past decade and are converging with nonfarm wages. Unlike in the classic "dual economy" model, farm wages do not appear to be a major factor in determining nonfarm wages. There is evidence of emerging shortages of labor in agriculture, but this is also complex – in aggregate, the supply of agriculture labor appears adequate. **Capital formation** in the modern sector does not appear to depend on extracting surpluses from agriculture – in keeping with the open nature of Cambodia's economy, foreign direct investment (FDI) is a major source of capital and is also of increasing importance in agriculture. Nevertheless, rural-urban migration results in significant flows of remittances from urban to rural areas, some of which are invested in agriculture modernization.

The **movement of Cambodia's labor force** from farm to nonfarm work, and from rural to urban areas, is at the heart of Cambodia's economic transformation. Since 2001 about 1.24 million rural men and women have become more productive by ceasing to farm. This process is set to continue and is implied in RGC's policy goals – target levels of agriculture income per worker cannot be achieved unless the size of the agriculture workforce is further reduced, probably by around one million workers by 2030. It is important to recognise that the individuals and households making up this structural change are not only passive beneficiaries or victims of change, but are economic agents whose decisions, individually and collectively, will impact on Cambodia's future development path.

Mass **migration** of the rural population to a few urban areas in search of work will lead to enormous social stresses on the destination areas and the "hollowing out" of the rural economy and society. To avoid this Cambodia should aim for **balanced development** including modernisation of the agriculture sector and diversification of the nonfarm rural economy. Rural development policy should explicitly recognise that transformation, not merely improvement, is needed – agriculture development programmes premised on lifting farm families out of poverty by increasing rice production are doomed to fail as average plot sizes are too small to provide an above-poverty income level, even allowing for productivity improvements. **Consolidation of land holdings** is already under way and is driven mainly by land transactions between smallholders, not by development of large commercial farms on existing cropland or on economic land concessions. This process is inevitable and necessary, and should be recognised as such in policy, but the resulting social stresses will require careful management.

Cambodia faces a major "**skills gap**" in education, technical and professional skills of its workforce, which presents a barrier to the rural labour force moving smoothly into the urban sector and which is a major challenge to developing the more technically advanced sectors Cambodia will need to continue its development. Education levels are low compared to other ASEAN members and compared to other countries achieving Cambodia's stage of development. Cambodia has achieved near-universal enrolment in primary education, but the education service is underfunded and lacks skilled teachers, modern teaching methods and resources. Rural children go to worse schools and face difficult access to secondary and high schools, and those from poorer households are also held back by malnutrition and by the need to contribute to household income. Technical and vocational education and training (TVET) is limited in scale, suffers from quality problems and does not yet provide employers with a ready supply of workers with either specific or general ("soft") skills. Even if these problems can be overcome, Cambodia will need to invest in upgrading the skills of its existing workforce as well as educating the workers of the future.

Cambodia must overcome the challenges posed by global crises in order to achieve its ambitions. In the short term the **COVID-19** crisis is having a major impact on both urban and rural sectors, with large numbers of workers temporarily unemployed due to closing of external migration opportunities and slow-downs in manufacturing, construction and tourism. Many migrant workers have returned to their rural villages and households face the dual challenge of lost remittance income and additional mouths to feed. The longer-term impacts of COVID-19 on important economic sectors, notably external migration and international tourism which both depend on free movement of people, are as yet unpredictable but could prove significant. In the longer perspective, Cambodia is highly vulnerable to the effects of **global climate change**, including impacts on its largely rain-dependent agriculture, rising temperatures, potential damage to infrastructure from floods, storms and rising water levels, and saltwater intrusion in coastal aquifers.

Models of the market economy indicate that duality and income inequality will ultimately self-correct due to market forces as labour and capital are allocated to equalise marginal returns. There is evidence of this process taking place, for example in more developed provinces of China. However, there are also major structural obstacles to change which require government action to overcome, while policy actions are also needed to mitigate the negative social consequences of change.

### 3. Recommendations

**Key policy priorities** identified by the present study include:

- Policy and programmes should recognise complexity within the dual economy. In particular, the dependence of most rural households on mixed livelihoods strategies should be a starting point for design of rural and agricultural development programmes;
- Rural development policy should aim to facilitate transformation, not merely to effect improvements. This includes recognising that labour movement out of agriculture, movement of people out of rural areas, and consolidation of smallholder land holdings are desirable and necessary to achieving a thriving and sustainable smallholder farm sector;
- Rural development should aim to achieve a balanced rural economy. This will include modernisation of agriculture through investments in supporting infrastructure and services, and regulatory improvements, for example phytosanitary standards, but will also include supporting and facilitating development of agri-business including inputs, processing and marketing, and non-agricultural industry and services in rural areas. This will also need investment in public goods such as transport and logistics infrastructure, utilities (power, clean water and waste management), digital connectivity and social services (health and education) and reformed

administration in rural areas.

- To avoid the negative impacts of urbanisation, government should plan urban areas to receive and absorb migrants, including provision of adequate, affordable housing, infrastructure, urban transport and services in areas convenient for the location of factories and other types of major employer.
- Cambodia will need to continue and deepen its education sector reforms, this is an area where it has considerable “catching up” to do even compared to other countries in the Cambodia, Laos, Myanmar, Vietnam group. TVET requires major reorganisation, strengthening and reorientation to meet the demands of the labour market. Government will need to develop a strategy to work with employers to upgrade the skills of those already in the workforce.
- Cambodia will need an effective social safety net for its poorest and most vulnerable citizens. This is a humanitarian imperative – inclusive growth alone cannot eliminate poverty - but is also a necessary enabler of economic change. An effective social safety net will increase labour mobility and encouraging the sale of under-sized and under-used agriculture plots (which are often held by households as a fall-back option in absence of a public social safety net). A social safety net for the poorest will assist in overcoming intergenerational poverty by reducing early childhood malnutrition and reducing the pressure to take children out of school to contribute to the household income.

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# TAX HARMONIZATION AS A PANACEA TO TAX REVENUE MAXIMIZATION: THE ONGOING NIGERIAN EXPERIMENT

Professor Dr Christian Ndukaire Onyegbule\*

## 1. OVERVIEW

Tax harmonization is a global phenomenon. This is connected with the push for efficiency and fairer distribution of wealth of nations, as a way of improving the welfare of less privileged nations. However, it works in tandem with related concepts to achieve desired goals.

In view of the above, in a clear policy direction, the President of the Federal Republic of Nigeria, during the inauguration of the Tax Policy and Fiscal Reform Committee, said that his administration will reduce multiple taxation by reducing the number of taxes from fifty-two (52) to ten (10) in a bid to improve ease of doing business. He announced that he would ensure the improvement of tax-to-gross domestic (GDP) ratio to 18%, from the current ratio of 10.8%, which is below the African average of 16% (see the appendix).

In a related development, the Chairman of the Presidential Committee on Tax Policy and Fiscal Reforms, in response to the President's speech during the inauguration of the Committee, noted that tax harmonization was the panacea to improved tax revenue generation. He pointed to the merits in the use of single agencies, at national and subnational levels, in the tax harmonization drive<sup>i</sup>.

Also, in line with the push for tax harmonization, at a meeting of the Joint Tax Board (JTB), a body that coordinates the activities of various tax authorities in Nigeria. The Chairman of JTB, who doubles as the Executive Chairman (EC) of the Federal Inland Revenue Service (FIRS) noted that harmonization and codification of taxes at national and subnational levels hold the key to achieving a tax friendly environment in Nigeria<sup>ii</sup>. He added that "Nigeria has virtually commenced" the move to actual harmonization of various taxes. The EC, reiterated that tax harmonization had become necessary as a means of curbing revenue leakages and optimizing tax revenue collection<sup>iii</sup>.

It is with respect to the above that tax harmonization and codification, among other related taxation concepts will be discussed. The initial assumption is that tax harmonization will bring about improvement in tax revenue yield in Nigeria in relation to GDP.

## 2. PERSPECTIVES ON THE CONCEPT OF TAX HARMONIZATION

There are many definitions and perspectives of tax harmonization. The approach here is to highlight as many of them as possible with a view to eventually picking key words in them, as marked, with a view to getting a convergence of ideas. The definitions include, without being limited to;

- A process of **adjustment** of different tax systems of different tax jurisdictions **in pursuit of a common tax policy objective**. As an example, taking a decision of the adoption of either destination or origin principle of Value Added Tax (VAT) in administration<sup>iv</sup>.
- Another view about harmonization is that stiff and harmful competition, on business and tax policy matters, may bring about a *race to the bottom*<sup>v</sup>. This makes tax harmonization necessary;
- Harmonization has also been said to refer to an equalization of tax bases and/or rates, as in 'harmonization in Europe'. On the whole, harmonization is said to be a form of **coordination**.
- In the course of review of literature on the subject matter, it was noticed that one of the definitions considered harmonization as removal of **distortions**<sup>vi</sup>;
- The process of **aligning different variants** of a family of proposals by capturing their commonality and variability in a **consolidating** and efficient manner, without attempting to make different processes identical<sup>vii</sup>;
- Harmonization is a process of **achieving compatibility** while **respecting** the **particularities** of the entities or jurisdictions<sup>viii</sup>;
- In "The case of tax harmonization: overview of tax-harmonization in European Union", George Koits noted that harmonization of bases of products and income taxes contribute to **greater transparency** for economic decision making. And that tax rate harmonization is likely to enhance efficiency and welfare<sup>ix</sup>.
- The United Kingdom (UK) carried out a harmonization of Her Majesty Revenue and Her Majesty Customs into Her Majesty Revenue and Customs (HMRC) in 2005 under Commissioners for Revenue and Customs Act. The reasons include administrative cost reduction.
- In further explaining tax harmonization the comments drawn from 'Tax Harmonization and



Coordination in Europe and America', 1994, is instructive;

- ✓ If the tax laws of all countries were harmonized, that is, had similar effect on commercial and investment decisions, **tax competition would obviously be avoided.**

The key words in the definitions of tax harmonization, as highlighted, point to the fact that harmonization brings about transparency, efficiency, and fairness. And makes organizations work towards common objectives in tax administration processes rather than self-destructive competition. Moreover, tax harmonization is a tool for the reduction of gaps, in tax laws, often exploited by taxpayers<sup>x</sup>.

### **3. ANTI AVOIDANCE AND FAIR COMPETION RULES AS STEPS TOWARDS TAX HARMONIZATION**

On October 8, 2021 Organization for Economic Cooperation and Development (OECD) took a ground breaking decision for the taxation of digital multinational enterprises (MNEs) at a minimum tax of 15%. The global minimum tax under PILLAR TWO establishes a floor on corporation tax. This will ensure a multinational enterprise (MNE) is subject to tax in each jurisdiction at a 15% effective minimum tax rate. This is regardless of where it seemingly operates, thereby ensuring a level playing field<sup>xi</sup>.

This decision by 138 countries surely is an effort to guarantee domestic taxing rights and introduces fairness to the system through the harmonization of tax rates.

### **4. ELECTED LAWS IN NIGERIA AS THEY AFFECT TAX HARMONIZATION**

#### **4.1 The Constitution of the Federal Republic of Nigeria, 1999<sup>xii</sup>, as amended, provided the legal framework for tax harmonization**

- (a) Section(S) 4(3): the powers of the National Assembly to make laws for peace, order and good government of the Federation with respect to any matter in the Exclusive Legislative List shall, save as otherwise provided in the Constitution be to the exclusion of the Houses of Assembly of State;
- (b) S.4(4) (a) any matter in the Concurrent List set out in the first Column of Part 11 of the Second Schedule to the Constitution to that extent prescribed in the Second Column opposite thereto;
- (c) S.5. If any law enacted by the House of Assembly of a State is inconsistent with any law validly made by the National Assembly, the law made by the National Assembly shall prevail and that other law shall to the extent of the inconsistency be void. Incidentally, the exclusive legislative list includes taxation. To this extent conflicts in the imposition of tax was

resolved by the constitution through harmonization;

- (d) Mode of Exercising Federal Legislative Power
- (i) S.59; The provisions of this section shall apply to-59(b): a bill for the imposition of or increase in any tax, duty or fee or any reduction, withdrawal or cancellation thereof. Note that there is no corresponding section granting State Houses of Assembly similar powers. In this manner harmonization of taxes is assured.
- (e) Second schedule legislative powers, Exclusive Legislative List; Part 1, (only the National Assembly can exercise these powers of imposition);
  - (i) S.16, Custom and excise duties;
  - (ii) S.58; Stamp duties; and
  - (iii) S.59; Taxation of income, profits and capital gains except as otherwise prescribed by the Constitution.

#### **4.1.1 Concurrent Legislative List, Part 11**

- S.7; In the exercise of its powers to **impose** any duty, on capital gains, income or profits of persons other than companies (second column- D-Collection of taxes). By implication it is only collection of taxes that may be shared between national and subnational tax organizations.

#### **4.2 FULL IMPLEMENTATION OF FEDERAL INLAND REVENUE (ESTABLISHMENT) ACT (FIRSEA), 2007 AS A MEANS OF FOSTERING TAX HARMONIZATION**

The first schedule of FIRSEA is by far the most direct legislative support for harmonization of tax revenue collection. In paragraph 11, it provides for the administration (by FIRS) of;

Enactments or laws imposing collection of taxes, fees and levies collected by other government agencies and companies including signature bonus, pipeline fees, penalty for gas flared, depot levies and licenses, fees for Oil Exploration License (OEL) Oil Mining License (OML), Oil Production License (OPL), royalties, rents (productive and non-productive), haulage fees and all such fees prevalent in the oil industry but not limited to the above list.

**4.3 Note:** The constitution and in particular FIRSEA laid solid foundation for tax harmonization within the structure of fiscal federalism.

### **5. OTHER CONCEPTS THAT WILL WORK IN SYNERGY TO ENHANCE TAX HARMONIZATION**

#### **5.1 CODIFICATION**

Black Law dictionary defines codification as the process of collecting and arranging the laws of a country or state into a code, that is, into a complete

system of positive law, scientifically ordered, and promulgated by legislative authority<sup>xiii</sup>.

Another definition puts it as the process of compiling existing laws into an orderly formal code. This includes all the laws in force; enacted laws and case laws.

The definitions above show the importance of codification. Specifically, they include;

- (i) Helping to identify inconsistent and/or ambiguous laws; and
- (ii) Creating uniform source of information. Surely, codification of tax revenue laws and other related enactments will make for seamless implementation of harmonization of tax revenue collection and all other revenues due to government as empowered by schedule II to FIRSEA. With regards to paragraph 2 (above), one of the things that harmonization seeks to do is codification of tax laws.

## 5.2 CONSOLIDATION

Consolidation is the process of bringing together provisions relating to a particular subject matter. Consolidation in most cases goes together with harmonization. Indeed, consolidation is one of the steps in harmonization. To this extent contradictions in laws will easily be dictated and removed.

## 5.3 FISCAL FEDERALISM

- (1) According to Encyclopedia Britannica, fiscal federalism deals with the division of governmental functions and financial relations among levels of government;
- (2) Another author sees it as the sharing of resources among federating units to enable them fulfill their constitutional obligations<sup>xiv</sup>.
- (3) The basic principle of fiscal federalism is that it focuses on government taxation and government spending to assist government operations at any level<sup>xv</sup>.

On account of the above, it is clear that every level of government has a responsibility. Therefore, tax harmonization should be done in a manner that it operates at every level of government, national and subnational. However, delegated authority may be used for purposes of efficiency.

## 5.4 TAX-TO-GROSS DOMESTIC PRODUCT (GDP) RATIO

The overview of this article indicated that harmonization is a panacea to improved tax revenue generation. A target of 18% tax to-GDP ratio was set. Comparability was also alluded. Therefore, the critical tool for comparability, tax-to-GDP ratio, will be explained.

**5.4.1 GDP:** Is the total market value of the final goods and services produced within a nation during a given year<sup>xvi</sup>.

### 5.4.2 TAX-TO-GDP RATIO

Tax-to-GDP ratio may be defined as the tax revenue of a country compared to the country's gross domestic product<sup>xvii</sup>. Tax-to-GDP ratio may also be explained in terms of;

- Measure of tax efforts;
- A measure of ability to carry out economic development. According to the World Bank (WB)<sup>xviii</sup>, tax revenue to GDP ratios above 15% is a key for economic development and poverty reduction. An indication that a country has money to invest for sustainable development; and
- It is a base for the comparison of tax efforts and gaps therein.

### 5.4.3 TAX GAP

Tax gap may be defined as;

- (i) The difference between true tax liability for a given year and the amount that is paid in time<sup>xix</sup>.
- (ii) The difference between taxes legally owed and taxes collected<sup>xx</sup>.

The concept of tax gap was selected for this discussion because of its comparability and performance measurement value. Reasons adduced for tax gap include;

- Poor tax compliance culture (non-filing, underreporting and under payment/remittance);
- Complexity of tax laws; and
- Lack of accountability.

## 6. CONCLUSION AND RECOMMENDATION

It is noteworthy that the constitution of the federal republic of Nigeria, and in particular FIRSEA, as noted in paragraph 4, laid solid foundations for the implementation of tax harmonization within the structure of fiscal federalism.

What is required now is the articulation and marketing of its benefits such as;

- economies of scale of tax revenue collection by a single body;
- improved specialization as an outcome of tax harmonization; and
- efficiency derivable from consolidation of data.

## APPENDIX

OECD statistics, published in 2022, revealed the following trend for Africa;

- Tax- to-GDP ratio for Nigeria: 5.5% (reviewed later in 2022 to 10.8) as against the average of 16% for Africa.

- Contribution of personal income tax to total tax revenue of Nigeria stood at 12% as against an average of 18% for Africa.
- The average for OECD countries, in the area of personal income tax, was 24%.

## ABOUT THE AUTHOR



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# COMPARISON OF THE YIELD OF TWO ZUCCHINI VARIETIES

Channa Rein, Leng Sokha, Alon Dembovski & Serey Mardy\*

## Abstract

Despite the fact that Israel's topography is not particularly favorable for agriculture; the country is a significant exporter of fresh products and a leader in agricultural technology. Almost majority of the population is a successful farmer who raises a variety of crops despite the fact that more than half of the land is desert and farming is difficult due to the climate and lack of water supplies. Vegetables favor a moderate environment and are simple to grow, such as zucchini. There are numerous zucchini kinds, and each one produces a different amount. The goal of this project was "The Comparison of the Yield of Two Zucchini Varieties." Which of the two zucchini kinds, when compared for productivity, is better? In order to provide the farmer with advice for the upcoming season, I want to determine which treatment product has a higher yield under the current circumstances. Experiment in Israel's Arava region, Moshav Idan. Following data collection and processing, the outcome is displayed below: Variety 1 (Dunja) produced a total output of 3.79 tons per duman, whereas variety 2 (Ofek) produced 3.14 tons per dunam. Variety 1 can produce a stronger harvest than variety 2, so the farmer should choose variety 1 to cultivate the next year.

**Key words:** zucchini, yield, comparison, agricultural production

## 1. Introduction

Israel is a country in the Middle East that borders Egypt, Jordan, Lebanon, Syria, and the eastern shore of the Mediterranean Sea. It is located where the three continents of Europe, Asia, and Africa meet. The country is around 290 miles long and thin. Israel's total area is 22,145 square kilometers (8,630 square miles), of which 21,671 square kilometers are land. Israel is roughly 420 kilometers long and 115 km wide at its widest point. Lebanon to the north, Syria to the northeast, Jordan to the east, Egypt to the southwest, and the Mediterranean Sea to the west are all countries that border Lebanon. Jerusalem serves as the nation's capital, and its population as of 2020 (World Bank) is 9.217 million (Reich, 2008).

Arava is a barren region. Fruits and vegetables are being grown in hothouses using cutting-edge horticultural methods along the Jordanian border and between the Dead Sea and Eilat. They are situated in the Arava, a region in southern Israel. Less than an inch of rain falls in the Arava each year, one of the driest, hottest and most desolate locations on earth. A group of settlers set out to develop the area in the

1950s. Over 400 individuals eventually lived in the village, and they were able to modify fruits and vegetables for the arid environment and even teach local farmers how to grow new products. Their numbers have grown to 4,000 as of right now. A year after relocating to Troy, registered nurse Annette Vacarro and a friend who works with pediatrics became aware of the Arava. Over half of Israel's fresh vegetable exports come from the 900 families who reside in the Central Arava. Idan is one of the 7 regions that make up the Arava Center (Oren et al., 2004).

The 1980-formed Moshav Idan has 320 residents (69 families), the majority of whom work in the agricultural and tourism sectors. Moshav Idan was founded by immigrants from Canada and the United States. The temperature ranged from 50°C to 370°C. Idan plains are close to Jordan and are home to numerous vegetable farms.

One of the largest farms in Moshav Idan is Naturaza; there are numerous workers and students there from Kenya, Thailand, Vietnam, Cambodia, and Cambodia. Two parts, the field and industry, are in the agricultural device. There is a field with a greenhouse and a 1200 dunam net house for growing vegetables, as well as a fresh vegetable packing industry. Melon, Zucchini, 4 types of cherry tomatoes, 4 types of tomatoes, Eggplant, Peppers, Onion, Garlic, Grapes, Mango, Leechee, and Watermelon are a few of the other ingredients. 18 duman of zucchini must be planted in Naturaza (10 duman in a large net house (flat roof) and 8 duman in a small net house, making a total of 12 tiny net houses (Quonset net houses)). The entire product line is for the domestic market alone. 1350 zucchini plants must be planted in each duman.

According to Amy Grant from the year 2021, the first zucchini was grown in the northern region of South America around 5500 B.C. Following are various categories for zucchini:

- English name: Zucchini
- Scientific name: *Cucurbita pepo*
- Kingdom: Plant
- Family: Cucurbitaceae (Jones, 2016)



The objective of the study is to compare the yield of zucchini grown in net house conditions and to compare the weight-based productivity after determining the best structure.

A research question is: What is the result of the implementation of the bio-digester program compared to the master plan?

## 2. Literature review

### *Origin*

Zucchini is a summer squash that comes from the Americas and native to Mexico and the northern part of South America since more than 7,000 years ago (Osburn, 2020).

### *Zucchini in General*

#### *Leaves*

The leaves are large and palmately lobed, and both the stems and the leaves have small prickly. The large unisexual flowers have five yellow-orange petals and are pollinated by bees and other insects.

#### *Fruit*

Most varieties bear dark green cylindrical fruit, but some produce round or intermediate shapes in colors ranging from yellow-green to nearly black.

### *Varieties*

Here are some varieties to recommend to the farmer (Boeckmann, 2023):

- **Cashflow:** cylindrical zucchini type
- **Cocozella (di Napoli):** zucchini heirloom; dark green, slender
- **Goldbar :** yellow summer squash
- **Horn of Plenty:** yellow crookneck type
- **Sunburst:** patty pan/scallop type
- **Tigress:** zucchini type

### *How to Plant Zucchini*

- Direct sow seeds in level ground 2.54 cm deep and 5 to 7 cm apart.
- Or, sow 3 or 4 seeds close together in small mounds in rows 3 to 6 feet apart.
- If necessary, use row covers, or plastic milk jugs, or cold frame protection in cold climates for the first few weeks of spring.
- Thoroughly water after planting.
- Adding a layer on top of mulch (such as garden compost) to lock in soil moisture.
- Mulch to discourage weeds, retain moisture, and protect shallow roots.
- Zucchini thrive in moist soil. Water thoroughly, frequently, and consistently, with at least 1 inch per week. Water diligently when fruit form and throughout their growth cycle. The soil needs to be moist 10 cm down, so long soakings are best. Misshapen squash results from inadequate water or fertilization.
- Remove any weeds that manage to poke through. To keep plants tidy, cut off any dead or shriveling weeds. Top up mulches, using

organic matter such as garden compost, to help roots stay cool and moist.

- When the first blooms appear, side dress with a balanced fertilizer.
- Poor pollination by bees can be an issue. Squash flowers will not bear fruit or bear small fruit if not pollinated. Most squash plants produce both male and female flowers. To fruit, pollen from the male flowers must be transferred to the female flowers by bees or by the gardener. Pollinate the female flowers manually with a cotton swab or add plants that attract bees near the squash (Boeckmann, 2023).

### *Harvesting*

We harvest when zucchini is 15 to 20 cm long for more flavor. Zucchini are small have a good taste and get a good price. Most varieties average 60 days to maturity and are ready as soon as a week after flowering. (Make sure you can check the seed packet for more exact information.). Cut fruit off the vine with a sharp knife or you risk damaging the soft stem of the plant. Leave at least 1 inch of stem on the fruit. To slow production, harvest fruit when small or remove male flowers. If the harvest is interrupted remove large squash on your return to reduce demands on the plants for moisture and nutrients. Complete the harvest before the first fall frost; summer squash is highly susceptible to frost and heat damage.

### *Pests*

- Cucumber Beetles
- Squash Bugs

### *Disease Managing*

Here are common names of diseases of zucchini:

- Alternaria Leaf Blight
- Bacterial Leaf Spot
- Bacterial Wilt
- Blossom End Rot
- Cucumber Mosaic Virus
- Downy Mildew
- Fusarium Crown and Foot Rot
- Powdery Mildew
- Septoria Leaf Spot
- Verticillium Wilt
- Zucchini Yellow Mosaic Virus (Lofgren, 2023)

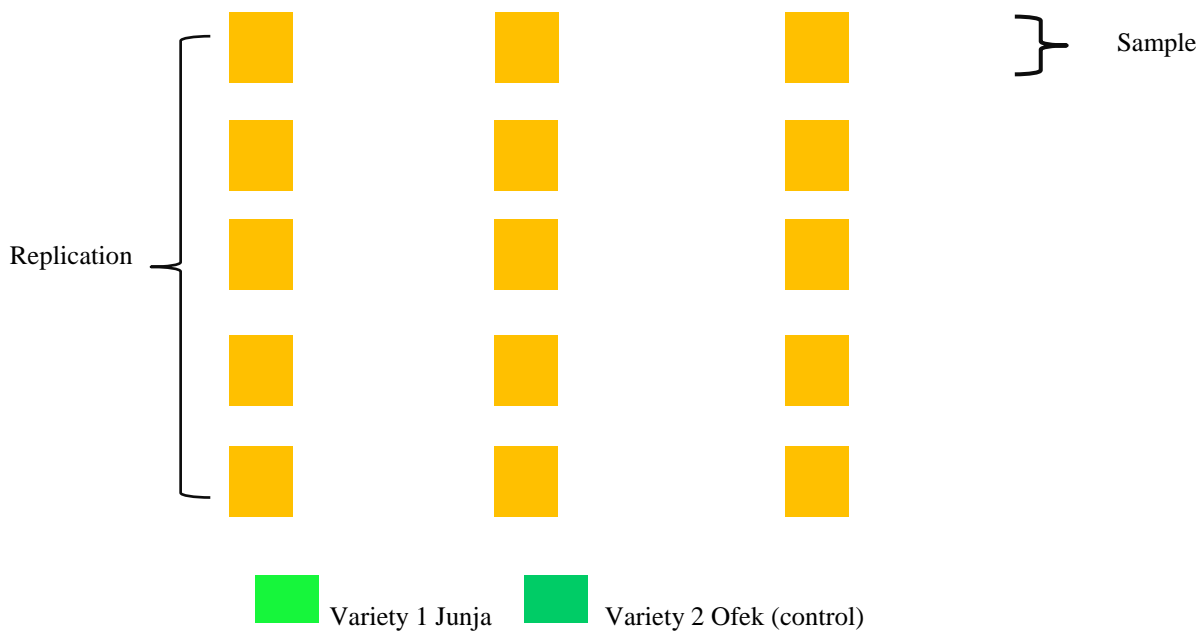
## 3. Research Methodology

### *Experimental Area*

The experiment was conducted on the field at Idan in Net house of farm Natureza in Moshav Idan growing Ofek with Dunja.

The three replications were made for 2 treatments randomly. From each structure, 6 blocks were selected for taking data, each content 15 plants in Ofek variety & 15 plants in Dunja variety as sample all of Zucchini were grown in the same condition in net house.

## Experimental plan



### **Soil Preparation**

Zucchini is generally the same as tomatoes for soil preparation:

- After finish harvest the last season we take out old plant, some material and crushing some plant into the soil.
- Plowing soil
- Spreading compost to the soil
- Disinfection the soil for two months by solar.
- Cover plastic on each bed.

### **Fertilizer Requirements**

- Chemical fertilizer 7-3-7 two weeks after planting we use 2.5 liters per dunam (1dunam=1000m<sup>2</sup>) and when plant growth up we use 6 liters per hectare.
- Compost use during soil preparation

### **Plant Protection**

- Sulfur powder: sulfur in plant helps from important enzymes and plant proteins and all so prevent pests and fungal.
- Switch Botrytis for protect diseases
- Hormon (AUXIN-NAA) use 0.1% every 4 days to spray on open flowering.

### **Irrigation and Watering**

Drip irrigation system was applied for supplying the water and the nutrients. This is an automatic system controlled by computer program. We need watering 4000L/1000m<sup>2</sup>.

### **Dating Plant and Spacing**

The date starting plant on 23th, August, 2021 and were planted at spacing of 60cm plant. The average number of plants in 1 dunam was 1350.

### **Collecting and Measuring Data**

The data collection was started from 26th, December, 2021 to 11st, March, 2022. After picking the fruits from the sample plants, they were weighed with digital balance, count number. To sampling experiment, plot by random in the middle row inside. Then use Tag mark plot area. The data collection was the weight (gram) of fruit. Equipment for collecting data included: pen, notebook, plastic box, pepper box, label, picker, and scales (gram).

### **Data Analyzing**

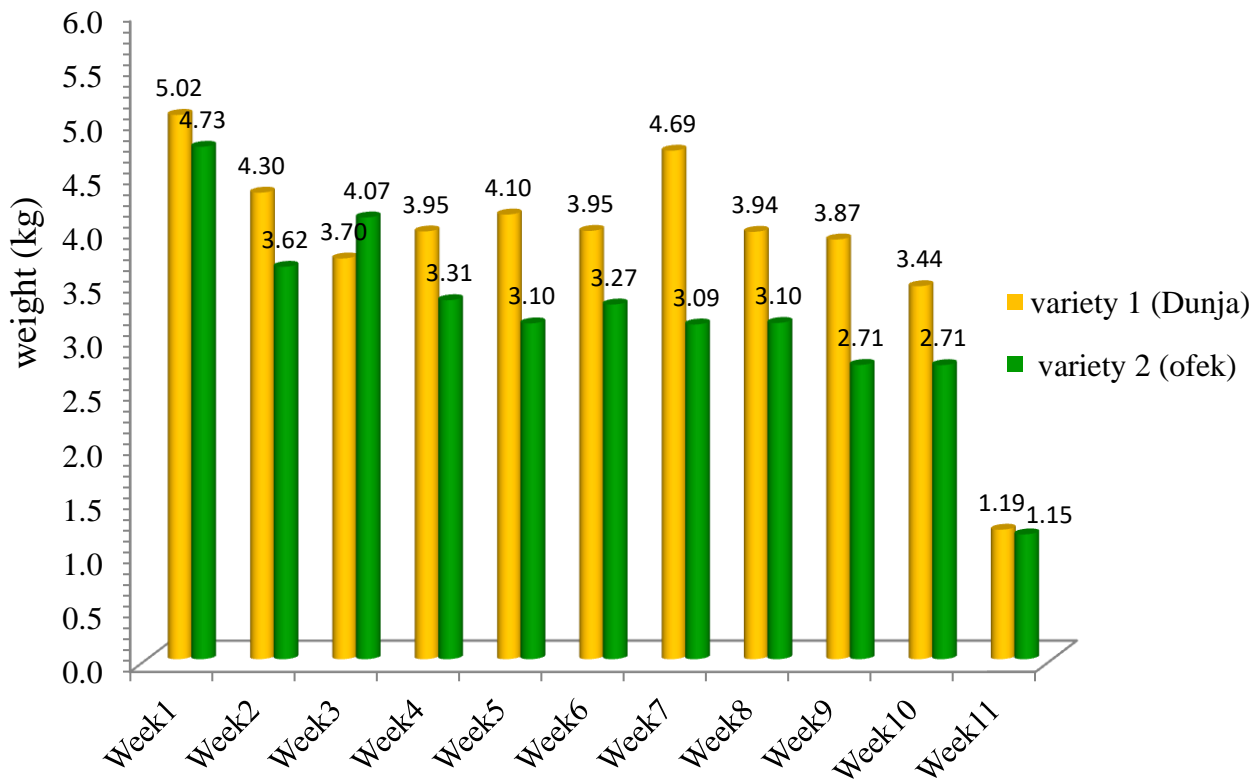
For data analyzing, we used Microsoft Excel.

## **4. Result of the experiment**

### **4.1. Weight of zucchini per 15 plants each week**

According to the result, it showed that variety 1 (Dunja) produced a higher yield in week 1.5.2 kg per 15 plants got higher than variety 2 (Ofek) 4.73 kg per 15 plants. The variety 1 (4.30kg) produced a higher yield than the variety 2 (3.62 kg) in week 2. In week 3, variety 1 had a 4.04kg higher yield than variety 2 (3.70 kg).

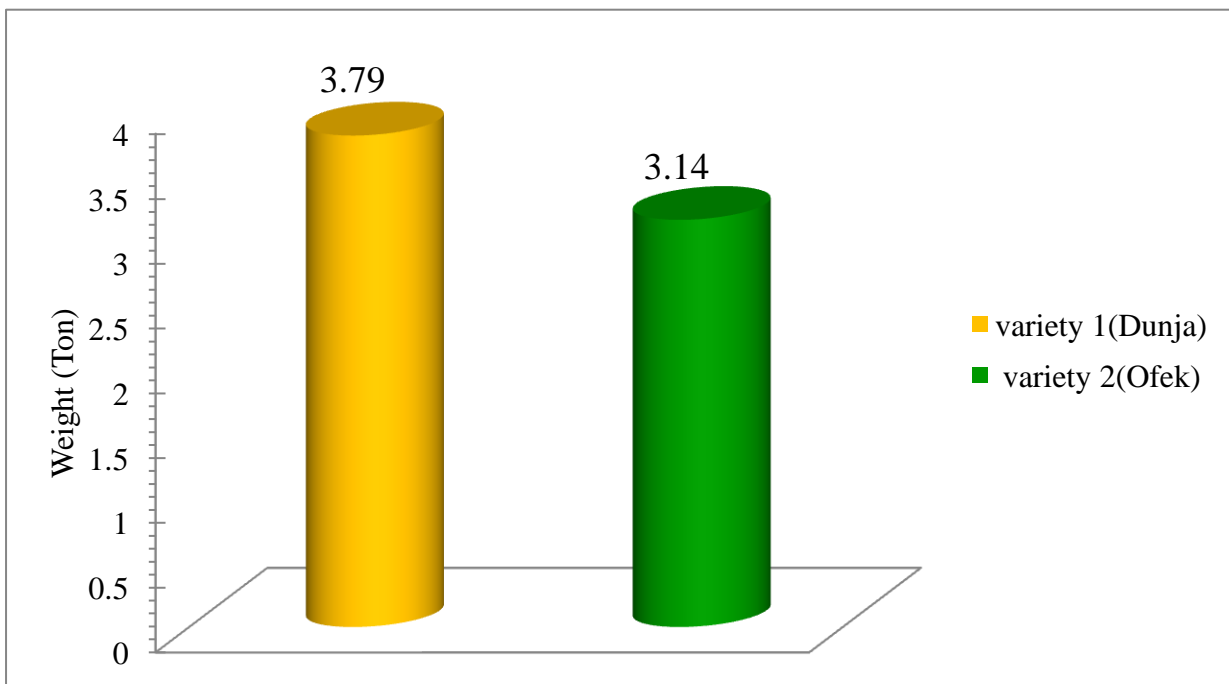
**Fig. 1. Weight of Zucchini per 15 plants each week**



**4.2. Total weight per dunam**

According to the result, variety 1 (Dunja) produced a higher yield of 3.75 tons per dunam than variety 2 (Ofek), which produced 3.14 tons per dunam.

**Fig. 2. Total weight per dunam**



## 5. Conclusion

According to experiment 2's findings, variety 1 (Dunja) provided yields that weren't all that different from variety 2's (ofek), but variety 1 (Dunja) was superior overall.

Monitoring revealed that the variety 1 of zucchini produced good-looking fruit, stayed alive for a long time, and produced fruit.

So the farmer should decide on variety 1 to plant for the following year.

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# CAUSES AND EFFECTS OF SUICIDES IN PALABEK REFUGEE SETTLEMENT IN LAMWO DISTRICT (UGANDA): ARE THERE SOLUTIONS?

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## 1.0 Introduction and Background

Suicide behaviour is a global problem that has been in existence from time immemorial as depicted in the Biblical characters and in the ancient Greek literatures (Laios, Tsoukalas, Kontaxaki, Karawanou & Androustos, 2014; Good News Bible, Mathew 27:5). Suicide behaviour is defined as any intentional action by a person likely to cause death. It includes suicide ideations, plans and executions (Beautrais & Mishara, 2018). Suicide plans and attempts are a precursor to eventual death by suicide. Psychiatric disorders tend to increase the susceptibility to suicide behaviour. About 90% of suicide cases are also associated with psychiatric disorder. Hence, individuals with multiple suicide attempts tend to have more psychiatric disorders with greater levels of comorbidity (Ahamadi & Ytterstad, 2007).

World Health Organization indicated that globally suicide deaths account for 1.4% of all deaths with cases of suicide attempts being 20 times much higher than actual suicides (WHO 2019). According to WHO report (2018 and 2019), the highest suicide rates per country were reported in Lithuania, a county in Eastern Europe, followed by Russia, the third was Guyana and fourth in South Korea. Each standing at 31.9, 31, 29.2 and 26.9 suicides per 100,000 people respectively. These statistics indicate that suicide behaviour is a global concern and cuts across all regions and cultural boundaries. Suicides occur throughout the lifespan of several persons in the world. However, the Institute of Health Metrics and Evaluation (IHME 2016) reported higher prevalence among adolescents and the youth, causing about 8.64% of deaths. It is estimated that for every adolescent who commits suicide, there are 400 more attempting to commit suicide (Cash & Bridge, 2019). There is a high number of high school, college and university students with high levels of stress and low coping ability leading to despair (Burrows & Laflamme, 2018).

Although suicide cases have been noted in all regions of the world, over 79% of global suicides occur in the low and middle income countries (WHO, 2019). In Africa, suicidal deaths were estimated to be over 34,000 annually (Burrows & Laflamme, 2018)). A comparison of the prevalence across African countries indicated higher rates on suicide ideations (47.5%) and suicide attempts (28.7%) in Botswana; while suicide behaviour in general was noted to be 32.3% in South

Africa (Burrows & Laflamme, 2018). It therefore appears that suicidability has been higher in Africa compared to higher income countries in America and Europe (Vijayakumar & Whiteford, 2005).

In many developing counties, there are no public statistics on suicidal behaviour including Uganda. However, Ovuga & Wasserman (2007) found that a suicide rate of 16.7 /100,000 in Adjumani district; and whereas Ovuga & Larroque (2012) found a suicide rate of 15-20 /100,000 among post conflict population in Northern Uganda. From 1986-2006 this part of the county was severely affected by civil conflict between Uganda Government armed forces and rebel groups (Dolan 2009). Underlying ecological factors should be taken into consideration to explain the differences in suicide behaviour between the conflict area of Adjumani and the capital city of Uganda – Kampala.

## 2.0 Problem Statement

Although suicide is a common issue in the general population in Northern Uganda, the increase among the refugees especially Palabek Refugee settlement, illustrates a growing problem. The dire need for mental health care services for people who have fled crisis, loss of support networks and struggled to make a living in their country of asylum are great issues responsible for suicide cases in the region. The number of suicides and suicide attempts among refugees living in settlements in Palabek have more than doubled in 2021. There were 97 suicide attempts and deaths (UNHCR December, 2021). Drug or alcohol abuse has also been found to impair judgement or reasoning thereby leading to riskier behaviour such as in sexual relations and fights (Alix & Frappier, 2017) In Uganda, there is a significant association between drug abuse and depression, illness or stress, domestic violence, alcoholism, effects of wars, illness such as cancer and HIV/AIDS suicidal ideation. Measures to reduce and prevent substance abuse among the community through social behavioural change communication and psychological support or education have not been sustainably successful.

## 3.0 Purpose of the Study

To assess the main causes and effects of suicide cases in Palabek Refugees settlement in Lamwo district (Uganda).

#### 4.0 Methodology

The study used cross-sectional research design where structured questionnaires was utilised as well as interview guide to generate results. The study benefited from both quantitative and qualitative approaches. Sixty (60) respondents were engaged to generate primary data.

**Table 1: Sample Size and Selection.**

S/No	Category	Population	Sample Size	Sampling Technique
01	Staff of “I Live Again Uganda”	25	20	Purposive sampling
02	Refugees Representatives	35	25	Purposive sampling
03	Office of the Prime Minister	15	05	Purposive sampling
04	Political Leaders	10	10	Purposive sampling
	<b>TOTAL</b>	<b>85</b>	<b>60</b>	

**Source: I Live Again Uganda, 2022.**

Purposive sampling technique was found to be convenient, and was successfully used to determine the different sample sizes of the population. This involved identifying and selecting individuals and groups of individuals that were knowledgeable about or experienced with the phenomenon of under study (Kothari, 2010). Two main research instruments were used, namely; questionnaire and interview guide to generate primary data.

**Table 2: Showing demographic characteristics of the respondents.**

S/No	Age bracket	Frequency	Percentage (%)
01	18 – 24	05	3%
02	25 – 31	18	10.8%
03	32 – 38	22	13.2%
04	39 – 45	10	06%
05	46 – 52	03	1.8%
06	53 and above	02	1.2%

**Source: Primary data, 2022**

**Table 3: Showing the marital status of the respondents**

S/No	Marital status	Frequency	Percentage (%)
01	Married	30	18%
02	Single	10	6%
03	Divorced	08	4.8%
04	Widow	02	1.2%
05	Separated	10	6%

**Source: Primary data, 2022**

#### 5.0 Causes of Suicidal Ideation in Palabek Refugee Settlement

Different responses that were obtained from the respondents in the study depended on the understanding and experiences of the respondents in Palabek sub county. The results are demonstrated in the table below:

**Table 4: Showing the major causes of suicide cases and ideation in Palabek Refugee Settlement.**

S/No	Statement of inquiry	Frequency	Percentage (%)
01	Suicidal ideation or attempts were triggered by family breakups due to wars in the region.	10	16.6%
02	Loss of hope for personal safety, and to return home safely from the refugee settlement.	05	8.3%
03	Adverse stimuli associated with the development of suicidal ideation and progression.	03	5%
04	Consumption of drugs and drug abuse	15	25%
05	Prolonged stress and stressful events in the refugee camp.	07	11.7%
06	Impaired concentration as a result of violent and frequent attacks on persons in the refugee settlement.	06	10%
07	Loss of assets due to wars leading to hopelessness in life.	05	8.3%
08	Physical domestic violence in households arising from the war situation	09	15%
	<b>TOTAL</b>	<b>60</b>	<b>100%</b>

**Source: Primary data, 2022**

Table 4 in the foregoing shows key issues associated with causes of suicidal cases and ideation in Palabek refugee settlement. In this table, is considered that consumption of drugs and drug abuse ranked highest followed by family break due to the effects war situations. The third in the ranking order is physical domestic violence in households arising from war situation. Others are stress panic attacks, loss of hope for returning back to home of origin, hopelessness due

to difficulties in meeting livelihood obligations in homes; and adverse stimuli associated with development of suicidal ideation and progression.

**Table 5: showing major effects of suicidal acts and ideation in Palabek Refugee Settlement.**

S/No	Statement of inquiry	Frequency	Percentage (%)
01	Fear of judgment with heightened stigmatization in the community of Palabek refugee settlement.	05	8.3%
02	Post-traumatic stress disorder among the population.	20	33.3%
03	Emotional, physical and economic stress on surviving family members.	05	8.3%
04	Poor health and wellbeing of refugees.	14	23.3%
05	Negative changes in the traditional socio-cultural norms associated with using violent means to solve disputes.	07	11.7%
06	Costly financial toll on the community in terms of care and support services in favor of surviving family members.	06	10%
07	With the incidence of death, surviving family members and friends experience emotional and social stress and shock.	03	05%
	<b>TOTAL</b>	<b>60</b>	<b>100%</b>

**Source: Primary data, 2022.**

Table 5 demonstrates critical effects associated with suicidal acts or ideation in Palabek refugee settlement in Lamwo district located in Northern Uganda. From the table, it is evident from the seven (7) effects projected, the most identified as the main effect on individuals or groups in Palabek refugee settlement is that associated with the suicide bereaved being at risk of suicidal behaviour and post-traumatic stress disorder, followed in this sequence of hierarchical effects: disorientation or deviation from the traditional and cultural social norms in preference to use of violent means to solve disputes, heavy financial cost associated with supporting the surviving family members and other dependants; negatively affecting the general good health status of surviving family members, friends, co-workers and the refugees in the camp; stigmatization and fear of negative judgment; challenging emotional, physical and economic effects

on family members, relatives, friends and nearby community members; and surviving family members and friends experiencing emotional and social disorders arising from the shock related to the challenges.

The following statement from key informant from Palabek Refugee settlement underscores the effects of suicidal acts and ideation usually experienced:

*“In the settlement here, other people keep talking badly about those who died as a result of suicide cases in the refugee settlement. Even the host community similarly talks badly about the refugees, especially the bereaved family members. The bereaved members have been at risk of being stigmatized by neighbors. This has always led to severe emotional, social and psychological wellbeing of the surviving family members, relatives and friends” (Key informant interview in October 2022).*

## 6.0 Addressing the Effects of Suicidal Deaths in the Refugee Settlement

**Table 6: showing how “I Live Again Uganda” (an NGO) is Addressing the major Causes and Effects of Suicidal ideation and deaths in Palabek Refugee Settlement.**

S/No	Statement of Inquiry	Frequency	Percentage (%)
01	Controlling the use of guns the in refugee settlement.	08	13.3%
02	Sensitization of the community members, physicians and counselors to recognize early warning signs of depression for immediate action.	04	6.6%
03	Psycho-social therapy and counseling services among the refugees settlement population to prevent suicidal manifestations	05	8.3%
04	Multiple synergistic strategies to address different aspects of manifestation of the suicidal manifestation.	03	05%
05	Regular public campaigns supported with offering livelihood packages to reduce the occurrence of suicidal cases in the refugee settlement.	14	23.3%
06	Regular community	11	18.3%

	outreach activities targeting vulnerable refugee population in the refugee settlement.		
07	Restricting access to lethal arms in a bid to address suicide potentiality and abuse.	09	15%
08	Further action research into issues of suicide commitment in refugees settlement.	06	10%
	<b>TOTAL</b>	<b>60</b>	<b>100%</b>

**Source: Primary data, 2022**

Table 6 shows ways and means which may be used by stakeholders in society to address cases and ramifications associated with suicidal ideation and deaths in Palabek refugees settlement. These ways and means may as well be used elsewhere in Northern Uganda.

**7.0 Conclusions**

The sample of study totaled sixty respondents, with most of the respondents who were engaged being married adults. The study revealed that suicidal cases and attempts were found to be deeply intriguing and mainly caused by effects of wars in the region as the main trigger which lead to several cases of family breakup; rampant drug use and substance abuse among others.

It should be emphasized that due to the pro-longed occurrence of wars in Southern Sudan and parts of Northern Uganda, many families and communities became displaced, and greatly lost hope for decent livelihood survival. This then led to adverse stimuli experienced which have led to the development of suicidal ideations and progression in the refugee settlement. Besides, this has been responsible for causing depression, panics and impaired concentration to perform productive activities. To this extent, this has resulted into numerous cases of suicides in Palabek refugee settlement.

The effects of suicidal acts have been horrendous on the refugees population in resettlement camps. For example, there have been several cases reported regarding post-traumatic stress disorders, ill health cases, and the use of physical violence became the norm of settling disputes among the refugees.

To this extent, it is vital to emphasize that different stakeholders or relevant actors in society should do all that is possible within reasonable means to mitigate the causes and effects of suicidal acts and ideation in such surviving communities and society.

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