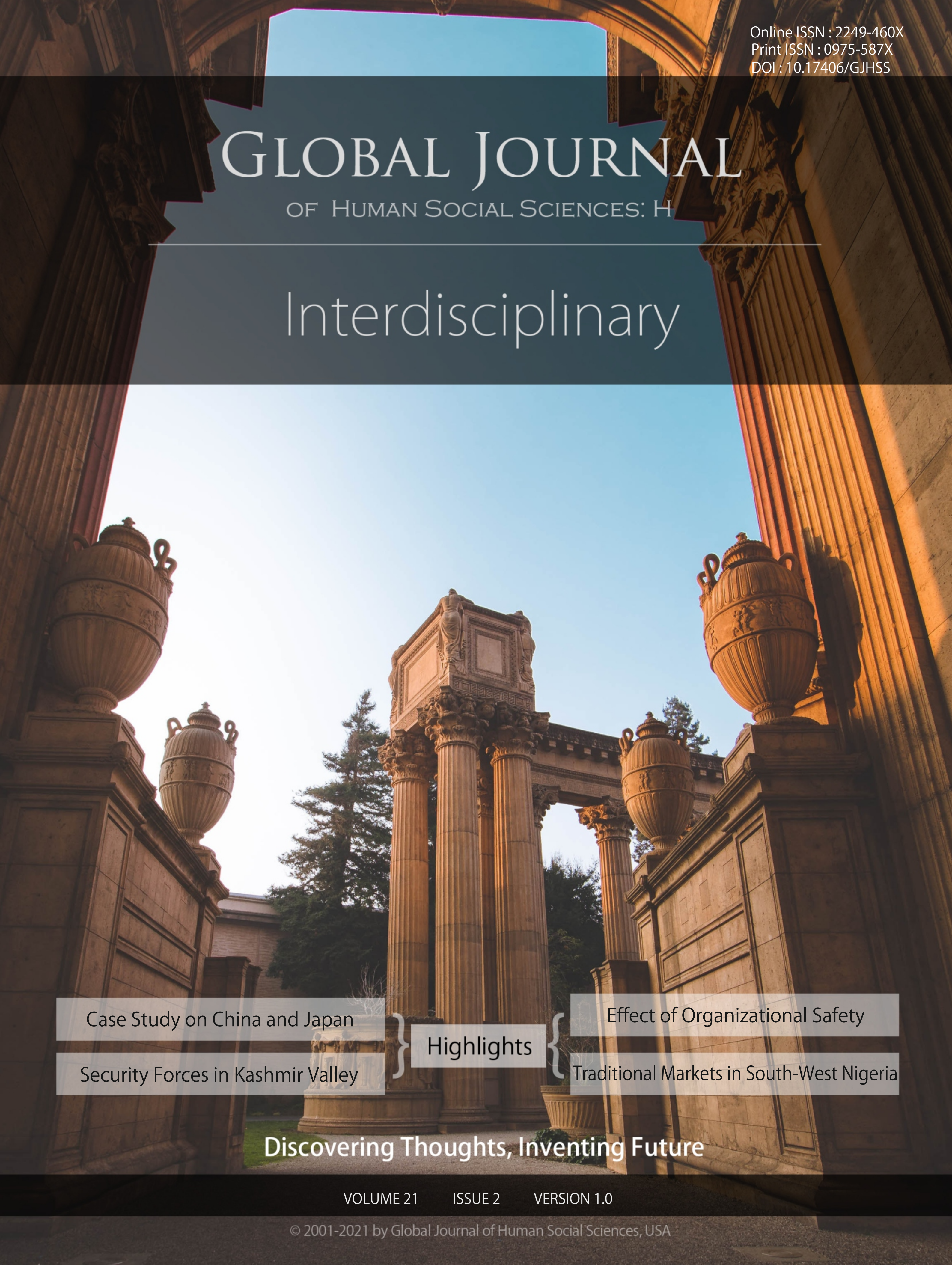

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"South-to-South" Dialogues: Comparative Literature as a Decolonizing Power

By Walcler De Lima Mendes Junior & Juliana Michaello Macêdo Dias

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Strictly as per the compliance and regulations of:

"South-to-South" Dialogues: Comparative Literature as a Decolonizing Power

Walcler De Lima Mendes Junior [α] & Juliana Michaello Macêdo Dias [σ]

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Introduction

The term comparative literature will be used here as a kind of toll or strategy that discusses aspects of decolonizing power. The main idea is to think of literature and its speeches – representative of the culture and the society – as a resistant subversive power against an ethnocentric or, more specifically, Eurocentric vision. Therefore, expressing this kind of interpretation or translation of literature means assuming a political position.

So, what does it exactly mean to talk about a "south-to-south" dialogue? To have a glance on this proposition we need to be clear about what the theories from the south mean.

> Theory from the South is NOT about the theories of people who may be wholly or partially of the south, least of all ourselves. Nor is it, as Aravamudan would have us confess, simply theory "about" the south. It is, as Mbembe has stressed, about the effect of the south itself on theory, the effects of its ex-centricity, to invoke Homi Bhabha's (1994:6) term, of its structural and tropic situation in the history of the ongoing global present. Of course, we have long had a species of "theory from the south." Its other name is anthropology: anthropology, that is, of a certain critical sort. Or, at least, it was-until much of the discipline, seduced by the neoliberal flight from history, society, structure, system, determination, and explanation retreated from theory *sui generis* in favor of contingency and the documentation of difference. (Comaroff and Comaroff 2012:4).

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Developing this approach, we emphasize the need to think about this ex-centricity and going a little further, assuming a political position through the terms of certain regional literature, territorializing, de-territorializing and re-territorializing the center under a logic from the south, to the south, whithin the south. We could understand this as a kind of globalization movement without the traditional agents from the global power located in the so-called central countries.

Our aim here is to think about the territory of the hinterland, the backland described by Mia Couto and Graciliano Ramos, as global spaces created through the south. Therefore, the idea is to expand the concept of Globalization beyond the cosmopolitan and central cultures. Expand it beyond not only Global cities and their cosmopolitan characters but also from the kind of desert described by the American literature, ranging from the heroes of western movies to the beatniks poets.

Otherwise, it´s about understanding the hinterland in a perspective such as Guimarães Rosa's, who wrote "the backland is everywhere". This "backland" comes from the "south" and speaks from the "south" as a character, a persona, in the epic Brazilian novel – "Grande sertão: veredas" (Bedeviled in the Badlands).

A pertinent question formulated by the decolonial theories is the difference between the concept of "south" and the traditional concept of "third world".

> Despite the fact that it has replaced "the third world" as a more-or-less popular usage, the label itself is inherently slippery, inchoate, unfixed. It describes less a geographical place than a polythetic category, its members sharing one or more-but not all, or even most-of a diverse set of features. The closest thing to a common denominator among them is that many once were colonies, though not all in the same epochs. "Postcolonial," therefore, is something of a synonym, but only an inexact one. What is more, like all indexical categories, "*the* Global South" assumes meaning by virtue not of its content, but of its context, of the way in which it points to something else in a field of signs – in this instance, to its antinomy to "the Global North," an opposition that carries a great deal of imaginative baggage congealed around the contrast between centrality and marginality, kleptocracy and free-market democracy, modernity and its absence. Patently, this opposition takes on a hard-edged political and economic reality in some institutional contexts, like the G-8 and world bond and credit markets-a reality that makes it *appear* as though it has a

> "hard" geo-cartography. That process of reification is precisely why we cannot simply do away with the term by fiat: it has a life in the world. Analytically, then, the problem for a critical anthropology is to account for when, why, and how it takes on that reality and with what implications. In other words, "the South" is not an analytic construct. It is an analytic *object*. Its very facticity-like its labile relationality and its capacity to signify-is something for which we have to give account (Comaroff and Comaroff 2012:4).

Thinking of the dialogue between the two authors encompassed in this article is, therefore, a political proposition. The bridge between the representations of the hinterland, both as vast and outraged land, in Brazilian and Mozambican literature expresses a kind of south-to-south construction, as a bridge rejoining two points usually separated or united only through their colonial legacy of a shared language.

> This is half of our "counter-evolutionary" story. Note that "counter," here, is intended to mean not just *inversion* but also *negation*. We deploy it to point to irony, not to teleology. The other half of our story has to do with the contemporary history of Euro-America, one of rising carceral populations, rising unemployment, a rising politics of the belly and the bellicose, spiraling inequality, spiraling crises of social reproduction and generation. It is not we who first noted that the "new normal" of the North appears to be replaying the recent past of the South, ever more in a major key. Which is why, in many respects-note, *many*, not all-Africa, Asia, and Latin America seem to be running ahead of Euro-America, prefiguring *its* history-in-the-making. And why the Global North appears to be "going south." (Comaroff and Comaroff 2012:4).

Thinking literature as a political practice means, in the very beginning, deconstructing an hegemonic idea of what is and what is not science or academic production. This kind of deconstruction intend to problematize the existence of other rationalities and the need to put them in dialogue in order to comprehend the extent of their dissemination.

> The knowledge and wisdom represented in African literatures are often in opposition to Cartesian logic, without necessarily falling into exoticism. They mean, therefore, the institution and reinvestigation of other rationalities, the expression of a specific cognitive and identity territory. With them opened up new possibilities of construction worlds and creating imaginaries[1] (NOA 2012:97).

I. Inventions

The idea of new possibilities of constructing or creating – translated trough the term "invention" – is always something that belongs to the order of illegality as a subversive act. Something illegal or subversive. "An invention always presupposes some illegality, the breaking of an implicit contract; it inserts a disorder into the peaceful ordering of things, it disregards the properties" (DERRIDA 2007:1).

In these terms, asking what´s the use of this kind of invention is inevitable. This question means, what´s the use of a subversive form of literature, a subversive form of political literature, or, even more precisely, a subversive form of political literature against the hegemonic invention of reality that places the occidental culture and the Eurocentric speech as the very and unique truth. This kind of "new invention" coming from the African and South American literature (and obviously from all the south-to-south experiences of dialogue) intend to destabilize the ethnocentric order, proposing the invention of the "other" (this "other" of the civilizing world, the civilizing culture the civilizing language, the civilizing speech) as a myth or fable (DERRIDA 2012). This subversive act proposes the inversion of the position of both "inventions". At least, the same treatment for the inventions that comes from the "North" and from the "South" cultures. Both treated as myths or fables serving different gods, through words written in canonic books in which truth is wrought. Through the south-to-south literature it is possible to assume this "invention of the other", the opposite of civilized, as a myth/fable created by the so-called "civilized culture". This kind of construction of reality obligates, for instance, scholars to speak, write and read in European languages to become world citizens.

Just like any myth, just like any invention, the invention of the "other" must take place somewhere in time for a group, a community or a society that respond to cultural models or patterns of identity. The problem of the invention of the other remains as a myth. After all, all invention must be created as something to believe in, as a truth sustained by law, empiric observation, logical thinking, and the proof and counterproof method. One should remember that all that belongs to an unique Greco-Roman culture and history that sustain values and process of the so-called modern science, modern state, occidental society (where the democracy seems to have been invented), European-Judaic-Cristian heritage, Caucasian ethnocentric…

Above all this series of signs, terms, concepts and values, one first invention remains: the human-being itself, man himself (with all the gender implications of this invention). As a consequence, a product of narrative, of a particular way of speaking and writing history, a way of thinking literature, myth and fable, the humankind was invented trough literature, myth and

[1] Os conhecimentos e saberes representados nas literaturas africanas estão muitas vezes em contraposição a lógicas cartesianas, sem que, necessariamente, caiam no exotismo. Significam, por isso, a instituição e reinvidicação de outras racionalidades, expressão de um território cognitive e identitário específico. Com eles abriram-se novas possibilidades de fazer mundos e de criar imaginários (NOA, Francisco. As literaturas africanas, valorização do conhecimento e as redes identitárias. IN: Portugal – Africa: Mitos e realidades vivenciais e artísticas. p.97, 2012).

fable, sometimes inspired by moral and religious values, sometimes inspired by moral and scientific values.

Until now we face two different kinds of problems: the problem of the invention of the other through a narrative (myth or fable) and the problem of invention itself through a belief (it does not matter if religious or scientific belief). So, assuming that any kind of invention – or discovery – cannot be classified as natural, meaning spontaneous, it´s supposed that we need to create, to set up or to construct our relationship with the world, the environment, the things around us, even the others. When these relations are founded, we can assume that we "found" a truth or truths concerning to the others, the environment and so on.

> In the logic of Port-Royal, as in Descartes or Leibniz, we observe a common approach to the truth: even if it must be based upon a truth "that has to be found in the thing itself independently of our desires" (…) the truth that we must find there where it is found, the truth to be invented, is first of all the nature of our relation to the thing itself and not the nature of the thing itself. And this relation must be stabilized in a proposition. It is usually to the proposition that the name "truth" is given, especially when it is a matter of thuths in the plural. The truths are true propositions (…), mechanisms of predication (DERRIDA 2012:33).

The truth is a proposition, a way of saying, a way of writing, a speech, writing, literature. As a proposition, an invention, it must suffer an effect of repetition to become true. These repetitions must occur in a discursive field as the invention of the language as writing that confirms the truth.

> The invention of the language depends on the knowledge of truths; but it is still necessary to find this knowledge or science through which everyone, including peasants, would be able to judge the truth of things, thanks to the invention of the language it would make possible. The invention of the language presupposes and produces science; it intervenes between two states of knowledge as a methodic or technoscientific procedure (DERRIDA 2012:33).

The invention of the language determining and judging the truth of things, may suggest thinking the language as the support for the "invention of the same" and the "invention of the other".

> An order where there is no absolute surprise, the order of what I will call the invention of the same. This invention comprises all invention, or almost. And I shall not oppose it to the invention of the order. (…), for opposition, dialectical or not, still belongs to the regimen of the same. The invention of the other is not opposed to that of the same, it´s difference beckons toward another coming about, toward this other invention of which we dream, the invention of the entirely other, the one allows the coming of a still unanticipatable alterity, and for which no horizon of expectation as yet seems ready, in place, available. Yet it´s necessary to prepare for it; to allow the coming of the entire other (…) letting the other coming is not inertia ready for anything whatever. No doubt the coming of the other, it has to remain incalculable and in a certain way aleatory (…), escapes from all programming. But this aleatory aspect of the other has to be heterogeneous in relation to the integrable aleatory factor of a calculus, and likewise to the form of undecidable that theories of formal systems have to cope with. This invention of the entirely other is beyond any possible status; (DERRIDA 2012:39).

This is the point where the deconstruction act start coming.

> To get ready for this coming of the other is what can be called deconstruction. It deconstruction precisely this double genitive and, as deconstructive invention, itself comes back in the step [pas] – and also as the step – of the other. To invent would then be to "know" how to say "come" and to answer the "come" of the other (DERRIDA 2012:39).

At these terms, we can assume that the deconstruction works in the way of destabilizing the economy of the same, the means of organization of the same, to allow the coming of the other. It means that talking about something is assuming our speech under their terms. Speaking about something presupposes handling with it in its own logic or manner of seeing and organizing the world. Or, in other terms, allowing the other to come "through the economy of the same, indeed, miming or repeating it, (…) to offer a place for the other, to let the other come" (DERRIDA 2012:45).

Opening space for the other coming is precisely what the impossible deconstruction act proposes.

> But one does not make the other come, one lets it come by preparing for its coming. The coming of the other or its coming back is the only possible arrival, but it is not invented, even if the most genial inventiveness is needed to prepare to welcome it and to prepare to affirm the chance of an encounter that not only is no longer calculable but is not even an incalculable factor still homogeneous with the calculable, not even an undecidable still in the labor of bringing forth a decision. Is this possible? Of course it is not, and that is why it is the only possible invention (Cf. Jacques Derrida, "Psyche: Invention of the Other", *Psyche: Inventions of the Other,* California: Stanford University Press, p. 45, 2012).

This impossible act of deconstruction speaks about the possibility or predisposition to open space for the other to come. This deconstruction act when applied over the literature field produces exactly the kind of effect we are trying here. A kind of jump of faith, a kind of gambling, a betting, a hope that the "other" will come. This impossible act encounters in the literature field a kind of fertile space to put itself in practice. The description of the hinterland (backland) image into the literature from Mozambique and from Brazil would help somehow to approach the signs through this path that comes and goes from south-to-south. This "come and go" must be strong enough to invite Brazilians and Mozambicans speeches and – even more – the speeches coming from the modern colonizing languages, like English or French, betting in the possibility of deconstructing these separations, these differences, these relationships founded by the construction of the border between "north" and "south", "center and periphery", "colonizers and colonized".

II. LIterature as a Deconstructing Act

Literature works as a deconstructing act, as soon as it is heading to the direction of the *other,* an *alterity* with another *ethic,* logic, structure, values, culture and, even, history, as narrative, as fable, as invention. The literature works as an expressive field for the deconstruction whereas *writing* expresses itself, proposing the movement toward the other.

> Writing is the outlet as the descent of meaning outside itself within itself: metaphor-for-others-aimed-at-others-here-and-now, metaphor as the possibility of others here-and-now, metaphor as metaphysics in which Being must hide itself if the other is to appear. Excavation within the other toward the other in which the same seeks its vein and the true gold of its phenomenon. Submission in which the same can always lose (itself). Niedergang, Untergang. But the same is nothing, is not (it) self before taking the risk of losing (itself). For the fraternal other is not first in the peace of what is called intersubjectivity, but in the work and the peril of interrogation; the other is not certain within the peace of the response in which two affirmations espouse each other, but is called up in the night by the excavating work of interrogation. Writing is the moment of this original Valley of the other within Being. The moment of depth as decay. Incidence and insistence of inscription (DERRIDA 2005:35).

Therefore, when literature proposes a certain narrative (invention) of the wilderness in Africa and in Brazil it makes a movement towards the other. However, which other? Other of whom? Derrida affirms that the deconstruction act of the toll called *writing undecidable* works over the reason, the *ratio*, the meaning, significance and sense that guides the language, and its desire or pulse for totality. The meaningless, the unintelligible, the uncomprehensive metaphor, that thing impossible to translate reposes in the field of literature, working as *pharmakon,* at the same time, as sense and madness against the desire of totality, the necessity of explaining each phenomenon, each relation of cause and effect, each sense and sensibility for each and all subject of their society. Derrida suggests two possibilities:

> Either do not mention a certain silence (a certain silence which, again, can be determined only within a language and an order that will preserve this silence from contamination by any given muteness), or follow the madman down the road of his exile. The misfortune of the mad, the interminable misfortune of their silence, is that their best spokesmen are those who betray them best; which is to say that when one attempts to convey their silence itself, one has already passed over to the side of the enemy, the side of order, even if one fights against order from within it, putting its origin into question. There is no Trojan horse unconquerable by Reason (in general). The unsurpassable, unique, and imperial grandeur of the order of reason, that which makes it not just another actual order or structure (a determined historical structure, one structure among other possible ones), is that one cannot speak out against it except by being for it, that one can protest it only from within it; and within its domain, Reason leaves us only the recourse to strategems and strategies (DERRIDA 2005:42).

From now on, we will start to use the strategy proposed. Against the desire of totality and logic, rationality, supported by the language, we propose to work with the impossible translation of the Brazilian northeastern backlands (the Brazilian backland, the "sertão") as a sign of the Mozambican "savanna" or vice versa. The impossible approach between both signs meaning at the same time a third (totally different) sign and the same sign. The metaphor of the third edge of the river that is at the same time both and none of the sides of the river. Not as a paradox, but as a double possibility and so on. The "savanna" as "sertão". The multiples signs of "sertão" as the multiples signs of "savanna". The imprecise translation of multiple signs emerging from the literature saying "sertão/savanna"

Approaching images of both "sertão" and "savanna", we emphasize those related to *loneliness* and *wideness*. Loneliness and wideness are inseparable in both speeches - the Brazilian backland of Graciliano Ramos and the Mozambican savanna of Mia Couto - in contrast with the big cities, the crowd, the possibilities, the new challenges and the unknown. These big cities to where the family of the Brazilian novel needs to migrate are completely unknown. Therefore, they don´t have another option but to make this movement toward the so-called civilized city, even if it is frightening. New technologies, new patterns and a new way of behavior, must be learned by them. Therefore, besides their fear, it represents their unique hope, their unique way out from the dry Brazilian backland.

> He did not feel the weight of the gun or the sack, or the small pebbles that had got into his sandals. Neither did he note the stench of carrion that hung over the road. He was under the spell of Vitória's words. They would go forward; they would come to an unknown land. Fabiano was happy; he believed in that land because he didn't know what it was like or where it was. Docilely he repeated Vitória's words-words which she murmured because she had confidence in him. They trudged southward, enveloped in their dream. A big city, full of strong people. The boys at school, learning difficult but necessary things. The two of them old, ending their lives like a pair of useless dogs-like the dog they once had. But what were they going to do? They hung back, fearful. They were on their way to an unknown land, a land of city ways. They would become its prisoners. And to the city from the backland would come ever more and more of its sons, a never-ending stream of strong, strapping brutes like Fabiano, Vitória, and the two boys (RAMOS, 1999:167).

After this sentence, a picture, a painting, immediately comes to mind. The red and brown earth under the dirty and tired feet. The white sky over the curved head. So much light that blinds the eyes. No one can see further. The weight of the bodies slowly heading on the infinite road that goes to an untouchable horizon. It´s a long road.

Another image comes from emptiness and surviving characters. A picture of nowhere land. A painting of dead people over a dead road. "War had killed the road thereabout" (COUTO, 2006:1). Once again, people are running away from their own land. Not because the drought and starvation caused by it, but from the war, the extreme violence and the emptiness of meaning to justify it as normal, as quotidian. The victims of social environment conditions heading on to somewhere away from their homes. Where do they go? A big city waiting for them? Probably not. A land of dream that never could be dreamed? Maybe yes, maybe not. A land of letters and images, narratives and pictures, memories and desires, past and future condensed in notebooks and little souvenirs. At the end, all this will become the same land. At the end, letters become grains of sand and all the writings become pages of earth.

> An old man and a boy make their way along the road. They walk with swaying gait, as if journeying has been there only occupation since birth. Their destination is the other side of nowhere, their arrival a non-departure, awaiting what lies ahead. They are fleeing the war, the war that has contaminated their whole country. They advance under the illusion that somewhere beyond there lies a quiet haven. They walk barefoot, their clothes the same color of the road. The old man´s name is Tuahir. He is skinny and seems to have lost all his substance. The boy is called Muidinga. He has been walking ahead ever since he left the refugee camp. He has a slight but noticeable limp, his leg dallying longer than his step. The vestige of an illness that had but recently dragged him near to death. (…) Muidinga became a little boy all over again. But this second childhood was hurried along by the needs of survival (COUTO, 2006, p. 1).

At this point, assuming a position becomes very necessary. It means taking as an "effect of truth" or an "erased truth" – at least, in this position – that to be in the "South", speaking, listening and watching the "South", configures a privileged place on interpreting these signs. In addition, it configures a strategic position in straight opposition to the speeches and the listening coming from the "North".

A second point we are assuming here –and it probably will sound radical – is that English is not the best language to translate the pictures above. Meaning that certain words, expressions, even sensations are very difficult to translate without an adaptation that makes sense mainly for the listening skill of the "northern ears". This kind of injunction provokes a difficulty hard to overcome. Some can assume that the English language emphasizes objective and direct aspects of communication, lacking the passive voice and the variations of the verb tenses as it occurs, for example, in the Latin languages. Others could pose the problem in the context of these images, too regional, too local. The regional aspects of these images cause a misunderstanding when in contrast to a kind of globalized or cosmopolitan vision of the phenomena and narratives in question.

Here, we assume that this apparently insuperable barriers must be moved, dislocated, deconstructed trough a proposed project of a global view very different from the model experienced during the nighties and two thousand years. It means to overcome the hierarchy among cultures divided in "North" and "South" as proposed by the modernity based on values of culture, history, science, civilization etc. Second, it´s time to build direct bridges, language and communication between different cultures from the "South". This proposition recognizes the paths opened by post-colonial theories – we could cite here the hybridism and multiculturalism discussed by Bhabha and Hall – but aiming to establish other connections that do not pay tribute to the center and colonial nations and cultures.

It means that some words should not be translated – for example the word "sertão" or the similar Mozambican (even meaning something different) "savana". These words are very hard to be transposed for a "northern ear", just because translating means transposing a very complex joint of experiences to another. Therefore, what is proposed here is a kind of redirection of the communication channels to make possible a direct line between signs, speeches, narratives, images and pictures coming from "south" to the "south" by abolishing the historic passage through the northern cultures.

Sometimes the problem is not a specific word but an entirely perspective of the historic, political and social context. The passage below describes an apparently very simple situation about the relationship in a poor country family between a mother and her child. The boy is concerned about "hell" and after asking for an explanation, her mother ignores him.

> Nobody had never mentioned Hell in his hearing before, and surprised at old Miss Terta's language, he ask for an explanation. Vitoria, whose attention was on another matters, said vaguely that Hell was a very bad place, and when the boy asked her to describe it she merely shrugged her shoulders (RAMOS, 1999:92).

After this passage, he will use the image of "hell" in his own dialogues with the dog "Baleia" (whose name, "Whale", suggests an ironic dislocation from the dry territory in which the novel develops). Hell as a bad and hot place, suggesting that it has no relationship with the place where they live. *"All the places he knew were good: the goat pen, the corral, the clay pit, the yard, the water hole"* (RAMOS, 1999:95).

> He sat up, cuddled the dog's head in his lap, and started in a low voice to tell her a story. His vocabulary was almost as limited as that of the parrot that had died during the drought. As a result, he had recourse to exclamations and gestures, and the dog replied by wagging her tail and

licking at him with her tongue, and making other movements that were easily understood (RAMOS, 1999:94).

Hell, in *Sleepwalking Land,* appears in obvious places like the road or the bus filled with burned corpses. Even yet, at these times of war and lack of hope, the bus became a temporary home for the old man and the boy. A protection from the heat of the sun, a shelter over their heads. At these times, the whole country was in hell, manifested in the image of a moribund whale, eaten alive by the starved people.

Now, I saw my country like one of those whales that come to breathe their last on the shore. Death hadn´t even occurred and knives were already stealing chunks of it, each one trying to get a bigger peace for himself. As if it were the very last animal, the last chance to gain a share. From time to time, I thought I could still hear the giant sighing, swallowing wave after wave, turning hope into an ebbing tide. After all, I was born in a time when time doesn't happen. Life, my friends, no longer lets me inside it. I am condemned to perpetual earth, like the whale that gives up the ghost on the beach. If one day I try and leave somewhere else, I shall have to carry with me the road that doesn´t let me depart from myself (COUTO 2006:16).

For the little boy in "Barren lives" hell is something more abstract, imagined through the musicality of the Portuguese word "inferno".

"Hell, Hell-" He couldn't believe that a word with so musical a ring could be the name of something bad. He had decided to argue with Vitória. If she had said that she had been there, all well and good. Vitória's authority was visible and powerful, and made itself felt. It would have been all right too if she had referred to some higher, invisible power. But she had tried to convince him by giving him a crack on the head, and this struck him as absurd. Knocks were natural when grownups were angry; he even thought their ill-humor was the sole cause of all the raps and ear-pullings he received. This belief made him distrustful and caused him to observe his parents carefully before speaking to them. He had gathered up courage to address Vitória because she was in a good mood. He explained this to the dog with an abundance of cries and gestures (RAMOS, 1999:97).

In the passage about the land with no "reason" – at the beginning of "Sleepwalking land"- what is called "reason" has no relationship with the European logic or sense. It is closer with some matter of sensibility, usually relegated to the border of the occidental science or academic questions. This sensibility associated with a reasonable evaluation of a social or political context is something at least strange for the occident.

Muidinga remains unconvinced. He looks at the plain; everything seems to have faded. In that land, so devoid of life, to be right is something you no longer care about. For that reason, he does not press his point (COUTO 2006: 2).

In the original Portuguese text, in the place of "to be right", the word "reason" seems to call the sense and the logic trough a sensibility way. Like an inner voice that gives advice in hard times. Time of hell in the "savana" and the "sertão".

Another point that is worth emphasizing is the relationship between man and nature, considering a dialogue of two different speeches where both have voices, languages and ways of expressions. Feeling and expression as simultaneous acts.

The dog was his companion in that hour of trial. She had been stretched out beside the stones on which Vitória did the cooking, drowsing in the heat, waiting for a bone. In all probability she wouldn't get one, but she believed in bones and she found the state of torpor enjoyable. She stirred a bit from time to time, raising to her mistress black eyes shining with confidence. Having accepted the idea that there might be a bone in the kettle, she was not going to let anybody or anything disturb her modest hopes. She got an occasional kick for no reason at all. The kicks were to be expected and did nothing to dispel the vision of the bone (RAMOS, 1999:93).

In the novel Sleepwalking Land, we remark the passage between the protagonist and the cock with the spirit of his little brother, disappeared in the henhouse during the war.

Little brother stopped living in the house. My old man got him a place in the hen house. At break of dawn, he thought the boy to sing, just like the roosters. It took a while to attune. After many dawns, brother junhito already clucked with perfection, covered in a bag of feathers that my mom sewed for him. It seemed to match with those fluffs, swarmed with fleas (COUTO 2006:19).

Another point of controversy and difficult comprehension is the "dreaming" as described in both novels. This dreaming sometimes gets close to the notion of Dreamtime from the aboriginal culture in Australia. It has less relation with the eastern notion of dream – something that happens during your sleep time as something desired or feared. The "dreaming" at these novels has a complementary relation with the "real" world. It means, the things that happen in the "dreaming" must guide the actions during the waking time. This dreaming condition appears in Sleepwalking Land as a central metaphor resumed by the idea of a "land that forgot to dream" (STACUL 2016:136), placed not just like a metaphor but also as a living condition. Meaning that the material and narrative worlds are mixed. The novel does not recognize the border between these two perceptions of the world.

The mixing between different worlds or realities in Barren Lives is more evident on the relations among people, animals and the environment. Together they can unveil the mysteries of nature, heaven and hell, crossing the way and destiny of people. Therefore, these mixed impressions appear sometimes as good destinies and actions, sometimes as nightmare, starvation, misery, migration through the arid backlands of Brazilian northeast.

> All the places he knew were good: the goat pen, the corral, the clay pit, the yard, the water hole. This was a world peopled by real beings—the herdsman's family and the ranch animals. Beyond this world there were the blue hills that rose in the distance, the ridge where the dog went to hunt cavies, the brushland with its all but imperceptible trails, its isolated clumps of trees, and its impenetrable thickets of macambira. This was another world, populated by stones and plants, each with a life of its own, just like people. These two worlds lived in peace with one another. At times the frontier between them was broken down. The inhabitants on either side understood each other and lent each other a helping hand. There were undoubtedly evil forces at work everywhere, but they were always overcome. When Fabiano was breaking an untamed horse there was obviously a guardian spirit that kept him in the saddle, that showed him the least dangerous trails, that delivered him from thorns and sharp branches. (…)The relations between the two worlds had not always been friendly. A long time back his people had had to flee, without knowing where, weary and hungry (RAMOS, 1999:94).

The anthropozoomorphic sign in this deconstruction interpretation encounter many ritualistic forms in Sleepwalking Land, commanding actions and relationships between man and animals, dream and reality, material and spiritual worlds.

> The journey had hardly begun and my old man's spirit was already following me. (…) I remembered the nganga's advice, and took the dead bird out from under my seat. I was prepared for this battle with the forces of beyond. In each hole, I placed a white feather. From each feather, a gull was suddenly born, and as it took to its wings, the hole disappeared. The flight of the birds that I sowed as I went along erased any trace of me. And it was with such skills that I won the first round in my trial of strength with the spirit world (COUTO 2006:35).

The spells also appears in Barren Lives as something almost not intelligible for a child. A strange word – hell – that should mean it´s opposite meaning, but doesn't. The little boy after being punished by Vitória, not satisfied, decides to ask her again about the strange word.

> Abandoning his pastime, he had gone to question Vitória. What a mistake! The fault was all old Miss Terta's. The evening before, after saying a prayer to cure the pain in Fabiano's chest, she had come out with a strange word. She hissed when she talked, with her pipestem firmly clamped between her toothless gums. The boy wanted a clear idea of what the word meant, and he was disappointed when his mother talked about a bad place with spits and bonfires. Hence he had protested, hoping she would change Hell into something else (RAMOS, 1999:94).

These foreign words, stranger words, weird and wonderful words, the savana and the sertão enroll a series of signs. Described as strange places, spaces, territories, labyrinths, emptiness, amplitudes, wideness and vastness. Places crossed by nomadic herds, carts pushed by donkeys, horses and cattle, old trucks, hordes of migrants, nomads and settled communities. All of them moving against their wish by the forces of nature or social crises, poverty and war. Living as "space-nomads", pastoralists looking for better conditions of survival. At the same time, the promise of an "Eden", an earthly paradise waiting for the lucky ones, for the faithful men, for the believer who fear the power of the gods and pray. In order to survive, this nomadic-colonial model develops life strategies enabling survival and growth despite habitat destruction. All these signs bring a problem or a question to the occidental logic meaning the impossibility of applying the rational model of occidental science – any field of science – to the specification of the Mozambican or Brazilian culture placed at these signs.

> In this context of civil war, the father dies and the brother Junhito Disappears, Kindzu feels the dynamics of independence as a kind of abortion. Tradition has not been reconciled with modernity. The wisdom of Did not articulate with the teachings of the school. The dimension Supernatural nature so present in everyday life is not respected by a Rationality that some pretend to impose by force. Mestizos are Threatened. In spite of his will, Kindzu embodies conjuncturally These fractures and you will need a long learning trip to Weld them (LOPES 2014:191, translated by the authors).

This new order, where a different kind of logic or reason emerges is marked for the *anthropozoomorphic* language.

> At the end of Terra Sonambula, Kindzu has a dream that seems to connect decisively with the metaphorical dimension of the animality of Junhito, which in turn can be read as metonymy of the Mozambican people torn by fratricidal combat. Just as the child, who from our point of view could acquire the symbolic value of embodying a developing present and ends up transforming himself into an irrational galinacio, the popular people gathered to listen to the apocalyptic discourse of "nganga" dehumanize themselves and form an authentic Bestiary (LOPES 2014:191, translated by the authors).

The *anthropozoomorphic* aspect is present in *Barren lives* narrative. Either on the bestialization of human characters or in the humanization of animal characters.

> The basic opposition in this mythical word, the binary model man/animal, is similarly discussed by Affonso Romano de Santana (…) in which he considers the + human characters as one mathematical set opposed to the – human ones as a second set. (…). Throughout the novel the components of subset one, + human, are identified with the elements of subset two, -human; i.e., Fabiano e Sinhá Vitória, as well the older and the younger boys posses the qualities given to both Baleia (the dog) whom and the parrot. They, them, appear to strive for higher goals, to ascend to + human. In the realm of degradation Baleia and the parrot refer to Fabiano and Sinhá Vitória, especially in the chapter dedicated to Fabiano. In the realm of aspiration the referent is, in the case of Fabiano, the linguistic ability of Seu Tomás for whom Fabiano greatly admires, and often whom

> Fabiano models himself in his endeavor to become a real human being (CERQUEIRA 1982:73)

Just like in *Sleepwalking land*, the *antropozoomorphic* matter in *Barren Lives* is not only a language effect. Instead, it helps to emphasize the non-individual condition of the characters. This condition operates a social critic showing that the starvation and terrible social conditions of the characters is not just their fault, something individual, but also a whole politic-economic-social structure problem that implies the elites, the government, the way of production, the distribution of wealth and opportunities in a very unfair social context. In these contexts, many times humans are treated like beasts.

This "animal" placed in the middle of the anthropocentric rationality is very strategic for the deconstructive acts we proposed in the beginning of this article. It is a movement that not only defiance the anthropocentric logic, it also proposes to get deep into the investigation of the "other". "Otherness" as a category demanding questions: What is the other? Who is the "other" – or yet – Who invents the other?

The sign of the "animal" expresses the impossibility of definition of the "other" as something stabilized, an image, a closed and identified concept. The sign of the "animal" expresses this shape, this extreme image, the one classified as "completely other" from the human. The one who has its language denied, the basic rights named *human* rights. The one who was muted. Therefore, thinking about the invention of the other, in both novels, as this one far from the human rights and close to the animal condition is a strategy of social criticism. It is also a warning on how the north silences the south. Once a decolonizing position is assumed, thinking about this plain difference placed between man and animal is a start to think about ways of domination.

> Criticism interprets this anthropocentric posture as partly justifying violence against "inhumanity" (a term which in itself already expresses what is reserved for the "other" of man) dedicated to everything that does not belong to the category of humanity. In part, according to this same interpretation, to operate the fold of anthropocentric logic against "other" human beings who share code, culture, and language, characterized henceforth as less human, parahuman, protohuman, then amenable to Same or almost same violent sanctions suffered by the group formed by ants, elephants and frogs etc (and that although radically heterogeneous is quietly homogenized in the animal term). From this second violence directed at the "others" of humanity, a man-man rupture, reinforced by the man-animal rupture, separate what is said to be central, global, modern culture proper to civilization, in contrast to the culture of the "other", local , Archaic and peripheral. The "languages" of the "dialects", the "technologies", the entire electronic bric-a-brac, the "primitive" or "archaic" artifact, all traditional forms of production are also violently separated. And the simple act of opening a lighter in front of an indigenous group that preserves the fire and operates with this a mythical game of techniques of maintenance of the flames in the village, leads not only to question the validity of its technology, but in this questioning for all doubt The symbolic system that sustained group and individual as a living being and producer of specific culture, whether there, how different in its form of inscription (MENDES JR 2011, translated by the authors).

The junction among the south-to-south literature field and some of the questions and concerns of *Deconstructivism* reveal aspects of decolonial positions – decolonization as a weapon against centuries of north to south domination, sometimes trough the armies, politic plots and exchange economic wealth, sometimes trough ideas, values, concepts and hegemonic thinking.

Finally, we propose the possibility that this "south to south" literature comes to rescue thinking from the barbarian of science. The barbarian expressed in the negative construction of the other of science. Exactly like the category of "animal" exists as the negative of human. These are categories (the barbarian, the animal) that must be silenced and reified for the human being to emerge and get detached from. These are categories that have to be controlled for the sake of the central and colonial power.

Considering the way the "south to south" literature works breaking and deconstructing some rules and differences between the eastern and western logic, we see in the literature that emerge from the south a way to deconstruct the relations established by colonial globalization. This kind of literature tears the structure of some divisions such as science and religion, or human beings and animals, or language and communication, even extending the language as a character of all animals when territorializing or communicating, including the human beings. We see the approximative reading of these discourses as a tool for rearranging the symbolic and material views of the globalized world.

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The Effect of Organizational Safety Climate on Employees' Job Satisfaction: A Study of Workers in Selected Hotels in the Tamale Metropolis in Ghana

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Abstract- This study examined the effect of organizational safety climate on the job satisfaction levels of workers at the Picorna Hotel, Radach Lodge and Conference Center, and University of Development Studies Guest House in the Tamale Metropolis in Ghana. A cross-sectional survey was used as the research design. A total of 127 respondents were selected using the stratified random sampling technique. Questionnaires that contained the 50-item Occupational Safety Climate Questionnaire and the 11-item Job Satisfaction Scale was used to collect data. Data was analyzed with the Simple Linear Regression test, PROCESS'' Macro Script Moderation test, One-Way Analysis of Variance test and the Independent t test. Results indicated that organizational safety environment predicts employees' job satisfaction. Particularly, the role played by hotel management had the most influence on employees' job satisfaction. In addition, differences in workers' "age" and "rank" had no moderation effect on the relationship between organizational safety environment and job satisfaction. Furthermore, no significant difference was found between the organizational safety environment among the selected hotels.

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I. Introduction

The hotel industry is thriving in various countries, due to the important services they provide for both locally based and foreign clients (Mun, Ying, Lew, Wei & Ning, 2017). As at May 2017, there were 2723 hotels and lodges in Ghana. Over the years, the Ghana's hotel industry has remained resilient in spite of recent global economic challenges. For instance, between the year 2015 to 2016, Ghana's hospitality industry grew 1.2%. Ghana's tourism industry expanded by 5.6% in 2016, and is projected to maintain an annual growth rate of 5.1% per annum from year 2017 through to 2027. The hotel industry is expected to grow 1.1% in the year 2017, 2.1% in 2018 and 2.3% in 2019 (Dogbevi, 2017). On the average, the proliferation of hotels in developing countries such as Ghana is growing faster than most developed countries (Dogbevi, 2017).

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Irrespective of the great prospects Ghana's hotel industry has, it falls short when it comes to meeting some globally acceptable standards (Ghana News Agency, 2017) one of which is health and safety environment (Kiliç & Selvi, 2009). In fact, the hotel industry is one of the sectors that is implicated for its poor environmental safety practices (Kiliç & Selvi, 2009). It is estimated that workers in the hospitality industry such as hotels are 51% more prone to serious injuries and disabling injuries that result in time spent away from work (Liladrie, 2010).

According to Abubakar (2017) and Küçükyaman and Demir (2019) people who work in hotels are susceptible to sustain injuries, respiratory diseases, dermatological diseases, among others, at their workplace. This is due to the lack of protective equipment, exposure to customers some of which are reckless, hazard prone working environment, exposure to chemicals to harmful chemicals (e.g. detergents). Other factors that indirectly undermine the safety climate of hotels include heavy workload, workload uncertainty, poor ergonomic design of kitchens, poor psychosocial security environment, etc. (Öktem & Öztoprak, 2020; Sormaz et al, 2014).

In most countries such as Ghana, poor organizational safety climate has been found as be one of the major causes of work-related hazards, injuries and death among employees (Ampofo, 2017; Awudu, 2018). Also, ineffective implementation of organizational health and safety policies by various firms is one of the major causes for the surge in poor organizational safety climate in Ghana (Sikpa, 2011). In recent times, organizations are increasingly paying huge compensations or fines to their affected (i.e. injured, maimed, etc.) workers and their dependents (Awudu, 2018). For instance, according to Ampofo (2017) between the year 2015 and 2016 various organizations in Ghana were compelled to pay a total of GH₵6.7 million to either their injured or maimed workers and their dependents. Having done that, there was an outstanding amount of GH₵5.1 million to be paid for 9 months only in the year 2017 (Ampofo, 2017). Hazard-prone working environment undermined workers' health

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and safety, thus, costing countries up to 10-20% of their Gross National Product (Amponsah-Tawiah & Dartey-Baah, 2011).

According to Hofmann, Morgeson and Gerras (2003) organizational safety climate has to do with managements' attitude towards issues concerning safety, proactive behaviors meant to maintain a hazard-free working environment, and a system of reward for adherence to pro-safety behaviors among employees. Meanwhile, Kelly, Lercel and Patankar (2015) define safety climate as a measure of employee attitudes and opinions regarding safety. Organizational safety climate could be either positive (little or no accidents, injuries, and enhance employees' adherence to safety protocols, etc.) or negative/poor (near misses and near-miss reporting, work-related stress and accidents, employee mortality, etc.) (Balogun, Andel & Smith, 2020; Mearns et al., 2003; Zohar, 2010; Zohar & Luria, 2005). A positive organizational safety environment occurs when an organization establish a clear procedure for reporting information regarding safety deficiencies, being fair when rewarding employees' adherence to high safety standards, and punishing non-adherence to organizational safety standards (Avrama, Ionescub & Mincua, 2015; Öktem & Öztoprak, 2020). Hence, organizational safety climate is determined by input of management/ senior staff and junior staff workers. The most common factor that drives work-related accidents and injuries is believed to be managements' and employees' reckless attitude and behaviours towards safety (Stoilkovska et al., 2015).

Poor organizational safety climate has a negative impact on employees' job satisfaction (Humphrey, 2019; Öktem & Öztoprak, 2020; Sembe & Ayuo, 2017). It should be noted that, job satisfaction is related to employees' perception and attitude towards their jobs or work environment, and the extent to which they like their job (Anantha, Huam & Abdul 2013). The role played by the management of firms in enhancing a positive organizational safety climate supersedes that of lower level employees (Sembe & Ayuo, 2017).

The hotel industry is extremely service oriented, people-intensive and experience-based. As a result of that, most of the services they provided by hotels directly provided by employees (Kong, Jiang, Chan & Zhou, 2018). So having experienced, loyal and motivated employees has a positive effect on the quality of serviced rendered to customers (Aminudin, 2013; Emiroğlu, Akova & Tanrıverdi, 2016; Mun, Ying, Lew, Wei & Ning, 2017; Vetráková & Mazúchová, 2016). Also, employees who are not satisfied with their jobs usually engage in counterproductive behaviours at the workplace which undermines their service quality and job performance (Kong, Jiang, Chan & Zhou, 2018; Tuna et al., 2016).

Hotel workers who are satisfied with their jobs tend to deliver high-quality services to customers, and vice versa (Kong, Jiang, Chan & Zhou, 2018). But, unfortunately, quite a number of employees who work in the hospitality sector such as the hotels are dissatisfied with their jobs, and have high intentions to leave their jobs (Kim et al., 2016). Therefore, it is important for hotels to ensure that their employees are satisfied with their jobs so as to enhance the quality of their services and reduce their turnover intension (Kong, et al., 2018; Mun, et al., 2017; Vetráková & Mazúchová, 2016). Though poor organizational safety climate persists in the hotels industry, relatively few studies have been conducted examine its effect on employees' job satisfaction in Ghana (Abubakar, 2017). This shows that a research gap exists in this research area which ought to be bridged.

a) *Objectives of the Study*

The general objective of the study is to investigate the effect of organizational safety climate on employees' job satisfaction. The specific objectives of the study were:

i. To examine the relationship between organizational safety climate and employees' job satisfaction.
ii. To ascertain whether employees' age and rank will moderate the relationship between organizational safety climate and job satisfaction.
iii. To compare the level of safety climate among the selected hotels (Picorna Hotel, Radach Lodge and Conference Center, and University of Development Studies Guest House) in Tamale.
iv. To ascertain whether senior staff will be more satisfied with their jobs than junior staff.

b) *Statement of Hypothesis*

i. A significant positive relationship will exist between organizational safety climate and employees' job satisfaction.
ii. Differences in employees' age and rank will moderate the relationship between organizational safety climate and job satisfaction.
iii. A significant difference exists between the level of safety climate among the selected hotels (Picorna Hotel, Radach Lodge and Conference Center, and University of Development Studies Guest House) in Tamale.
iv. Senior staff will have a more satisfied with their jobs than junior staff members.

II. Literature Review

a) *Organizational safety climate and job satisfaction*

Over the years, various studies have been conducted looking into the relationship between organizational safety climate and job satisfaction among employees. One of such studies is that of Malek, Fahrudin and Kamil (2009) whose result revealed that the nature of employees' working environment has a direct effect on their job satisfaction. Specifically, as the quality of an organizations safety climate rises the more employees will be satisfied with their jobs (Avrama et al., 2015; Malek et al., 2009). Therefore, organizational safety climate predicts the job satisfaction of employees (Bergheim, et al., 2015). Bergheim et al.'s (2015) finding reinforced that of Omusulah (2013) whose results revealed among other things that, organizational health and safety climate has a direct influence on employees' job satisfaction (either negatively or positively). The outcome of Omusulah's (2013)'s related study reinforced that Bergheim et al. (2015) and Kiruthiga and Magesh (2015) who have also established that positive organizational safety and health practices predict employees' job satisfaction.

In their study, Huang et al. (2014) examined the nature of safety climate at the workplace and to ascertain whether safety climate had a direct effect in the promotion of pro-safety behaviors and job satisfaction. At the end, Huang et al. (2014)'s result revealed that the perception employees have about the safety climate of their workplace determines whether they will be content with their jobs or not. Similarly, Stoilkovska et al. (2015) discovered that a significant positive relationship exists between organizational safety climate and employees' job satisfaction (Stoilkovska et al., 2015).

Omusulah (2013) further states that, employees who suffer accidents are unsatisfied with their jobs, and this dissatisfaction with their jobs increases when the accident reoccur. Thus, a safe environment at the workplace makes it possible for workers to be happy and find it easier to complete their tasks, whereas an unsafe workplace makes it difficult for workers to be happy (Omusulah, 2013). This finding strengthens that of Robin and Walker (2000) and Kiruthiga and Magesh (2015) who have also established a strong connection between organizational health and safety practices and job satisfaction. Yusuf, Eliyana and Sari (2012) further states provides empirical evidence showing that organizational health and safety does not only provide a sense of security to employees, but also could provide satisfaction to employees (Robin & Walker, 2000).

In the same way, the findings of Öktem & Öztoprak, (2020) reaffirms that of the earlier studies that were captured above. Specifically, among other findings it was discovered that a significant positive relationships exist between organizational safety climate and employees job satisfaction. Kiruthiga and Magesh, (2015) argues that the important and critical managerial problem faced by the employers all over the world is to maintain job satisfaction among their employees. This is even critical in the hotel industry because the attitudes and behaviours of employees are crucial in the hotel industry as it directly impact the customers. In this regard, employees are primarily responsible for providing a sustainable competitive advantage for the hotels. In the hotel industry employees experience many problems which force them to leave their jobs (Kiruthiga & Magesh, 2015).

Based on the above review, it could be said that indeed organization's safety climate has a direct effects of employees' job satisfaction. This is so because the more positive or safe an organization's safety climate is, the more likely it would be for their employees to be satisfied with their jobs. However, most of the aforementioned studies were done in organization not in the hospitality sector. Nevertheless, this research gap is addressed in this present study which concentrated on the hospitality sector (Humphrey, 2019).

b) *Organizational health and safety practices in the hospitality industry*

In Ghana, due to the lack of research studies done on the status of health and safety in the hotel sector, statistics on the number of injuries, health and safety violations, among others are non-existent. Yet in developed countries like the United States of America's the hotel industry (hotel, motels, guest houses, etc.) employ for that 1.5 million workers. Unfortunately, hotel workers are nearly 40% more likely to be injured on the job than all other service sector workers put together (Buchanan, et al., 2010). In addition, hotel workers are involved in major injuries that causes them more days off work, more job transfers, and more medically restricted work compared to other employees in the hospitality industry (Buchanan, et al., 2010). In their study which targeted workers from 78 Three Star Hotels, Moharana, et al. (2011)'s findings revealed among other things that laundry workers did the heaviest work, followed by the kitchen and housekeeping workers.

III. Methods

a) *Research Design*

A cross-sectional survey was used as the research design because respondents were sampled from three different hotels in tamale: Picorna Hotel, University of Development Studies Guest House and Radach Lodge and Conference Center. As one of its merits, cross-sectional survey ensure that all various groups of respondents are fairly represented to enhance the generalizability of research findings. According to Cherry (2019) one of the outcomes of cross-sectional surveys is to make inferences about a population of interest (universe) at one specific point in time. Also, cross-sectional surveys allow researchers to look at numerous individual characteristics such as gender, age, etc. of the studied population at the same time, and to determine how they predict the variables under study (Creswell, 2014; Levin, 2006; Setia, 2016).

b) *Study Population*

The population out of which respondents were selected and used for this research were employees at Radach Lodge and Conference Center, Picorna Hotel, and the University of Development Studies Guest House, Tamale in the Northern region of Ghana. It is estimated that the aforementioned hotels where respondents were selected had a total of about 166 employees.

c) Sampling technique and sample size

A total of 127 respondents were selected using stratified random sampling technique. Stratified random sampling was used because the researcher met respondents in small groups in their respective hotels, after which respondents were selected at random (which gave each member of the group equal chances of being selected). Hayes (2019) defines stratified random sampling technique ass a probability sampling technique that involves the division of a population into smaller sub-groups known as strata. The strata are formed based on members' shared attributes or characteristics such as working in the same hotel, among others (Hayes, 2019). Table 1 presents the details of the number of respondents selected from the three selected hotels in the Tamale Metropolis in the Northern Region.

Table 1: Representation of Hotels and the Number of their Employees used

Name of Hotel	Frequency (N)	Percent (%)
Radach Lodge and Conference Center	38	29.9
Picorna Hotel	46	36.2
University of Development Studies Guest House	43	33.9
Total	127	100

As shown in table 1 above, out of the total of 127 respondents used in this study 38 (29.9%) were selected from the Radach Lodge and Conference Center, 46 (36.2%) of respondents were selected from Picorna Hotel, whereas 43(33.9%) of respondents were selected from University of Development Studies Guest House.

d) Data Collection Tools

Primary data was used in this study, and this was obtained through the use of survey questionnaires. Hence, the main data collection instrument for primary data was the use of questionnaire. Data was collected with questionnaire that was subdivided into three sections: Section A, B and C. Section A of the questionnaire captured data on respondents' personal information such as type of hotel, age, gender, level of education, marital status, rank and tenure.

Meanwhile, the Sections B contained Kines, et al. (2011)'s Nordic Occupational Safety Climate Questionnaire (NOSACQ-50). The NOSACQ-50 is a 50-item diagnostic and intervention tool, used to assess the status and progress organizational safety climate. The scale had 22-items dealing with managerial dimensions, whereas the remaining 28-items focused on employees' safety dimensions (Kines et al., 2011). All items in the NOSACQ-50 items were scored on a 4-point likert scale ranging from strongly disagree to strongly agree. Specifically, Strongly Disagree= 1, Disagree= 2, Agree= 3 and Strongly Agree= 4 (Kines et al., 2011). Items 3, 5, 8, 9, 13, 15, 18, 21, 25, 26, 28, 29, 30, 31, 32, 34, 35, 41, 45, 47 and 49 were reversed scored (Bergh, Shahriari & Kines, 2013). The mean score is calculated for each dimension, and the mean score over 2.5 is generally considered a positive result, whiles 2.5 and below was captured as a negative score. The overall Cronbach alpha for the NOSACQ-50 was $\alpha = .88$ (Humphrey, 2019), whereas that of this present study was $\alpha = .90$ which was very high. Meanwhile the Cronbach alpha for the 22-items dealing with "managerial dimensions" subscale was $\alpha = .87$, whereas that of the 28-items "employees safety" dimensions (subscale) was .83 for this present study. This shows that the data collected with the NOSACQ was very reliable.

The Sections C of the questionnaire contained the 11-item Job Satisfaction scale. Items were scored on a 5-point Likert scale where 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neutral, 4 = Satisfied and 5 = Very Satisfied. No items were reversed scored. A higher mean score indicated higher job satisfaction whiles a lower score indication job dissatisfaction. The overall Cronbach alpha for the Job Satisfaction scale for this present study was $\alpha = .94$ which was very high. This shows that the data collected with the Job Satisfaction scale was very reliable.

e) Data Collection Procedure

Introductory letters were sent to the management of Radach Lodge and Conference Center, Picorna Hotel, and the University of Development Studies Guest House. On the day set for data collection, the researcher met respondents in small groups in their respective hotels which were situated in different parts of Tamale. During the meetings, the researcher explained the purpose of the study and the positive implications the outcome of this research will bring to employees in the long term when the findings is shared with management. Afterwards, employees were given the opportunity to ask questions for clarification and assurance of confidentiality. The researcher gave appropriate answers to the questions of respondents. Thereafter, most employees volunteered to participate in the study. Also, the researcher explained the instructions respondents were to adhere to when filling their questionnaires. Having done that, questionnaires were given to respondents to complete and submit the following day. Out of a total of about 140 employees a total of 127 were used as respondents for this study. The researcher used a total of 26 days to collect data from respondents.

f) Data Analysis and Presentation

Descriptive and inferential statistical tests within IBM's Statistical Package for Social Sciences (SPSS) version 23 was used for data analysis. Specifically, the Simple Linear Regression test, Process Macro Script Moderation test, One-Way Analysis of Variance test and Independent t test were used to test the various hypothesis. Thereafter, appropriate APA tables were used to present result followed by their interpretations.

IV. Results

a) Sample Characteristics

Table 2: Descriptive Statistics on Respondents' Gender, Age, Marital Status, Level of Education, Rank and Tenure.

GROUPS	FREQUENCY (N)	PERCENT (%)
Gender		
Males	50	39.4
Females	77	60.6
Age		
Below – 30yrs	58	45.7
30 – 39yrs	18	14.2
40 – 49yrs	32	25.2
50yrs & above	19	15.0
Marital Status		
Married	63	49.6
Unmarried	64	50.4
Level of Education		
Middle School(SSS)	37	29.1
HND/Diploma	29	22.8
Bachelors Degree	37	29.1
Masters Degree	24	18.9
Rank		
Junior Staff	74	58.3
Management Staff	53	41.7
Job Tenure		
Below – 2yr	26	20.5
2 – 4yrs	57	44.9
5 – 7yrs	11	8.7
8 – 10yrs	33	26.0
Total	127	100

Out of the total of 127 respondents used in this study, 39.4% were males whiles 60.6% were females. As regards respondents age, it was shown that 45.7% of respondents were below 30 years, 14.2% were between the ages of 30 to 39 years, 25.2% were between ages 40 to 49 years whiles 15% of respondents were 50 years and older. Furthermore, 49.6% of respondents were married whiles 50.4% were not married. With regards to respondents' level of education it was shown that 29.1% completed Middle School (Senior Secondary School). In addition, 22.8% of respondents had Diplomas, 29.1% of respondents had Bachelors Degree whereas 18.9% of respondents had Maters' Degree certificates. Result further showed that 58.3% of respondents were Junior Staff members whiles 41.7% of respondents were Management staff members of the selected hotels in Tamale. Finally, table 2 above shows that 20.5% of respondents had worked in their hotel for less than 2 years, 44.9% of respondents had worked for 2 to 4 years, 8.7% of respondents were between the ages of 5 to 7 years. The remaining 26% of respondents were between the ages of 8 to 10 years.

b) Results for Tested Hypotheses

Hypothesis One: The first hypothesis stated that "a significant positive relationship exists between dimensions of organizational safety climate and job satisfaction." Result is presented in Table 3:

Table 3: Simple Linear Regression Test Result on the extent to which Organizational Safety Climate Predict Job Satisfaction.

Predictors (subscales)	β	R	R^2	p
Management Dimension	.611			.000
Employee Dimension	.045			.620
Total		.641	.411	

Table 3 shows that the simple linear regression analysis was used to test whether a significant positive relationship exist between dimensions of organizational safety climate and job satisfaction. Results indicated that organizational safety climate explains approximately 41% of variance (R^2 = .411, F (7, 185) = 43.303, p = .000) in employees' job satisfaction. Management Dimension subscale of Organizational safety (β = .611, p = .000) predicts job satisfaction. Meanwhile, Employee Dimension subscale (β = -.143, p = .132.), did not predict job satisfaction. This implies that the role management plays in ensuring positive organizational safety environment has a stronger influence on employees' job satisfaction. Hypothesis one is partially accepted.

Hypothesis Two: The second hypothesis stated that "age and rank will moderate the relationship between organizational safety climate and job satisfaction." Result is presented in Table 4:

Table 4: PROCESS'' Macro Script Moderation Test Results on the Moderation Effect of Age and Rank on Organizational Safety Climate and Job Satisfaction.

Variables	β	R	R^2	p
Age	-45.193	.815	.664	.000
Rank	95.312			.000
OSC*Age				.000
OSC*Rank				.000

Where OSC = Organizational safety climate

Table 4 shows that the Process Macro Script Moderation test was used to test the moderation effect of age and rank on the relationship between organizational safety climate and job satisfaction. Results R^2 = .664, F (5, 121) = 47.747, p = .000) showed that age (β = -45.19, p = .000) and rank (β = 95.312, p = .000) have no moderation effect on the relationship between organizational safety climate and job satisfaction. This implies that age and rank do not have any interaction effect on the extent to which organizational safety climate predict job satisfaction. Hypothesis two is rejected.

Hypothesis Three: The third hypothesis stated that "a significant difference exists between the level of safety climate among the selected hotels (Picorna Hotel, Radach Lodge and Conference Center, and University of Development Studies Guest House) in Tamale." Result is presented in Table 5:

Table 5: One-Way Analysis of Variance Test on whether Type of Hotel affects Organizational Safety Environment

Hotels	M	SD	df	F	p
Radach Lodge and Conference Center	41.84	13.28			
Picorna Hotel	41.26	11.92			
University of Development Studies Guest House	41.14	12.20			
Total	41.39	12.34	2,124	.036	.964

Table 5 indicates the One-Way Analysis of variance test used to determine whether a significant difference exists between the level of safety climate among the selected hotels (Picorna Hotel, Radach Lodge and Conference Center, and University of Development Studies Guest House) in Tamale. Results (F= .036, Sig.= .964) showed that no significant difference exist between the level of organizational safety environment among the selected hotels. This implies that Picorna Hotel, Radach Lodge and Conference Center, and University of Development Studies Guest House have similar organizational safety environments. Hypothesis four is rejected.

Hypothesis Four: The fourth hypothesis stated that "senior staff will be more satisfied with their jobs than Junior staff." Result in presented in Table 6:

Table 6: Independent t-Test Results on Job Satisfaction among Junior staff and Management Staff.

Sex	M	SD	df	t	Sig.
Junior staff	39.23	11.67			
Management staff	44.42	12.72			
Total	41.83	12.20	125	2.378	.019

Table 6 shows that the mean for Junior staff members (M=39.23, SD=11.67) and Management staff members (M=44.42, SD=12.72) were subjected to t independent test to determine whether senior staff will be more satisfied with their jobs than Junior staff at the selected hotels in Tamale. Results (t = 2.378, Sig. = .019) showed that a significant difference exists between the job satisfaction level among Senior staff and Junior staff. In other words, Management staff were more satisfied with their jobs than Junior staff at the selected hotels in Tamale. Hypothesis four is accepted.

V. Discussion

The first result indicated that organizational safety climate explains approximately 41% of variance in employees' job satisfaction. The above result shows that the safety climate of organizations has a direct effect on employees' job satisfaction levels. Specifically, when an organizations' safety climate is positive there is a higher likelihood that the level of job satisfaction among employees' will be high. Conversely, when the safety climate is poor or bad employees will be dissatisfied with their jobs.

The first result further indicated that, Management Dimension subscale of Organizational safety climate scale was found to predict job satisfaction. This implies that, the role management play in ensuring positive organizational safety environment has a stronger influence on employees' job satisfaction. In other words, what the leadership of organizations do at the workplace to ensure the work environment is safe has a direct effect in determining whether employees will be satisfied with their jobs or not. This shows that the ability of employees' to be satisfied with their jobs or not is highly dependent on what their supervisors or managers do to keep the workplace safe.

Management Dimension component of organizational safety climate has to do with how managers and supervisors at the workplace handle safety (Bergh, et al., 2013). According to Bergh, et al. (2013) these management practices can be categorized into three groups; "management safety priority and ability", "management safety empowerment" and "management safety justice." "Management safety priority and ability" is related to the extent to which the leadership and supervisors are able to prioritize safety practices within an organization such as a hotel.

Examples of this include managers or supervisors being strict on workers to adhere to the hotels safety protocols irrespective of how demanding their job are, as well as ensure that employees are knowledgeable about the safety practices and standards. Also, managers here prioritize safety over production or productivity of workers, as well as review their firm's safety practices and standards from time to time with them aim of enhancing it when deficiencies are detected. Finally, management because of the competence and efficiency of managers or supervisors in properly managing organizational safety climate employees have confidence in them (Bergh, et al., 2013).

Meanwhile, "management safety empowerment" has to so with the extent to which the leadership and supervisors are able to empower individual employees on how to strictly adhere to organizational safety standards. Usually, this is done when leadership or supervisors design safety routines that are understood and can easily be implemented by employees at the workplace. In addition, management involve employees in decisions regarding safety (Bergh, et al., 2013). Finally, "management safety justice" is related to how leadership or supervisors resolve safety related issues such as managing the outcome of accidents fairly. This includes conducting independent investigations into the causes of accidents, proper management of threats, and encouraging employees to report near-miss accidents without fear of a backlash (Bergh, et al., 2013). Hence, management practices such as "management safety priority and ability", "management safety empowerment" and "management safety justice" enhances employees job satisfaction levels.

Similarly, Bayire (2016) supported the fact that management role is important in driving employees' outcomes. Practically, this could be ensured when managers or supervisors at all levels visibly demonstrate their commitment toward safety as well as their support for safety in visible behaviors. That is, talking about safety, invest resources in creating a safe work environment, involve employees in safety matters, consideration of safety matters in job design and congruence between managerial safety talk and managerial actions (Bayire, 2016; Clarke & Ward, 2006; Geller, 2001).

The findings for the first hypothesis is supported by Dollard, Tuckey and Dormann (2012)'s psychosocial safety climate theory. According to the theory, the role played by management or the leadership of an organization regarding safety has a direct effect on employees' outcomes such as job satisfaction (Humphrey, 2019). Specifically, the theory espoused that, job satisfaction among workers could be ensured when management of hotels exhibit high level of commitment and support for strict adherence to safety standards. Also, job satisfaction could be enhanced when the management of an organization prioritizes the safety above everything else, and empower employees on safety standards, as well as involve employees in decisions regarding safety (Dollard et al., 2012; Humphrey, 2019).

Other studies such as Mun, Ying, Lew, Wei and Ning (2017) have also espoused that, the hotel environment, could ether have a positive or a negative effect on workers' job satisfaction depending on whether the environment is safe or not. Specifically, when the safety climate in a hotel is safe and healthy employees are likely to be satisfied and vice versa (Mun, et al., 2017). Mun, et al. (2017)'s findings reinforced that of Akpan (2011), Hystad et al. (2014), Kiruthiga and Magesh (2015) and Stoilkovska et al. (2015) whose findings revealed the existence of a significant positive relationship between organizational safety climate and job satisfaction.

This is so because when an organization's safety climate is positive employees feel safe and are able to experience contentment with their work (Bergheim et al., 2013; Hystad et al., 2014). In other words, a hazard-prone working environment makes it difficult for employees to work to their full capacity. This is partly because in a such an environment, employees usually witness their colleagues getting insured or contacting various work-related illness from time to time (Humphrey, 2019). In the long term this affect their motivation to work and contentment with their jobs. Hence, most employees are dissatisfied with their work when they work in an unsafe and hazard-prone working environment because they are always on-the-edge that something bad might happen to them (Dollard & Bakker, 2010).

Omusulah (2013) adds that, employees who usually experience accidents at the workplace will have higher levels of job tension and lower organizational commitment. This creates a good breeding ground for job dissatisfaction. Thus, a safe working environment make employees happy and make it easy for them do their jobs, whereas an unsafe climate at the workplace leads to job dissatisfaction among employees (Omusulah, 2013). It could, therefore, be concluded that feeling safe at the workplace has a positive effect on employees' job satisfaction (Kreitner & Kinicki, 2007; Öktem. & Öztoprak, 2020).

The second result indicated that age and rank have no moderation effect on the relationship between organizational safety climate and job satisfaction. This implies that age and rank do not have any interaction effect on the extent to which organizational safety climate predict job satisfaction. A possible reason why differences in employees' age and rank (i.e. position at the selected hotels) was not found to have a moderating effect organizational safety climate and job satisfaction, was the fact that, both younger employees and their older counterparts have similar mindset about their hotels' safety climate hotels. Also, it was likely employees had similar job satisfaction levels.

The above findings support that of Humphrey (2019) whose study that targeted workers at the Tema Oil Refinery (TOR) revealed that the age and rank of workers does not moderate the relationship between organizational safety climate and the job satisfaction of employees. One of the possible reasons why respondents' age and rank did not have a moderation effect on the relationship between organizational safety climate and job satisfaction was the fact that at the TOR, both younger and older employees hold similar positions (ranks) at all management levels (Humphrey, 2019). As a result of this both younger and older workers at TOR enjoy similar working conditions and its related benefits. Thus, the reason why differences in workers' age and rank (position) does not an interaction effect on the relationship between organizational safety climate and job satisfaction (Humphrey, 2019).

Even though the result of this present study and that of Humphrey (2019) found no interaction effect between organizational safety climate and job satisfaction, the findings of some other related studies have shown that this not entirely so with all studies done in this research area. For instance, in their study, Dollard et al. (2012) results showed that differences in workers age and rank/position has a moderation effect on their psychological capital. The result of Dollard et al. (2012)'s supports that of Hall et al. (2010) whose result showed that workers' age differences has a moderating effect on the relationship between organizational safety climate and job satisfaction. Similarly, the result of Dollard et al. (2012) and Hall et al. (2010) as indicated above is reinforced by that of Stoilkovska et al. (2015) whose result showed that age differences serves as a moderator between organizational safety climate and job satisfaction among employees. The reason why differences exist between this present study as against that of Hall et al. (2010) and Dollard et al. (2012) may be due to the fact that the latter studies were not conducted in the hospitality sector. Moreover, this present study and that of Humphrey (2019) were studies that was conducted in the same country, among people who had similar sociocultural beliefs. Actually, Humphrey (2019) argued that differences in culture may be a possible reason why studies non-Ghanaian found an interaction effect between safety climate and job satisfaction among workers.

Nevertheless, irrespective of the fact that the outcome of this present study, differences in employees' job tenure and age had no interaction effect on organizational safety climate and job satisfaction, the outcome of other studies such as Dollard et al. (2012) Hall et al. (2010) and Stoilkovska et al. (2015) found that an interaction effect exists between the two variables. Yet, even though a possible reason why the disparity exists between safety climate at the workplace and employees' job satisfaction, the exact reason why this disparity exist is yet to be discovered. Perhaps, the researcher hopes to conducted a follow-up study to explore the exact reason (s) why among study studies conducted in Ghana, differences in workers age and job tenure does not have an interaction effect on organization safety climate and job satisfaction.

The third result revealed that no significant difference exists between the level of organizational safety environment among the selected hotels. This implies that Picorna Hotel, Radach Lodge and Conference Center, and University of Development Studies Guest House have similar organizational safety environments. This result is not surprising because as the selected hotels are all located in the tamale township, their employees may have similar sociocultural background, training and experience. As such the health and safety practices with the selected hotels will be similar.

The fourth result indicated that a significant difference exists between the job satisfaction level among senior staff and junior staff members of the selected hotels. Specifically, management staff were more satisfied with their jobs than junior staff at the selected hotels in Tamale. This may be so because, management staff or individuals who hold senior positions in organizations (irrespective of the sector) are usually in charge of making all major decisions. As a result of this, most decisions tend to favor their interest above that of lower level employees. Similarly, management staff usually enjoy more benefit (e.g. allowances, salaries, bonuses, promotions, etc.) when compared to their lower level counterparts.

Furthermore, in most firms such as hotels in Ghana and most developed countries, lower level staff (employees) perform tasks that are more stressful, tedious and difficult, when compared to management staff. Hence, it is not surprising that senior staff members within the selected hotels in this present study are relatively, more satisfied with their jobs than employees at the lower level.

The above finding is supported by Oshagbemi (1997) researched into the extent to which employees' position at work or rank predict job satisfaction, and found that job position predict employees' job satisfaction. Specifically, employees who held leadership positions had higher job satisfaction levels when compared to lower level employees (Oshagbemi, 1997). Oshagbemi (1997) findings reinforces that of Miles, Patrick and King (1996) who discovered that employees' position at work (or rank) predicts their job satisfaction. Similarly, Robie, Ryan, Schmieder, Parra and Smith (1998)'s findings revealed that higher positions at work has a positive effect on job satisfaction. Further, Robie et al. (1998) explained that workers' rank or position predict employee's job satisfaction because the higher-level jobs are relatively more complex, yet, comes with a more conducive working conditions, higher autonomy, better salaries, lower supervision, and higher prospect for promotions.

Irrespective of the above argument that states that job satisfaction is predicted by position at the workplace, other studies such as Eyupoglu and Saner (2009) think otherwise. For instance, in their related study Eyupoglu and Saner (2009) discovered that employees' rank or position at work does not have any effect on their job satisfaction levels. The result of Eyupoglu and Saner (2009) supported that of Oshagbemi (2003) whose findings revealed that employees rank or position at work does not predict their job satisfaction. Similarly, Ngimbudzi, (2009)'s study revealed among other things that no significant differences exist in relation to promotional position and job satisfaction.

VI. Conclusion and Recommendations

a) *Conclusion*

This study examined the effect of organizational safety climate on the job satisfaction of workers at Picorna Hotel, Radach Lodge and Conference Center, and University of Development Studies Guest House in the Tamale Metropolis in Ghana. After testing the various hypothesis, results revealed that organizational safety climate has a positive effect on workers' job satisfaction. Therefore, it is concluded that the safety climate of hotels has a strong effect on workers' job satisfaction. Specifically, when management it proactive in ensuring a positive organizational safety climate, workers' will be satisfied with their jobs at Picorna Hotel, Radach Lodge and Conference Center, and University of Development Studies Guest House in Tamale.

b) *Relevance of the study*

Even though similar studies have been conducted among some organizations in Ghana. This study happens to be one of the first of its kind to be conducted among employees of three hotels (i.e. Picorna Hotel, Radach Lodge and Conference Center, and University of Development Studies Guest House) in the Tamale Metropolis. The study goes further to compare and rank the safety climate of the three targeted hotel which are known to play a vital role in the hospitality sector in the Tamale Metropolis in Ghana. It should be noted that, only few studies have been conducted in this research area in Ghana. And out of these few studies this study is the first of its kind to target more than one hotel in the Tamale Metropolis.

Moreover, this study is one of the few to have been conducted in Ghana and beyond that has examined the extent to which differences in employees' age and job tenure moderate the relationship between organizational safety climate and job satisfaction. From the above, it could be said that, to some extent a major effort has been made to bridge the research gap in this research area.

This study has also highlighted the fact that, management or leadership of hotels and other organizations play the most important role when in ensuring that their organizational safety climate is healthy and employees are also satisfied with their jobs. That is not to say that the role that employees play is not that important. Even though, the role played by both management staff and lower level employees go a long way to enhance organizational safety climate, what management does have a stronger effect on the level of contentment employees feel about their jobs. This is especially applicable in the hotel industry.

When management is able to do the above employees' will be satisfied and indirectly encouraged to work more efficiently and effectively. When this is done it will go a long way to enhance not only the quality of services offered by their respective hotels but will boost the image of the hotel industry in the Tamale metropolis and beyond.

c) *Limitation of the study*

The quantitative research method adopted in this study is its limitation. This is so because it gave little room for respondents to give further explanation to their responses as the questionnaire was made up of likert scale survey questions.

d) *Recommendations*

The first result revealed that, the management play the most important role in ensuring a positive organizational safety climate and job satisfaction of hotel workers. Therefore, it is recommended to management of Picorna Hotel, Radach Lodge and Conference Center, and University of Development Studies Guest House to do the following in order to improve their organizational safety climate so as to enhance employees' job satisfaction:

Management ought to prioritize employees' health and safety over everything else, and be fair when it comes to investigating and reacting to safety related issues in their respective hotels. Similarly, management is encouraged to empower employees, especially those at the lower level on issues related to their health and safety. This could be done by training employees on a regular basis, and engage them on all safety related issues (i.e. drafting of safety policies, implementation of organizational safety practices, among others).

Also, management of Picorna Hotel, Radach Lodge and Conference Center, and University of Development Studies Guest House are encouraged to ensure they have effective monitoring and evaluation systems in place in their respective hotels. This will ascertain the extent to which employees are adhere to the prescribed health and safety practices in their respective hotels as prescribed by set standards.

Furthermore, this study found that management staff members were more satisfied with their jobs than junior staff members at the selected hotels in Tamale. This result may be due to the fact that the working conditions of management staff members at Picorna Hotel, Radach Lodge and Conference Center, and University of Development Studies Guest House are relatively better than that of junior staff members. Based on this result, it is recommended that management to conduct an independent assessment of the working conditions of lower level employees so as to discover the factors that are undermining their job satisfaction besides poor organizational safety climate.

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Endogenization of Social Progress as a Source of Economic Growth

By **Геец**

Endogenous Nature of Socialization as a form of Social Progress- The Enlightenment produced the idea of social progress as a process that has a social dimension. Theoretical interpretation of social progress is attributed to the abbot of Saint-Pierre (1737 - France), whose contribution was analyzed in detail by A.Fet. Social progress has not only a social but also a personal dimension and represents a progress of personal self-development. While the social progress of society is associated with such social values as freedom, equality, security, etc., the progress of an individual is associated with its social component, with assessment of basic human needs, welfare, opportunities, which together allow to create the index of social progress, whose methodology was developed by a group of scientists led by M. Porter and presented in 2013 at the UN Ministerial Forum. The Social Progress Index is based on non-economic dimensions of social activities in terms of: provision of access to basic knowledge, information, communications, health, and ecosystem sustainability, which together constitute the basis of well-being and realization of opportunities (in terms of personal rights) for personal freedom and choice, tolerance and integration, as well as expanded education.

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ENDOGENIZATIONOFSOCIALPROGRESSASASOURCEOFECONOMICGROWTH

Strictly as per the compliance and regulations of:

Endogenization of Social Progress as a Source of Economic Growth

Геец

I. Endogenous Nature of Socialization as a form of Social Progress

The Enlightenment produced the idea of social progress as a process that has a social dimension. Theoretical interpretation of social progress is attributed to the abbot of Saint-Pierre (1737 - France), whose contribution was analyzed in detail by A.Fet. Social progress has not only a social but also a personal dimension and represents a progress of personal self-development. While the social progress of society is associated with such social values as freedom, equality, security, etc., the progress of an individual is associated with its social component, with assessment of basic human needs, welfare, opportunities, which together allow to create the index of social progress, whose methodology was developed by a group of scientists led by M. Porter and presented in 2013 at the UN Ministerial Forum. The Social Progress Index is based on non-economic dimensions of social activities in terms of: provision of access to basic knowledge, information, communications, health, and ecosystem sustainability, which together constitute the basis of well-being and realization of opportunities (in terms of personal rights) for personal freedom and choice, tolerance and integration, as well as expanded education. The index of society's social progress, as such, is interpreted as the society's ability to meet people's humanitarian needs, to build a basis for individual citizens and communities to maintain and improve quality of life, and to create conditions under which everyone can meet their urgent needs.

The mechanism that enhances social progress operates primarily through social interactions that occur in society via the functioning of broadly branched institutions of socialization, which are socially significant forms of interaction. The degree of density and intensity of interaction in socially significant institutions of socialization determines, in the end, the level and dynamics of the accumulation of the individual's opportunities, knowledge, and experience. Together, they are components of the productive force of labor, which transforms reality in accordance with the social essence of man, who has such exceptional features as consciousness, mind, and creativity.

Social interaction means processes whose action in society, on the one hand, socializes the economy in accordance with human interests, and on the other – socializes the individual. Socialization of the individual is a means, as well as an accessible and continuous source of knowledge, skills, and ability to interact in society on the principles of public access and creative self-realization throughout life. As a result, the archetypes of individual behavior are preserved and developed due to the universal possibilities of socialization. The latter ensures emergence not only of people's skills for productive activity, but also of social innovations, which, like the birth rate, are endogenous.

Socialization is a socio-psychological way of influencing the individual's consciousness, and, since, according to Yu. Habermas, the individual's socialization ensures his economic activities in society, economic development as a process, almost exactly according to Boulding, occurs almost entirely in the human mind. One can agree with this statement because economic development includes people's subjective activities, which are the result of their conscious activities. In turn, the person's internal psychological that is formed as a result of internalization takes a pronounced form through exteriorization. Exteriorization of internal potentials formed as a result of socialization comes into conflict with the surrounding social environment. The result of resolving this contradiction is social innovation. Socialization occurring with the help of internalization forms in each subject an individualized character reflecting the existing features of the social environment.

Socialization whose components are quite diverse, encompasses society, the state, business and public organizations, and forms a social reality and at the same time is a means of realization of this very reality, thus combining the process and result. Socialization, as a process, first of all, is a socio-psychological means of assimilating both images and patterns of human life and behavior. Such socialization is a process of socialization of the individual. At the same time, the result of socialization of the individual can be manifested as development of new ideas, methods, and mechanisms aimed at solving the individual's socio-economic problems in terms of health care, education, combating poverty, alcoholism, homelessness, etc. This aspect of socialization combining its results and relevant initiatives is associated with the improvement of individual's social status, and represents a traditional way to engage mechanism of combating social ills in terms of poor

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living standards. This is all characteristic, first of all, for welfare state. In our case, we are talking about those ways of socialization and corresponding social innovations, which involve renewal and revival of the life of the individual or individual team, who in turn generate initiatives. The latter are due to social innovations that emerge as a result, as mentioned above, of resolving the contradictions between the individual's internal potentials and the surrounding social environment. Social innovations of this nature, being implemented in public life, create not only the ability to act, which in itself is a competitive advantage of the individual, but also the ability to generate social innovations. The latter is another form of accumulation of intangible assets, which are known to exist in the form of human capital skills. Such skills are competitive and exclusive, which characteristics together are perhaps the most important conditions of endogenous nature in the model of economic growth. Human capital skills are intangible assets whose combined use can yield significant economy.

Socialization in the economy means at the same time three things:

- Development of human abilities necessary for productive activities,
- Transformation of the nature of work in the process of human development,
- And redistribution of the created product in order to reduce inequality and attain justice (in the interests of man).

In the process of internalization and exteriorization, man creates an economic reality that begins to dominate him. This is a phenomenon of alienation, while socialization is a process of "removal" of alienation, and this is the highest sense of socialization, relative to all the above mentioned ones.

"... the interaction of society and the individual as a process of socialization transmits through this process, and the individual learns and transforms norms, values and patterns of behavior. Reproduction of the social occurs in the actual unity of traditions and innovations, and as a result "other" is formed in the mind" (Bogdanova, V.V. 2009) According to J. G. Mead, reproduction of the social occurs in the actual unity of traditions and innovations, as a resulting phase of socialization. Such is the algorithm of functioning and reformatting of the social due to the formed "other". According to T.Ford, an individual who resolves the contradiction between internal potentials and the social environment tries to create and change sociality based on social innovations as deviations from the strict repetition of previously learned norms and values. Ultimately, this means social evolution. Regarding social interaction and, accordingly, social evolution, J. Habermas wrote about a principles guided moral consciousness shaped under the action of recursive traditions and standards that in turn changes the pattern of socialization. Presently, we realize that every innovation, including social, has not only positive but also negative consequences. The entity that generated and initiated it in the process incurred certain costs, which should be compared with the expected benefits. In addition, a positive result for one entity can incur losses for others, so there is a problem of comparability of costs and results, which market interaction can and really does successfully solve, if the ownership relations according to the condition of Coase's theorem are properly regulated. Otherwise, the imbalance will be resolved with the help of state institutions by other means of regulatory policy.

The ability of an individual to live both in society and in economy, and his ability to generate social innovations, which are formed as a result of socialization is both competitive and exclusive. Paul M. Romer mentions the function of rivalry that makes human capital exceptional. "Conventional economic goods are both rivalrous and excludable. They are privately provided and can be traded in competitive markets". (Romer, 1990) And so is human capital (resulting, among other things, from the implementation of knowledge and skills through socialization and social innovation)." Using the appropriate preconditions created in the model of growth with endogenous technological changes, the socialized personality generates social innovations which, as in the case of technological actions arise "in large part because of intentional actions taken by people who respond to market incentives" (Romer, 1990) Therefore, there is every reason to believe that the model in which individual's deliberate actions are performed as a result of his social actions (which are a form of intangible knowledge), is a model of endogenous social change. Socialization and social innovations as mentioned above cannot be considered as non-competitive or non-excluded, because in our case they are sold privately and can be traded.

The quality of human capital to which the endogenous model of economic growth is sensitive is not only the result determined by systemic education, the state of markets, etc., but also, as shown above, the socialization of the individual and social innovations that at the socio-psychological level have partial excluded nature, because "The process of socialization involves, above all, some qualitative advancement of man in culture, as a result of which he finds the necessary experience and properties that allow him to take place in the space and time given to him as a whole and unique personality." (Sikorskaya L.E. 2009) personality has the property of exclusivity and can be realized in the labor market in accordance with his so-called unique qualities, which are formed partly (and sometimes exclusively) as a result of socialization.

We proceed from the statement that social innovations and social technologies have, like technological innovations, the property of exclusivity, which is an indisputable condition of the endogenous model of economic growth. The exclusivity of social innovations and innovative social technologies is also proved by the fact that users of these technologies cannot be deprived of the opportunity and right to consume benefits in the form of social innovation, which is generated them and not used by them. For example, this may be an innovation generated by an individual, or one developed by a workforce or group. In the way of the spread of social innovations, there are so-called distribution barriers, which are similar in form to the so-called mobility barriers that protect against competitors. Barriers to the spread of social innovations are the presence in their creators of stable characteristics obtained individually in the process of socialization due to differences in the social environment. They include, for example, regional and sectoral differences and many, many others. Such exclusivity is often in itself a barrier to overcome which is necessary to spend time, organize specialized training, and raise resources, which together can be *incomparable* with the obtained gains. To some extent, exclusive innovations can include even those made within the policy of the welfare state, which realizes certain public good via social innovations, which are mastered or being mastered by an individual through one or another way of accessing the good, which generates innovation. Note that public goods are not always and everywhere available in full, even to those who need them. They become available to most members of society only over time, and sometimes only in the long run.

During training, retraining, participation in master classes, etc. in addition to acquiring professional skills, socialization processes also take place. Thanks to the latter, the individual has the opportunity to take a higher place in the social hierarchy and act in a social group with a real opportunity to realize his abilities resulted from socialization. In this case, social benefit obtained through social innovation as a result of socialization is partially exceptional. And so are social benefits obtained via technological innovation, which in Romer's theoretical model makes it possible to ensure endogenousness in the model of economic growth.

Socialization, which occurs at every stage of society and results in social innovations, is similar to technological development, which is exceptional for most people in a particular period. This gives a monopolistic right to use it; and only over time, socialization becomes public, and at the same time implemented at the discretion of the individual person. In the same way, social innovations only over time become generally available as a result of a new stage of socialization, which contributes to social development due to the complex and socially organized structures in society, which represent the institutions of socialization. Previously the author revealed common and different trends in the activities and development of socialization institutions in Ukraine and in the European Union in 2010-2011.

Secondary socialization of an individual is an endogenous phenomenon, as it is a consequence of his choice under the influence of circumstances and conditions that vary depending *on* the hierarchy in society, or service hierarchy, or his origin, of his residence, etc., which change social environment. Man, by investing resources in his knowledge, uses the opportunities of the new living space to which he has moved. Due to this change, but not only, a person has the opportunity to generate both ideas and/or actions.

It should be noted that during the life of the individual, the nature of the uniqueness of social innovation is formed and maintained, the results of which are used by the individual in the group, who generated the idea and realized the opportunity to generalize the experience of group life. And then, through social interactions, knowledge and emotions are transmitted, and there is an opportunity to use this innovation. Social innovations are based on socio-psychological basis and significantly differ from physical innovations. The latter, as is known, through the patent give the innovator the right to develop production based on the use of his invention, which is reflected in the endogenous model of economic growth. Social innovations are not patented, but this does not mean that they do not have the character of exclusivity, which can not be used in the labor market by the individual. The latter has the opportunity to perform activities in his interests, including self-affirmation, at least for work based on non-standard opportunities generated and demonstrated by him.

Society, the state, and business, in contrast to the patent approach, for the deployment of new activities based on physical innovations, recognize individual's social innovations and enable him to take advantage of them. Such opportunity is realized by providing him not only standardized abilities, i.e. those required by particular activity, but also opportunities of an exclusive nature for completing this activity. This creates the individual's competitiveness in the labor market and gives him the possibility to use it not as an open but a closed source. Innovations that have a social purpose are not patented as are physical ones, but in socio-psychological terms are intangible and can be successfully used in the market because they are one of the intangible assets.

Continuity of socialization of the individual in society is achieved by its secondary component, which allows him to join the process of mastering skills without the so-called separation from production. This makes it impossible to fall. As a result, there is an effect of interaction in the synergetic interpretation and synergetic manifestation, because, as proved by E. Glaser, team members in the process of interaction (or cooperation) maximize their individual incomes making such interaction useful. Each of them, according to game theory, optimizes interaction, maximizing the effect of interaction that occurs when there is inclusiveness and its corresponding institutions. Otherwise, extractivity allows a particular group to benefit, and creative activity goes into the shadows without creating new technologies (including social ones) thus hindering economic growth. The question of the content and role of institutional change and related reforms, in particular in the natural state with limited access (since they play an important role in economic growth) was considered by the author in his previous works.

The above allows us to say that the process of socialization and, accordingly, "learning in the process of life in society" is an important addition to K. Arrow's theoretical concept of "learning by doing" (Arrow, K. 1962), which overcomes the declining return that gives endogeneity to economic growth models. The above allows us to talk about the endogenous nature of economic growth through skills acquired as a result of socialization that occurs in the social space.

Social norms are not inviolable, but, on the contrary, are variable, which creates a potential for development of the social field, where culture plays not the least role. Since cultural heritage is a long-lasting phenomenon, omitting from the content of the reform policy the conditions created by cultural heritage put such a policy on the path to failure. "A typical mistake of reformers (hence the economic downturn and instability of growth - VH) is that they try to introduce advanced institutions that do not meet the technological, resource, cultural, political or institutional constraints. As a result, transplanted institutions appear to be dysfunctional; while deforming, they create institutional traps that hinder further development." (Polterovich, V.M. 2016)

The failure of the reforms that have taken place over recent 30 years, in particular in Ukraine, is fundamentally related to the inconsistencies in the cultural areas of the countries chosen as a model and stage of human emancipation. K. Weltzel's research on this topic showed, in particular, that Ukraine, which belongs to the Orthodox Union, is at the lowest level of the three possible so-called grave ones, which corresponds to a moderately low stage of human emancipation. At the same time, most European countries, whose experience was used to select components of reform policy, are in the prosperous stage. These are the so-called countries of the Old West and the countries of the Reformation West.

To further clarify the impact of such differences and opportunities for their use for socio-economic development of Ukraine, the Institute of Economics and Forecasting, where the author works, in 2014 completed the project on "The socio-cultural dimension of Ukraine's modernization". This project analyzes the cultural dimensions of society in accordance with the approach of G. Hofstede. According to the results of the analysis of indexes and a number of macroeconomic indicators, we obtained results that indicate a significant impact of cultural values on the nature and success of modernization. In particular, the long-term orientation inherent in Ukrainian culture can be used to build institutions conducive to the growth and reproduction of human capital. However, the high distance of power (an indicator that characterizes how great inequality in the distribution of power the natural subjects in social institutions and organizations expect and agree to accept - VH) and the predominance of collectivism (an indicator that characterizes the degree of personal responsibility - VH), and, to a lesser extent, the very high avoidance of uncertainty calls into question the rapid rise in economic productivity and the establishment of democratic and properly accountable political institutions.

Based on the fact that such a result of reforms reflects the long-term dependence on cultural heritage, it is further important to assume that reforms should focus not only on the economy, which is only part of the social system, but on those changes that develop individual consciousness. The formation of consciousness is under the direct influence of socialization that occurs via appropriate institutions, which is especially important in transitional societies where the role of the state and civil society is significantly changing, especially in terms of their impact on socialization. This will be discussed in the next section of this work.

For transitional societies that are transformed, as a rule, activities that do not meet the requirements of the time are typical, especially in Ukraine, because the old institutions no longer operate, and new ones are not yet formed, or they are characterized by extractive activities. This is a long-term process associated with the internalization of the human psyche, which results in the assimilation of external social standards (via socialization). We must take into account that economic development, resulting, among other things, from conscious individual activities can intensify if the country is dominated by inclusiveness. The initial conditions are "... secure private property, an unbiased system of law, and a provision of public services."(Acemoglu D., Robinson J. 2012) In observing compliance with the relevant conditions, the leading role is played by the state, which creates an environment for gradual revival of initiative to boost innovation based development with the use of social innovations. The effective operation of socialization institutions is influenced, on the one hand, by the historical traditions of public life, and on the other hand, by the state and civil society. This will be discussed in the next section of this article.

II. The Influence of the State and Civil Society on Socialization

The author of this article first wrote about the real state of affairs in the formation of civil society and the possibility of using its resources for economic development in 1995, considering the formation of a model of statehood and prospects for the development of civil society taking into account internal and external economic and political factors, in particular in Ukraine.

Public policy, in particular in Ukraine at present, is mainly influenced by groups for which the interests of the consumer predominate in words, but real policy is controlled, according to P. Heine, by the interests of the producer. This means that public policy is determined not so much by public interests as by an infinite row of exclusively private interests. At the same time, due to the existence of selfish interests of civil servants, it becomes clear why the formation of private property in Ukraine occurs with a constant violation of public interests and in favor of the official establishment. The latter is often motivated to privatize the state itself. As a result, the system-forming factor that underpins the democratic coexistence of the state and civil society is strongly influenced by private interests, which are often contrary to public interests. Under such conditions, the development of civil society and of statehood are influenced by a dominant negative strategy, while economic growth does not receive a stable resource in the form of social progress and related social innovations.

It is often believed that in order to create conditions that would ensure the development of trends that make the above mentioned negative situation impossible, it is necessary to regulate everything with the help of laws. Attempts are often made to put this into practice, but, as our experience shows, the power of private, selfish interests of both the state establishment and business is much stronger. Besides, the generalized experience (acting as a theoretical postulate, as it originates from the practice of prosperous countries, from the rights and freedoms of citizens and from statehood) shows that in general attempts to regulate all processes are futile. On this occasion, Alexis de Tocqueville writes in Democracy in America: "There is no country in the world in which everything can be provided for by the laws, or in which political institutions can prove a substitute for common sense and public morality " [43 P. 141] (Tocqueville Alexis De. 1984). That is why socialization is a powerful source, which allows to overcome that part of uncertainty in public life, which can not be regulated by law.

The process of transformational change was dominated by the idea of liberalization, which in the social dimension democratizes life, and in the economy autonomizes and revives the behavior of individuals. Due to the natural selfish interests of the individuals, their behavior, in particular in Ukraine, was materialized as much as possible and was motivated to easy enrichment. This led to the formation of the shadow economy. The individual obtained the opportunity, on the basis of his selfish interests to generate those "innovations" that allowed in the quasi-market environment to deviate from previously learned norms and values characteristic of the planning and distribution system towards the path of personal enrichment. Research on how the above processes affected the economy and its development, in particular, by R. Inglehart, gave grounds to a negative assessment of the evolution of the post-reform Russian society. A similar thing happened in Ukraine. The appropriation of wealth by the political and economic elite was the result of the accumulation, which was definitely unfair, especially in moral and psychological terms. As a result, extractive institutions were formed, which continue to dominate even after 30 years of transformation, as confirmed in our research on Ukraine that we have completed at the Institute for Economics and Forecasting of the National Academy of Sciences of Ukraine. The research's results state that, although signs of inclusiveness are present in more than 800 of Ukrainian laws, because of the poor practical implementation of those laws, in reality, extractivity still prevails.

For a large number of people in the new conditions, their previously acquired skills related to those institutions of socialization that were inherent in the ideology of the previous economic model, became unnecessary and unacceptable. Normal stability was lost. Rights and freedoms often became impossible to exercise due to their declarativeness or due to the inability of relevant government extractive institutions to ensure legal and economic stability in society. Citizens were caught in a vicious circle of uncertainty and unresolved issues. This is on the one hand, and on the other, there is a nostalgia for the past, as it sometimes seems that the old institutions and the content of social life were more understandable and effective.

Such expectations are irrational today, although the following data from sociological monitoring in Ukraine confirm their existence. In particular, sociological studies of nostalgia for the past in Ukraine showed that, answering on economic management in 2017, 28.0% of the population believed that it was necessary to return to the planned economy, based on state control and accounting. In 2002, such opinions were shared by 29.3%. That is, for 15 years the situation remained almost unchanged. In 2017, 56.9% were against the privatization of large enterprises, and 64.5% were in favor of returning large state-owned enterprises to state ownership. 63.9%, were against the permission to buy and sell agricultural land in Ukraine, and only in 2020 with great effort, strikes and political pressure the law was passed allowing to create a land market in Ukraine with little-known consequences. 67.5% of the population do not hope for elections, because according to their opinion, the elections' results will not change their lives, although 59.4% of the population agree that democracy provides the greatest opportunities for a person. As for the behavioral standards, the share of respondents who believe that Ukrainian traditions and values are most close to Western European ones is 16.5%, 14.6% believe they are more Western Europe than East Slavic, more East Slavic than Western Europe - 14.8%, and mostly East Slavic - 19.8% of the respondents. In general, against this background, dissatisfaction in society is clearly increasing, which provokes tensions. This is the opinion of 55.9% of the respondents (Ukrainian society: monitoring of social change, 2017).

Sociological surveys of the Institute for Economics and Forecasting conducted in May 2020 showed that 69.9% of respondents believe that Ukraine is moving in the wrong direction, while more than half of respondents rated the political situation in Ukraine as tense (55.8%), and 14.1 % - as explosive, which together makes up a total of 69.9% of respondents.

Ukrainian sociologists have shown in their research that there is a society without trust in Ukraine, and as for values, they are far from being post-materialist. That is why, in our opinion, the movement in the opposite direction, according to R. Inglehart, did not lead to stable economic growth, while the institutional opportunities in this country are rather extractive than inclusive. The activities of such institutions are dominated by combined interests of the present government elite, the former party elite, and the establishment of formerly state-owned enterprises that have been privatized and continue to be privatized in their own interests. This was the part of society that was given the opportunity to appropriate material goods, mostly in illegal and/or immoral way. Later, on this basis, a system of corrupt control over the material and financial resources of the country was formed. These developments took place as a result of certain changes in the economy and social space.

Despite the fact that Ukrainian society and Ukrainian economy on the eve of reforms had a high, according to European indicators, level of education, and the economy was technologically quite developed and able to produce even world-class missile technologies and owned nuclear technology, subsequent market oriented economic development was unsuccessful. The main reasons for such a failure include social relations in the social space, which leads to the conclusion about the necessity of reorganization of the socialization institutions in Ukraine, whose content and nature were revealed by author in the previous section of this work and whose guidelines were substantiated by him in his previous works.

The question is legitimate: can technological acquisition positively affect economic growth in the absence of appropriate support for social capital, which is formed, among other things, as a result of socialization, which allows to learn standards and rules of conduct corresponding to the new socio-economic and societal life models. We find the answer in the works of Yu. N. Harari, who notes: "... The Chinese and Persians lacked technical inventions, like steam engines (which could be freely copied or bought). They lacked the values, myths, judiciary, and sociopolitical structures that had formed and matured over the centuries in the West and which could not be freely copied and quickly adopted. France and the United States quickly followed in the footsteps of Britain, as the French and Americans already shared key British myths and social structures, but the Chinese and Persians could not react so quickly because they thought and organized their societies quite differently" [31, p. 353] (Harari Y.N. 2016).

The social order that is the result, first of all, of socialization (though not only), which are realized through an extremely wide range of activities of socialization institutions on a mass scale, and are reformatted rather slowly. As proved above, in Ukrainian society we are speaking talking about at least one generation, who will undergo the processes of socialization inherent to market relations in the economy and democratic freedoms in society. As a result, the conditions for stable economic development will be created, which will lead to economic growth with the use of opportunities beyond the technical and economic paradigm.

III. Socialization as a Way to Accumulate Social Skills to Work as a Source of Economic Growth

Assessments of the individual in relation to effectiveness of his actions are not exclusively an economic category, because they are both the result and the feeling of change in his condition, social satisfaction, and social well-being. In reality, studies on the formation of the index of social progress, in particular in 2019, showed that "... the relationship between economic development and social progress is not linear ... the world as a whole is unfavorable in many aspects of social progress in relation to economic resources measured in GDP per capita ... " (Social Progress Index 2019).

Under such conditions, the individual throughout life will reduce the feelings of dissatisfaction if he has not only a constant desire, but also a real opportunity to be included in the continuous process of social life, because the factors determining the dynamics of social progress are largely beyond economic development. This is due to the fact that because to internalization, i.e. the transfer of external level (social forms of activity) to the internal level (the formation of human psyche, internal patterns of activities, etc.) a cultural form of personal behavior is created. The latter first emerges as a form of imitation and cooperation with other people. This is exactly what is characteristic of socialization. In Durkheim's sociology, internalization was first considered as an element of socialization, because as a result of internalization, the human psyche is formed and socialization of the individual takes place (among other things, as a result of activities of the individual who generates social innovations). It is through socialization that dissatisfaction is reduced and the individual's condition is improved.

A number of studies, in particular, a Cathy O'Neill's work are the evidence base for assessing the practical significance of socialization, in particular, as to on the results of economic activities. To the above we can add the results of studies cited by M. Janhonen and JE. Johansson. They testify "... that through interpersonal social interaction, the diverse knowledge and experience of people from different functional areas can be collected, integrated and used to perform specific tasks. It follows that the structure of a team's social networks can be an important indicator of its efficiency" (Janhonen M. and Johanson J.E. 2011) and accordingly further argue in the same work that the communication network can support the process of socialization and thus, according to Cathy O'Neill, increase the team's efficiency.

Undoubtedly, the success of a competitive strategy for an individual business is in the maturity of its development. Besides, it is important to use intrinsic motivation to encourage employees by welcoming greater socialization among employees, which is emphasized by O'Neill. In our opinion, encouragement for greater socialization should be carried out throughout the life cycle of business, because the implementation of internalization, i.e. transition from the outside to the personal psyche, leads to exteriorization. As a result, the individual's inner psychological life obtains an outwardly expressed form of existence, and thus he is preserved as employee who does not leave the company, but continues to participate in maintaining competitiveness and supporting business development. In fact, the author of the competitive strategy essentially argues this.

Due to the process of socialization, which is, according to Durkheim, the result of internalization, the company has personal and psychological barriers indicating that the difficulties of leaving the business, according to M. Porter, are not related to purely economic factors, but indicate psychological attachment and business devotion. And this, among other things, is the result of socialization, because as a result, the individual masters the standards, values, and culture, which are inherent in the company and its management and which strengthen cohesion.

It is important to note that the results in the development of a single business are achieved by various methods aimed at the expanded reproduction of its capital, including through the accumulation of both material and intellectual and spiritual values, while qualitatively transforming them. Business functions largely due to socialization, which allows to consider the latter a form of intangible asset. Socialization (to a great extent as a form of organization) actually provides necessary developmental change within a business entity affecting the personnel's behavior and thinking. Such an evolution provides a basis for the development of appropriate models to forecast the effects of socialization in the development of both the individual organization and economy as a whole. The latter is the subject of the author's further research.

The process of socialization of the individual, within the activities of an individual organization, as evidenced by examples in the researches, can be seen as a way to accumulate the ability to productive activities and, accordingly, increase their efficiency, which allows the subject to obtain the so-called producer effect. Since the processes of socialization are continuous, if socialization is institutionalized or is undergoing institutionalization in the social dimension, economic growth has a permanent effect of influence. The subject in the process of socialization gets the opportunity to realize his potential in the market, which has expanded for him due to the emergence of a new position that can ensure success and thus provide access to increasing his income and income of a particular business. They also grow for the individual, as they satisfy useful motives and personal interest and, accordingly, promote endogenous economic growth through the use of socialization methods. Thus, *socialization is a set of ways to form the transfer, assimilation and accumulation of opportunities for both conscious and subconscious life, relationships and interactions of people, including the formation and development of abilities capable of generating social innovations that are formed and mobilized in addition to labor and physical capital as an intangible asset* to serve as a source of economic growth.

IV. Closing Remarks

I have tried to expand my understanding of how, among internal (endogenous) factors, socialization as a process, and as a result, affects economic activities and, consequently, economic growth. An expanded understanding of the endogenous nature of the driving forces of economic growth in this direction is necessary, first of all, to improve further reforms and relevant socio-economic policies that will overcome such cultural features, including those of the Ukrainian society, as alienation and high distance of power, as well as the dominance of collectivism and the desire to avoid uncertainty, which limits the manifestation of individualism and initiative among the general population in market conditions.

The population, purposefully socialized in society, is reoriented to minimize both these and other limitations characteristic of the nation's cultural code, which allows not only to overcome the long-term inertia of civic culture, but also to achieve its inclusiveness and accumulate social skills as invisible assets serving as sources of economic growth.

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Application of Organizational Effectiveness Model using Balanced Score Card for Security Forces in Kashmir Valley

By Gurvinder Pal Singh

Abstract- The Kashmir valley in the Indian subco ntinent has been a bone of contention between India and Pakistan and has assumed importance due to its geostrategic location. The region provides vital link between China and Europe and the rest of the world. The OBOR (One Belt One Road) and CPEC (China Pakistan Economic Corridor) projects are a testimony to this. The valley has exquisite beauty and vast tourist potential but has been adversely affected due to violence and terrorist activities in addition to the border skirmishes between India and Pakistan. The economy and development of the region have been poorly affected.

Indian security forces ar e deployed in large numbers and have a role in bringing the region to the path of peace and development. It is imperative that the security forces are effective, efficient and motivated in playing this role. A modern tool has been designed to measure the organizational effectiveness in the Kashmir valley.

A questionnaire has b een designed based on organizational effectiveness model and Balanced Score card for its application to security forces in kashmir valley and a pilot study is being carried out to measure and test its efficacy.

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APPLICATIONOFORGANIZATIONALEFFECTIVENESSMODELUSINGBALANCEDSCORECARDFORSECURITYFORCESINKASHMIRVALLEY

Strictly as per the compliance and regulations of:

Application of Organizational Effectiveness Model using Balanced Score Card for Security Forces in Kashmir Valley

Gurvinder Pal Singh

"Not everything that can be counted counts, and not everything that counts can be counted." – Albert Einstein

"What gets measured, gets done,". - Peter Drucker

Abstract- The Kashmir valley in the Indian subcontinent has been a bone of contention between India and Pakistan and has assumed importance due to its geostrategic location. The region provides vital link between China and Europe and the rest of the world. The OBOR (One Belt One Road) and CPEC (China Pakistan Economic Corridor) projects are a testimony to this. The valley has exquisite beauty and vast tourist potential but has been adversely affected due to violence and terrorist activities in addition to the border skirmishes between India and Pakistan. The economy and development of the region have been poorly affected.

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I. General

The South Asian Region is one of the dangerous and unstable regions in the world. Two countries, India and Pakistan, are in conflict with several outstanding issues. One is the solution of the Kashmir problem. The prospects of this entire region is dependent upon the emerging and future relations between the two countries. China has also shown high stakes in the region. It has constructed OBOR and CPEC in the region which has added another dimension to the conflict. These three countries in the immediate neighborhood are nuclear and are at loggerheads for many reasons. This region could erupt as a starting point of nuclear war and other nations like the US and Russia having stakes also may jump in.

Thus this region holds utmost importance for India from strategic and military angle besides social, economic, and political issues. The Kashmir valley is surrounded by the high Himalayan ranges which make it an ideal supply and air base for the defense of India's Northern frontier. Kashmir due to its physical contiguity with India and Pakistan, its water resources, and physical access with the old silk route has a great geo-political, economic, strategic and military importance for both countries.

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II. Organizational Effectiveness

Organizational effectiveness is the concept, of measuring the results, the organization intends to produce. Over a period of time, change has occurred in concepts about the nature and function of organizations and the evaluation criteria for measuring their effectiveness. The early management literature assumed that organizations were not specific in this function. For example, Drucker (1985:17) called management as "a generic function, which faces the same tasks in every country and society." The various theorists (Barnard 1938; Dessler 1982; Drucker 1985; Stoner 1978; Davis et al. 1992), advocated a core set of management functions applicable to all organizations for measuring organizational effectiveness. These basic functions include:

- Defining mission, objectives and goals of any organization.
- Lead and motivate.
- Planning and making strategies.
- Organizing, designing, controlling and establishing roles and authorities of leaders.
- Setting standards and establishing control measures.
- Staffing, developing, and managing human resources.
- Budgeting and allocating resources.
- Improving and managing external relations.

III. Balanced Score Card

The balanced scorecard is a system that is used extensively in all types of organizations to streamline business activities to the vision and strategy of the organization. It also aligns organization performance to strategic goals. It was originated by Dr Robert Kaplan (Harvard Business School) and Dr David Norton as a performance measurement framework. The balanced scorecard has now evolved into a full strategic planning and management system. The new balanced scorecard transforms an organization's strategy into a dynamic "activity report". It provides planners a framework for measuring performance and identify what needs to be done.

BSC ensures long term health of the organization does not suffer due to emphasis on short term gains. The BSC has been widely accepted in public and private organizations in spite of difficulty in execution which needs more research especially in public sector and security forces.

IV. Security Forces- Peculiarities

The Security forces comprising Army, Navy, Air Force, Para Military forces and Police are government organizations providing service to the public and nation at large. In a way, they are PSUs in the service sector. Though in uniform, they are providing service to the people and the nation. The security forces can also be termed as government, uniformed, service organizations.

Second, Security forces have predominance of human resource which is challenging to manage as compared to a business and commercial units. The unexpected and fast changing events dictate change in organizational priorities at a fast pace.

Third, the Vision, Mission and Strategy of these organizations are multiple and ambiguous, in comparison to single objective of profit making by business units. A high degree of flexibility is inherent and incorporated in their mission. As a routine, unexpected events happen all the time. The executives in the chain of command juggle conflicting and sometimes irreconcilable demands. In profit making commercial organizations, the things work on predicted lines.

Fourth, It is imperative that the security forces maintain near hundred percent readiness every minute, 24x7, 365 days. There is no compromise on this, and the results of slackness are catastrophic and heavy price paid in terms of casualties and national level embarrassment.

V. The Necessity of Performance Measurement for Security Forces

Our Nation's security forces, must be continuously prepared to defend our national interests both from external and internal threats. A well conceived and aggressively executed performance evaluation is a necessity. There is a requirement of a management tool to assess force readiness that will provide the commander with the information needed. Though security forces have their own systems at place to measure its effectiveness and battle worthiness, an attempt has been made to develop a tool based on modern tools of management to measure the parameters of organizational effectiveness of security forces. This tool is designed on organizational effectiveness model based on the principles of Balanced Score Card to measure ability of the security forces to support the National Strategy and National interests.

VI. Organizational Effectiveness Model based on Balanced Score Card

Dick McCann in his research has designed a model for organizations to measure their effectiveness. According to him, organizations are divided into high performance smaller teams. These smaller teams are highly motivated and capable to perform efficiently. More so, the high efficiency team profile can be developed by conduct of various team development workshops. The workshops and meetings aim to further motivate and energize the teams by identifying common goals. The high energy teams are created by applying model sequence of Dick Mccann by answering the following questions:-

- Who are we
- Where are we now
- Where we are going
- How we will get there
- What is expected of us
- What support do we need
- How effective are we
- What recognition do we get

Team leader and all team members must use their efforts and skills towards linking and cooperation with each other to keep the motivation and efficiency at optimum level.

The balanced scorecard views any organization from four perspectives. The performance parameters are benchmarked, developed and measured in respect of the following :-

- The Learning and Growth Perspective
- The Business Process Perspective
- The Customer Perspective
- The Financial Perspective

The high energy teams are stretched by following the four perspectives of Balanced score card. Balanced score card links vision, strategy with the actual performance and highlights areas of pitfalls and areas of achievement in quantifiable terms.

The High-Energy Team Model by Dick McCann along with Balanced Score Card has been taken as the Research Model base for creating Organizational Effectiveness Model which attempts to link Balanced Scorecard and Organizational Effectiveness. The different components/factors of Organizational Effectiveness model are –

- Organization's Mission & Goals
- Acceptance Level of BSC
- Satisfaction level with Remuneration & Benefits
- Employee- Management Relations

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- Employees' Motivation Levels
- Employees' Commitment & Enthusiasms
- Employees' Responsibility Levels
- Participative Leadership,
- Need to change the format of BSC

VII. Review of Literature

Holland 1987. Efforts to measure organizational effectiveness are described as "ambiguous" in non profit organizations as compared with financial measures like profit or loss in other organizations.

Singh and Bhandarkar (1990) provide a idea and way as to how a vision can result in excellence of a public sector Organisation.

Khandwalla (1992). Visions and missions can be powerhouses for exciting the imagination of stakeholders and earning their loyalty and commitment. When properly harnessed, the vision and mission of an Organisation may lead to excellence.

Waterman (1994) emphasized existence of a learning organization. A learning organization absorbs the effects and changes imposed by the implementation of Balanced Score Card better.

Tushman and Nadler (1996) These Organizations also have highly effective learning systems. The composition of the teams and interse relationship is of high value in order to imbibe the changes in any form dictated by the circumstances.

Siciliano (1997). Organizational Effectiveness is a combination of "social" and "financial" performance. The social performance is "Intangible". The challenge is to design parameters for measuring the intangibles.

Vision, according to Bennis and Nannus (1997, cited in Lynch 2000), have been defined as a "mental image of a possible and desirable future state of the Organization".

Herman and Renz (1998). In non profit organizations, other indicators are more impressionistic e.g., staff opinions about the work environment, relationships with the broader community, the quality of services, or the degree to which the organization is meeting its mission.

Rampersad (2003). Organizational improvement involves a creative learning process based on strategic vision as well as new values and norms. These organizations have flexible attitude and outlook and are highly motivated to implement the Balanced Score Card.

Dhar (2005) Evolving a high performance culture requires systematically studying the relations between operations, behaviour and psychological drivers, and using the emotional energy of people to drive and direct change.

Kaplan and Norton (1996) suggested that what was needed to measure performance was a structured methodology for continually linking an organization's Vision, Strategies & Objectives with a set of predefined, quantifiable measurements. Each team needs to consider targets and feedback methods in the areas covered. In a means-end chain, the performance of each team (and each individual member) needs to accumulate into the goal achievement for the organization.

Kaplan and Norton (1996): Balanced Scorecard complements financial measures of past performance with measures of the drivers of future performance. The objectives and measures of the scorecard are derived from an organization's vision and strategy. The objectives and measures view organizational performance from four perspectives: financial, customer, internal business processes, learning and growth. These four perspectives provide the framework for the balanced scorecard.

Mac Bryde, et al., (2014 m.) In order to monitor change and transformations in organizations, it is essential to ensure that measures of BSC are aligned with strategic objectives and that the BSC is simple in design to implement in terms of number of measures and administrative steps.

Morgan (2007) The organization is viewed as a mechanical body and the human behavioral aspect seemed to be ignored. The various independent elements of the organization are assumed to be interlinked together in a mechanical way which in fact is not true and the human aspect needs to be given due importance.

Evans, (2005); Sandkuhl et al., (2003); Walker, (1996). It involves developing the Vision statement, which entails identifying key performance indicators, setting goals and targets and then to measure progress at each level.

The vision and strategy of the organization plays a vital role in implementation of the BSC in an organization. The mission and strategy are converted into tangible objectives and measures. These measures are the links between the strategy at the highest level and the operative actions at lower levels. Hence, the selection and monitoring of measures and targets is at the heart of BSC implementation. This process and action is primarily iterative, as each step gets revisited a number of times. As implementation of BSC takes place in a progressive way, issues surface and changes are required for refining and further develop the balanced scorecard.

Tonge and Callaghan (1993). There is a growing similarity between the pressures of the public and private sectors in the implementation of BSC. and therefore a need to undertake BSC for government and public sector enterprises.

Chow et al., (1998) The operating environment in public sector is far more complex as compared to the private sector. The BSC provides a clear focus for

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achieving organizational objectives even in the public sector also.

Olve, Roy and Wetter (1999). Due to political short-termism the use of the Balanced Scorecard in public sector organizations is limited and subject to number of challenges.

Aidemark, (2001); Bilkhu-Thompson, 2003; Modell, 2004 The features of BSC have caught the interest of government and public sector enterprises which have to now meet top management's aims and objectives while showing performance in real terms.

Niven (2002). If the focus is on customer perspectives rather than financial objectives. Then, the Balanced Scorecard adapts well to the public and non profit sectors.

Margarita, (2008) The major difference between the private organizations and public organisations is that the former is profit driven whereas the later is mission driven.

Mazumdar (1995) affirmed that the performance of public sector organizations owned by government is only two third as efficient as private sector enterprises.

Joshi, (2001). The financial measures such as ROI, variance analysis, budgetary control were used extensively for performance evaluation and a very small use of surveys on customer satisfaction, supplier evaluation, and non financial measures was done .

Lovelock & Gummesson, (2004) There is an increase in the emphasis on servitization and the trend towards service-dominant logic of implementation of Balanced Score Card. Therefore the shift from the profit sector to non profit and service sector.

a) Objective

To measure the organisational effectiveness of security forces in the Kashmir valley by application of organizational effectiveness model.

VIII. Research Methodology

The study is based on primary data collection with a sample size of thirty respondents.

The questionnaire has been developed using Organizational Effectiveness Model. The questionnaire used for the sample survey was a structured and non-disguised questionnaire.

The commanders in each of the forces were approached and explained the model to enable them to carry out the survey and capture the subordinates satisfaction, motivation, as well as organizational commitment.

A five point Likert scale was used to capture the responses ranging from strongly agree to strongly disagree. The different statements regarding opinion of balanced business scorecard and its effect on individual as well as organizational performance were generated based on literature review as well as expert opinion in an iterative manner.

It could be therefore said that the itemized scale in this case actually asks the respondents to respond to their opinions in a decreasing order of importance.

IX. Data Collection

The study entailed data collection with the help of a well designed, structured questionnaire from middle level staff working for many years in each of these services. Data was collected by personally contacting the respondents and explaining in detail about the survey. A total of 30 personnel from different areas of the Kashmir valley were contacted for the response. The break up of which is given in table below

Descriptive Profile of Respondents (n=30)

1.	Age	No of respondents		
	18-25	0		
	26-35	2		
	36-45	20		
	46-55	08		
2.	Gender-	Male 25	Female 05	
3.	Profession-	Police- 10;	CPO- 10;	Defence- 10

Data analysis was done using techniques of research methodology. The statistical analysis methods employed was Factor Analysis and percentages.

The results of the pilot study will be published in due course.

Questionnaire

Variables With Responses

S no.	Variable	SA	A	N	D	SD
1	Factor 1: Organisation's Mission & Goals Satisfied with priorities and direction of organization					
2	Feel part of team.					
3	Considered worthwhile in job.					
4	Consider future in job.					
5	Organization a family friendly place to work.					
6	Factor 2: Acceptance level of BSC Targets in BSC helps achieve goals.					
7	Own targets and relate to them.					
8	Bsc-a tool to implement organizational strategies.					
9	Achievements of BSC helps in personal growth.					
10	Factor 3: Satisfaction level with Remuneration & Benefits Benefits good than other organisations					
11	Pay good than other organizations.					
12	Comparison of pay within organisations					
13	Sufficiency of training.					
14	Personal policies make sense.					
15	Feelings about benefits within organization.					
16	Factor 4: Leader-subordinate Relations Decisions of leaders concerning subordinates.					
17	Contact between leadership and subordinates.					
18	Leadership provides clear sense of direction.					
19	Leadership respected by subordinates.					
20	New personnel given clear understanding.					
21	Factor 5: Subordinate's Motivation Levels Adequate opportunity about career progression					
22	Motivated to stay due to benefits package					
23	Confident that personal career objectives will be met.					
24	Factor 6: Subordinate's Commitment & Enthusiasm Leaders accountable for performance.					
25	Longer people works, more one feels part of organization.					
26	Factor 7: Subordinates' Responsibility Levels Responsible for setting own goals.					

27	Better idea of job responsibility after implementation of BSC.					
28	Factor 8: Participative Leadership Consulteded by superiors before finalization of targets					
29	Consult subordinates before finalizing their targets.					
30	Factor 9: Need to change the format of BSC Given opportunity would like to change BSC thoroughly.					
31	BSC just another mis statement.					
32	Factor 10: Subordinates' Growth Opportunities Organization promotes competent people.					
33	Superior makes you feel important team member.					
34	Encouraged to think independently					

SA- Strongly Agree
A- Moderately agree
N- Neutral
D- Disagree
SD - Strongly Disagree

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Possible Future Scenarios for Establishing Diversified Partnerships in the Asia-Pacific Region in Light of International Competition (Case Study on China and Japan)

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University of Baghdad

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POSSIBLEFUTURESCENARIOSFORESTABLISHINGDIVERSIFIEDPARTNERSHIPSINTHEASIAPACIFICREGIONINLIGHTOFINTERNATIONALCOMPETITIONCASESTUDYONCHINAANDJAPAN

Strictly as per the compliance and regulations of:

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I. Introduction

In line with the new international changes that have occurred on the international scenario in general, and the regional arena in particular, there is a broad debate arising today about what the Japanese-Chinese relations will lead to in the future, as Japan finds that China is a major Asian power that shares its regional aspirations and competes with it. The Asia-Pacific region, especially after it achieved a nuclear military superiority over it, in a way that secures it to achieve its hegemony over the region, while the United States, together with Japan, seeks to impose or establish a regional multilateral security system that works to ensure the achievement of their regional interests, in light of regional and international indicators The emergence of Japanese power confirms its economic, political and perhaps military connotations in the near future, which will push China and Japan to enter a new phase of their relations ruled by competition at one time and cooperation at other times.

Section 1: The status quo continues

This scenario may keep the various situations, alliances and partnerships as they are in the future without any changes in the patterns of international relations in the Asia-Pacific region. This scenario is based on the permanence and continuity of the current political, security-military and economic conditions and situations and the continuation of both Chinese and Japanese efforts to complete the indications of their distinctive role in the Asia-Pacific region and achieve their own interests in it, as well as the continuation of the role of the United States of America, a large part of which is based on the balance of power and preventing the regional supremacy of China or Japan, given that this is linked to the US interests in the Pacific In more precise terms, subjective and other objective variables affect the formal possibility of China-Japan relations and their role in the region. Therefore, the researcher will study the subjective and objective variables as a way to identify the possibilities of this scenario.

First: Self-variables

The Chinese reconciliations with their internal problems have taken a great deal of relative stability, and this results from the high level of awareness of the Chinese government of the reality of its internal problems, and the development of new and innovative patterns always to solve them, and hence the characteristic of continuity may be a prevailing pattern at the level of the performance of the Chinese state within the framework of its internal policy And in a way that prevents the occurrence of rapid and sudden changes that may constitute a determinant of the course of the Chinese political, economic and military performance, and this stability in China's ability to employ external openness and the resulting increased flow of investments and exports contributed to achieving development so that the Chinese openness abroad became a basic pillar. In the Chinese economic strategy.

The Chinese government has deliberately drawn up rational economic strategies that qualify it to overcome the expected internal and external changes during the next few decades, and focus on improving economic quality based on technical progress, increasing investment and rationalizing consumption, and is moving towards building an economy based on knowledge, information and creativity, and the establishment of a welfare and prosperity society, at a

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time. China is keen to obtain more accumulation of experience, capital and advanced technology to keep up the industry and information modernization process.) (1

China has embarked on restructuring its economy and establishing capitalism with a detailed socialist streak of a precise size appropriate to the size of China, as its leaders believe that any radical changes that come at once will have negative results, and indeed the gradual progress in Chinese political and economic reforms has been successful, and the negative effects of the changes have been greatly reduced. Which confirms that the political and economic reform in China was conscious will and with real progression, and this was proven in practice when the countries of the Eastern Bloc collapsed one after the other in 1989, followed by the fall of the Soviet Union in 1991, while China, which was affiliated with the socialist camp, remained, and the Chinese reforms proceeded with greater momentum despite some The pitfalls it faced, such as some disagreements within the Chinese Communist Party over the course of these reforms, and the events of the Tiananmen demonstrations in 1989.

Politically, the Chinese leadership may succeed in the long run in achieving a gradual and slow transition towards democracy by establishing an elected authority on a very small scale through which a minimum level of political choice can be allowed as a first stage, and then proceeding to political pluralism by confirming a primary constitutional rule as a second stage.

It can be said that in the current situation the world will witness an economic and political rise of China, which possesses the ingredients that qualify it to be an effective force in the course of economic and political events in the world and what qualifies it to change the balance of these forces in the future.

The Chinese economy will continue in the future as a model for state dominance over its basic joints, embodied in government entities and institutions, which will gradually and slowly shift to the commercial form, without this implying a large-scale recovery of the private sector, meaning that the economic system will be more distant from centralization and closer to privacy and business organization. And projects, but state institutions at the national, regional and local levels will retain their strong and effective role in determining economic plans through wide networks of control and control mechanisms, in other words, government planning and interventionism will remain the main pillars of China's future economy.[2]

[1] Masoud Zahir, The Contemporary Japanese Revival: Lessons Learned in the Arab World, Center for Arab Unity Studies, Beirut, 2020, p.39

[2] Sarmad Zaki Al-Jader and Wael Muhammad Ismail, American Perception of Security Relations with the Russian Federation: Reality and the Future, Journal of Political Issues, Faculty of Political Sciences, Nahrain University, Issue (3-4), 2004. P.20.

As for Japan, whose successes in transforming into a modern industrial powerhouse were a powerful testimony to the ability of the determined elite to modernize traditional society. This in itself is a unique feature that gives it a positive privacy that supports the Japanese confidence in themselves, as the Japanese leadership was able to proceed from the traditional culture to absorb Western technology without negatively influencing Western customs and cultures that are not in harmony with the Japanese culture, meaning that Japan remained preserving the Japanese privacy and did not show a desire to Quote cultural sayings prevailing in the West.

The Japanese peculiarity is evident in several aspects. The Japanese political system, which is a large part of it, mimics the Western model. It developed in particular to settle at what can be called the dominant party system, as the Liberal Democratic Party that ruled Japan between 1955-1993 and then shared power after that Some parties between 1993-1996 to return to rule Japan almost unilaterally since 1996.) (3

The peculiarity is also evident in the case of what can be called metaphorically as "the relative lack of influence" between the state of political stability and the various connotations of development in Japan, a situation that is rare in other political systems, as the Japanese political system has been characterized by relative instability in political life, especially From the collapse of the last single government of the LDP from 1993 until 2001, six personalities assumed the premiership, the last of which was (Kyuzumi), then came (Shinzo Abe), who resigned without prior warning, to be succeeded by Prime Minister Yasuo Fukuda, who assumed the presidency on August 25, 2007., Who added another political and economic crisis that threatened the country with his sudden resignation Monday 1 September 2008, to return (Shinzo Abe) again to reel between resignations, the last of which was on August 28, 2020. The Japanese press considered this step to be “irresponsible.”.) (4

On the economic level, Japan’s distinction comes through the continued growth of its economic capabilities despite the existence of major problems at the political and economic level. Japan is now a formidable economic power. Until recently, it enjoyed a huge trade surplus with both Europe and the United States. Japan is also one of the largest donors of international development aid, the largest source of capital and the most prominent creditor country.

The geopolitical factor is not in Japan’s interest, as it suffers from its inability to match or support its economic power. This is due to two basic reasons. The first is linked to the constitutional restrictions imposed by

[3] Masoud Zahir, The Contemporary Japanese Revival, op. cit., p.235.

[4] Shinzo Abe: Japan's PM resigns for health reasons, BBC NEWS, https://www.bbc.com/news/world-asia-53943758

Article 9 of its constitution that limits Japan's involvement in international politics, and the second is related to the broader national restrictions that It has been part of its political culture since the end of World War II.

Successive Japanese governments have also realized that the most needed political variable in the future is political reform, due to the flaws in the Japanese political system, as well as that if Japan wants to have an active global role in the future, it will be through several measures, including clearing the way for participation in activities. International military efforts within a civil development framework bypassing the determinants and requirements of its current forces that prohibit military contributions outside Japan and give scope for a Japanese role in international affairs as a party concerned with affairs outside its geographical space, as happened in its military-civilian contribution in Iraq.

It can be said that China and Japan possess the elements of internal power driving the continuation of their role regionally and globally, as China is among the countries in which the state has an active role in the development process, designing strategies, making decisions and implementing them, and it is expected that this role of the state will continue over time, even with the passage of time. The acceleration of market mechanisms applied in the movement of the Chinese economy, and Japan will continue to maintain its competitive performance while facing the Chinese giant, seeking to impose hegemony and influence in the region.

Second: Objective Variables

In the region, the Chinese policy was characterized by preserving peaceful and cooperative frameworks and in highlighting the economic aspects in its post-Cold War policy scale, as it intended to build economic partnerships with the countries of the region to establish its vital space regionally and internationally. China proposed the concept of (new security) in response to the theory of (Chinese threat), which is based on replacing confrontation and conflicts with dialogue, peace talks, cooperation and common human security, and it is still seeking to achieve a distinguished regional position through which it will be the first regional power in East Asia.[1]

China initiated internal reforms that reflected positively on its regional behavior to confirm its positive openness and the development of its political philosophy. The current situation indicates that China will continue this peaceful policy in the region. China has submitted a proposal to push forward the friendly relations between the countries of the region to resolve disputes by peaceful means, prohibit the traditional and nuclear arms race, strengthen security dialogue and increase mutual trust, and it has actively participated in building (mechanisms)) To calm unrest.

If we accept the Chinese opinion that its military modernization is defensive and comes at a later stage and to serve the modernization of the economic level, then we will find that China has not started at least in the past two decades any war against any country, and it will become the first goal of China's national security and its military strategy to confirm peace and stability and create a suitable regional environment for construction. Economic, and China will do everything it can to avoid confrontation and military conflicts with any country in the region.

As a continuation of China's efforts to confront the theory of (the Chinese threat), the Chinese government has repeatedly announced that it will not be the first to use nuclear weapons at any time or under any circumstances, and will not use or threaten to use nuclear weapons against non-nuclear countries,[2] This comes with the signing by China in 2001 of the Protocol to the Agreement on the Elimination of Southeast Asia Nuclear Weapons (SEAWFZ).[3]

This is at a time when the Chinese leadership realized that the method of military threat is one of the obstacles to its success. For example, the aggressive missile tests it conducted in 1995 and again in 1996 with the aim of threatening the leaders of Taiwan and the United States of America, had achieved military results, as the United States sent two aircraft carriers to Taiwan's defense line and also led to the victory of the Taiwanese opposition president (Li Teng Hu) in the polls, so we have the right to say that the Chinese military practices may cause a tarnish for its image in the region, especially among the countries of Southeast Asia.

Here came the convergence of the views of the United States of America and China regarding Taiwan. The two sides focused on the issue of the peaceful settlement of the conflict, so it adopted an approach based on expanding the rules of communication and coordination on expanding all ties that lead to activating the means of negotiation between China and Taiwan, and ensuring that a comprehensive agreement is reached on the final status of Taiwan in the future with the consent and consent of the two parties, as the United States seeks to achieve Include Japan in the negotiations and talks on the final status of Taiwan.

On the level of Sino-American economic relations, China has been keen on building the potential strategic-security partnership between them, and to

(1) Hayder Zuhair Jasim, The Russian-Chinese Role in Searching for an Effective Strategy, Journal of Modern and Heritage Sciences, Volume 1, Issue 3, Sweden, 2013, p. 378

(2) Nesmahar Syed Ali, China's Rising Role in the World of Politics, Strategic Readings, Al-Ahram Center for Political and Strategic Studies, Issue 5, Cairo, 1999. P. 32.

(3) Muhammad Mahmoud al-Imam, Global integration experiences and their significance for Arab integration, Center for Arab Unity Studies, Beirut, 2004. P.216

confirm the credibility that the Chinese rise is a peaceful rise that does not challenge the influence or status of the United States, with the occasional declared or implicit mention that the Chinese role economically serves US interests in The Asia-Pacific region, indeed, it serves US interests, and that China needs a harmonious regional and international peace environment free of conflicts.

At the level of Sino-American economic relations, China has been keen on building the potential strategic-security partnership between them, and to confirm the credibility that the Chinese rise is a peaceful rise that does not challenge the influence or status of the United States, with the occasional declared or implicit mention that the Chinese role economically serves US interests in The Asia-Pacific region, indeed, it serves US interests, and that China needs a harmonious regional and international peace environment free of conflicts. Despite the trade war that broke out between China and the United States of America since Trump took over the US presidency, the two sides realize that it is not in their interest to continue the trade conflict because it leads to unfortunate consequences for both sides.

This means that mutual economic interests will be a common incentive to address the contentious issues between them, specifically regarding the Taiwan question, and that the economic interests between the United States and China will not be easily sacrificed for this issue, which is what China has become convinced of now, as it has shown great flexibility in time. And let it take twenty or thirty years, the important thing is that Taiwan is recognized as a part of China and will one day return to the motherland like Hong Kong.[(1)]

As for Russia, the relationship between China and Russia has not reached the point of establishing an alliance to confront the one-pole approach, which the United States is pursuing, but all indications indicate that they are seeking to achieve this, and that the fate of Russian-Chinese relations depends on the future of the relationship between Russia and the United States. They succeeded in overcoming disputed issues such as the missile shield and the nuclear files in North Korea and Iran. Relations between Russia and China will remain within their current framework, while they will deepen further in the event of increased tension between Russia and the United States.

As for the European Union, we find that there is harmony in its policy with China within common issues centered on strengthening alternative poles of the powers that govern the global system, such as regional organizations such as the European Union, ASEAN, and the Shanghai Cooperation Organization. They agree to support international organizations, especially the United Nations, to confront unilateral control, as a step to qualify these institutions to be the central player to face the various challenges that threaten the international system.[(2)] There is no doubt that there is a European fear of Chinese invading European markets, especially through the projects of the Belt and Road Initiative.

As for Japan, it has already begun to play a security and political role in the Asia-Pacific region according to a comprehensive formula based mainly on diplomatic and economic tools, which opens the way for the expectation that the shape of Sino-Japanese relations may take a formula closer to the relations that existed between them during the first half of The twentieth century, when competition was the most prominent pattern of regional interactions in the region.

It seems that the main goal of Japan's regional policy is that any multilateral regional cooperation will achieve several benefits for it, including curbing Chinese influence, expanding regional ties with the United States with the possibility of reducing its hegemony over it, as well as increasing Japanese efforts to reduce or reduce regional concerns. Related to its military past, which will help establish more cooperative relations with the countries of the region in order to give priority to economic considerations over security and political aspects, as a previous step for Chinese moves in the region.

The Japanese position in the present and in the future confirms the importance of multi-lateral regional action, provided that Japan has a prominent or perhaps leading role in order to play a relatively distinct role from the US role, according to the Japanese vision in caring for regional security, and in a way that is commensurate with its economy, which is one of the strongest economies in the region. General This position does not include the call for the establishment of a fully independent military force that would lead to the disengagement of Japan from the United States[(3)] Because Japan, which is still linked to a strategic alliance with the United States in Asia and the second country after South Korea, which the United States maintains as a major military base, will feel that any Sino-Korean-Russian alliance in the future will undermine its position and strategic role in the economic and security system in Asia. This Japanese fear is what pushed it to strengthen its alliance with the United States and to start serious talks with North Korea since the beginning of the nineties aimed at normalizing relations between the two countries in exchange for

(1) Hashem Al-Jarhi, After Hong Kong: Will Taiwan Return to China, Journal of International Politics, Issue 134, Cairo, 1998. P. 229.

(2) Hayder Zuhair Jasim , Strategy and Foreign Policy in Russian-Chinese Relations, Al-Mustansiriya University, The Political and International Review, Baghdad, 2015, p.542.

(3) Zbigniew Brzezinski, The Choice: Dominating the World or Leading the World, translated by Omar Al-Ayoubi, Arab Book House, Beirut, 2004, p. 134.

Korea stopping the development of its nuclear weapons and long-range missile.

The possibility of the continuation of the Sino-Japanese competition will lead the ASEAN countries to choose between two options, which are either alliance with China or alliance with Japan or not dealing with them, and each of the two options will lead to increased competition and the arms race in the region, and this matter will be the basis for the possibility of continuing the current situation as a basis For the future, especially since any development or growth in the current roles of the major powers could have a negative impact on the overall regional relations.

As for India, although it was one of the first countries to sign a peace treaty with Japan following the establishment of full diplomatic relations in 1952, and it was one of the first countries to benefit from the Japanese foreign aid program after the visit of the former Prime Minister (NobusukeKishi) to New Delhi in the year 1957, during the years of the Cold War, their relations were marred by some apathy due to the two countries entering into counter-alliances and adopting opposite foreign and economic policies, and this negatively affected the pace and volume of Japanese aid to India in that era, which did not exceed (10) million dollars.)[1] Moreover, their relations, which have witnessed a relative development in the last decade, were crowned with the signing of a military cooperative agreement to exchange services and logistics during the training in which the armed forces of the two countries participate and the peacekeeping operations on September 9, 2020.

As for the Japanese-American relations, it is a strong institutional relationship, as the two parties share an alliance established for more than half a century and have formal and informal decision-making structures, as well as patterns of bilateral cooperation. This confirms that the United States has a very important and influential influence in pushing Japan towards a wider global role and more effective participation. Japan desires a wider role at the regional and international levels to invest in the Japanese economic capabilities and to emphasize the importance of the American role for Japan in this, in order to achieve a common vision based on participation in directing affairs. Global led by the United States of America) [(2]

The continued US support in the military field to Japan, along with the US policy based on encouraging Japan to assume a more effective international role in the field of military security, will, over time, provide Japan with opportunities to develop its military industries; Because this development, even if it is a Japanese need, is also for the United States, especially those industries related to advanced military technology and the remote control system, and from this fact and the fact of convergence in their security concerns, the future indicates more overlap and integration in the common security interests of the two countries. This will make the Russian position oppose the US-Japanese directions, and Russia will push toward China to establish a pivotal partnership against the United States and Japan.

It is worth noting that the American variable embodied in the central role of its role in the reality of regional and international interactions in the Pacific region is the most prominent data in the scenario of the continuation of the status quo. The American role in controlling the balance of regional interactions is a conviction based on a consensus ratio among the countries of the region, and that the differences in perceptions of some regional powers about The American role does not deny or overlook the fact that it is the safety valve for the entire region, especially in regards to controlling the Japanese role, and continuing to manage the Korean issue according to principles (no to nuclear weapons, no to inter-Korean war, not to allow the collapse of the regime in North Korea), and support for the existence of one China Consequently, the centrality of the American role can continue into the next stage, according to the firm regional conviction that it is necessary to play such a role.

It can be said within this scenario that the possibilities indicate that competition is the one that will govern relations between China and Japan at this time, but there are international environment variables that may work to change the direction of these relations towards a decline or escalation according to what these circumstances impose on them, and therefore we will be In front of two assumptions: the first is in the event of receding competition between China and Japan, they will seek to establish a regional (limited) partnership between them or a (multiple) regional partnership to attract international parties that support this partnership. Rivalry and conflict rule the regional environment.

Section 2: Low level of Chinese-Japanese rivalry

The regional and international variables are subject to change, up or down, and this is what the international system has witnessed through its historical stages, and because the indications of change can be observed, whether by increasing the capacities of the parties in the Asia-Pacific region and the development of their regional role, or by the emergence of new variables that impede that development, which may be reflected on the margins of the movement The regionalism of some countries and thus affects the form and intensity of competition, and it may be possible to rethink the feasibility of competition and the need for its continuation through the similarity of perceptions of the

[(1)] Teresita C. Schaffer, Global Power India , Current Issues, Deutsche Bank Research India , December 16 , 2005 .p.4

[(2)] Zbigniew Brzezinski, The Great Chessboard, translated by Nafie Ayoub, Center for Military Studies, Damascus, 1999.p. 178.

parties in a way that pushes towards a mutual desire for a form of cooperation and partnership of any size or level as a more successful way to achieve interests.

In this direction, the researcher believes within this scenario that the Chinese-Japanese competition in the Asia-Pacific region may decline in the future and be replaced by patterns of cooperation or partnership, and perhaps obtaining a higher level of regional and international influence is one of the motives for this. The potential partnership might take one of two forms, a limited regional partnership between China and Japan, or a multi-regional partnership by attracting regional and international parties, as the common interest requires.

First: A limited regional partnership

The limited regional partnership means the desire of two regional parties to adopt a limited membership regional partnership, limited to two or three parties, sometimes based on similar perceptions and perceptions and converging goals.

China and Japan may resort to this mechanism at the regional level as the best way to activate its regional policy and strengthen its role regionally and internationally, at a time when most of those concerned in Pacific affairs see that the future of this region depends to a large extent on the quality and size of the relationship between the two main regional powers (China and Japan) that are heading To put aside their differences for the sake of common economic interests, and they may move forward towards limited regional participation to establish a new type of international alliances based on linking the economic power and military strength of the two countries in a way that breaks the regional isolation that Japan suffers from, and China gets rid of the US restriction imposed on China in End of the Cold War.

Therefore, reality indicates that they are linked by common interests that qualify them to form an emerging economic and military center or bloc in the Asia-Pacific region. China can benefit from Japanese technology and the opportunities, investments and markets that Japan offers. While Japan believes that it is in its interest to strengthen its relations with China so as not to arouse Asian hostility towards it. In addition, it might bring Russo-Japanese rapprochement and thus reduce Japan's security dependence on the United States.)[(1].

The Belt and Road Initiative can provide opportunities for Japanese companies to expand foreign investment, and this will benefit both sides, as the good reputation of Japanese companies will work for the success of the plans and projects of the Belt and Road Initiative if they participate, and it will certainly return to Japan with money and investment opportunities.

It is also worth noting that the economic means in Japanese foreign policy aims for several economic and political goals, on the one hand it is an attempt to link the economies of China and ASEAN with the Japanese economy, and on the other hand to achieve democracy and stability in them, in addition to other goals related to Japanese national security and to compensate for the effects of the Japanese occupation of these countries. Previously)[(2]Japan realizes that the prosperity of the Chinese economy has a positive effect on it, and it is not in Japan's interest to obstruct its relations with China at a time when the United States of America reaps opportunities for opening up with China, and if Japan wishes to succeed regionally, it should establish exchange relations with China to reduce the scope for the continued US efforts to strengthen its relations With China, because the expansion and diversification of US-Chinese relations may narrow the opportunity for Japan to strengthen its economic relations with China, and such an endeavor enables Japan to contain Chinese risks without resorting to the United States of America)[(3]

Second: Multiple regional participation

The change in the form and patterns of political interactions is a natural thing in the international system, especially in a region rife with continuous changes, such as the Asia-Pacific region, which includes many major powers and emerging powers, and change is more likely in light of the phenomenon of regional blocs or formations and the increase in interdependence among international powers. Or its strengths. Therefore, the change may be manifested in expanding the interactions of power in the Asia-Pacific region in general, and between China and Japan in particular, by expanding the limited participation to a broader one, which can be called the multi-regional participation.

1. *China, Japan, the United States and Taiwan*

This axis, which may imply a Chinese-Japanese desire to develop regional participation and interactions between them, to include other parties, namely Taiwan and the United States, which are the two main variables in the development of the relationship from bilateral participation to multi-participation.

For China, Taiwan is a vital issue that has an internal affair more than it is a regional one, which today, due to or the last regional party, is important in the Chinese regional orientations in particular and in international stances and balances in general. Consequently, it has become a distinct model for the types of relationships that are unique to the region as:

[(1)] Hayder Zuhair Jasim, Strategy and Foreign Policy in Russian-Chinese Relations, op. cit., p. 44.

[(2)] Osama Al-Ashiri: Japan's Role in the New World Order, International Politics, No. 126, Cairo, 1996, p. 48.

[(3)] Kazem Hashem Nehme, China and the New American Hegemony, Journal of Strategic Studies, Center for International Studies, University of Baghdad, Issue 2, Baghdad, 1995, p. 163.

1. Taiwan has security relations and alliance with the United States of America and developed economic relations with Japan.
2. It is linked with China by diversified and flexible relations, the effect of the well-known slogan of China, one country, two systems.
3. The United States and Japan, despite their advanced relations with Taiwan, realize that the Chinese side should not provoke and caution against further deepening of their interests with Taiwan without a balance of Chinese interests.
4. The easing of the security situation in the Taiwan Strait is a necessary need for the stability of the region and for the development of the economies of the four parties and their relations. The United States is the main pillar for it has an effective influence in crystallizing this potential bloc of participatory relations between the four parties, as:

- Its interests are permanent and divergent in the region, which believe on the basis of two types of security arrangements. The first is absolute American hegemony, arrangements that have not been realized. The second is joint security arrangements with the actors, which are the most acceptable and achievable method.
- The best way for the American contribution to the security arrangements is based on achieving two kinds of balance, a balance between the influence of the roles of regional powers such as Japan and China, and a balance in their relations with either side. These two balances depend on the rule that the American rapprochement with any of the regional parties or from China or Japan remains without provoking any of the competing parties, such as the rapprochement of the United States with Taiwan or the American-Indian or American-Pakistani rapprochement etc.

2. *China, Japan and Russia*

The possibility of Russian - Chinese - Japanese cooperation may become an acceptable matter and contained in the record of international relations based on economic benefit. This partnership may move towards the direction of coordination and cooperation in order to tighten control over the regional environment, and this may be done through an agreed division of roles in the Asian region, its south and south. East of it. This trend is supported by:

1. Common security interests, as well as common economic interests facing a common security and economic threat from the United States.
2. The recognition of both Russia and China of the vital interests of each of them within the framework of their regional environment and their endeavor within this framework to achieve cooperation based on participation with Japan.
3. Their pursuit in a cooperative partnership removes the concerns of each party's anxiety about the other.
4. The emergence of this axis in the future may enrich Japan from relying on American protection.

The emergence of this axis does not negate the following facts:

- Sino-Russian relations seem to be linked to immediate needs rather than strategic, as the point of rapprochement between them appeared when they felt a lack of security through the United States 'stepping-up of the US missile shield.
- This axis may respond to the big differences in the interests and economies of its countries that are based on social and economic differences, and national measures may be arranged that may limit its activation in the future, () in addition to the fact that the countries of this axis can achieve their interests and create areas of influence and wider regional movement than It would be achieved if it went to the method of participation, meaning that it has a greater margin of action to take measures consistent with its interests towards international issues, far from what will restrict its movement within the partnership, such as its submission to controls and regulations agreed upon by the four parties, which cannot be violated.

In order for this possibility not to go far from reality, and be in line with the distinctive role of the United States in the region in general, or with these parties in particular. This potential grouping could establish a kind of positive relationship with the United States by excluding confrontation with it as a way to open the doors to developing relations between all parties, even if it was in the individual framework, that is, not exaggerating the necessity of mass interaction due to the presence of different percentages of disparities in the nature of US relations with these parties On the one hand, or the possible absence of the practical American desire to deal within this blocking framework on the other hand.

The accession of the United States to this partnership may be possible as a result of the following facts:

1. The Big Four (the United States, China, Japan, and Russia) are the most influential in the region (Siamese, economically and militarily).
2. The benefits of each party in enhancing its cooperation with all the actors, in a way that is consistent with the interest of the rest of the parties, regardless of the problems that these relations encounter.
3. The possibility of finding solutions to issues related to the nature of the parties 'relationship between them, as well as the possibility of conducting the

arms reduction process through participation (American - Chinese - Japanese - Russian) to reduce this phenomenon, especially since the door to dialogue is open between them because of the affiliation of these parties in the regional forum For ASEAN (ARF).

3. *China, Japan, ASEAN and the United States*

The Sino-Japanese partnership may include the countries of Southeast Asia (ASEAN) that have natural resources and form a human mass that could represent a wide market for Chinese and Japanese exports, as well as exports from the United States that are keen on the markets of this region.

On the other hand, ASEAN countries see China as an economic giant that contributes to raising its economic development rates by opening Chinese markets to its exports, in addition to technological knowledge, Japanese development aid and the pivotal security role that the United States plays in coordinating these powers, along with ASEAN's efforts. To expand its contributions to security stability in the region.

Consequently, the solidarity sought by the ASEAN countries and their desire for economic development, increasing regional interactions, excluding security concerns, and achieving security and stability in the region will provide ample room for investigation in light of a reality that indicates a US - Japanese - Chinese desire for the same goals. The three parties see in the ASEAN countries are: The basic keys to stability in Southeast Asia, therefore, it continues its positive and constructive cooperation with the OIC countries in order to achieve the desired prosperity.

4. *China, Japan, Korea and the United States*

This axis constitutes one of the important strategic partnerships in East Asia that is likely to emerge, as there is harmony in the policies of these powers, and their relations are sometimes marred by some disagreements, some of which developed to the point of tensions, but their relations soon straightened out as a result of a common awareness of the necessity to contain the risks resulting from the tensions on the one hand. And the benefits of mutual economic interests on the other hand.

Regarding Japan's relations with South Korea, which have developed since their normalization in 1965, today there are changes that support them, as Japan seeks to develop its historical ties with South Korea to establish a partnership in the twenty-first century in light of the growing and strong economic relations between them, which include trade, investment, loans and other Important economic sectors.

(The two Koreas) can be considered a main axis in the possibilities of this partnership, along with the American role, and this advantage that the Korean Peninsula enjoys comes from both subjective and objective reasons. The subjective reasons are reflected in the importance of the strategic location of the island, the capabilities of the two Koreas and their efforts to develop their relations, and they overlook most of the reasons for their intersection, which passed through the most important stations:

1. The accession of the two Koreas in September 1991 to the United Nations)(1
2. The signing of the inter-Korean reconciliation, non-aggression and cooperation agreement in December 1991 to end hostility and establish peace on the Korean Peninsula)(2
3. Signing of a joint statement in January 1992 on the evacuation of the Korean Peninsula from weapons of mass destruction and foreign presence)(3
4. Then came the "sunshine" policy that South Korea pursued in order to reconcile with North Korea by activating diplomacy instead of "confrontation" and economic cooperation instead of "competition". This policy culminated in the historic summit meeting between the two Koreas in 2000 with the declaration of work on The unification of the two Koreas as the basic goal of the Korean people, from the north and south)(4 then with the historic visit by President Trump and then South Korean President (Moon) in 2019.

As for the objective reasons related to the two Koreas' ties to their region, as Japan has strong relations with South Korea, which is basically in a strategic alliance with the United States, North Korea still has close relations with China.)(5 Consequently, China, Japan and the United States may intend to crystallize this axis that includes the Korean Peninsula, and Japan may intend to maintain strong relations with South Korea as a means to remove the Korean historical concern about the disputed islands between them, and Japan will be close to the Korean Peninsula if it is achieved. The unity between its two parts, especially since South Korea controls the Strait of Tsushima, which is absolutely necessary for Japanese security considerations, in addition to the Japanese aspiration to form an economic bloc in the Asia-Pacific region, with multilateral security arrangements for the countries of the region, and a leadership role for the United States to face multiple threats and different circumstances.

(1) Nevin Halim Sabry, South Korea's vision of unity, in Mr. Sedki Abdeen (Editor), The Case for Korean Unity, Cairo University, Center for Asian Studies, 2016. P. 36.

(2) Muhammad Mustafa Shehata, On the Prospects for Inter-Korean Unity, International Politics Journal, Issue 109, Cairo, July 2018, p. 135.

(3) Nevin Halim Sabry, op., cit., p. 70.

(4) Nazira Al-Afandi, The Asian Role of Japan, in a group of researchers, Japan Inside and Out, Journal of International Politics, Issue 88, Cairo, 1987. P. 241.

(5) Raymond Maher Kamel, The Pyongyang Missile Program and New Dimensions of the Korean Crisis, Al Siyasa Al Dawliya, Issue 138, Cairo, October 1999. p. 229.

5. *China, Japan and India*

This potential bloc of joint regional action is based on the potential rapprochement between China and India, and this convergence could affect regional interactions, as we know that they are among the most human and largest countries in the world by area, as they constitute approximately (37)% of the world's population and (22)% of the area Land.)(1 They will share similar problems sometimes and are linked to economic relations, as India's markets are the largest consumer of Chinese goods in Southeast Asia. And they enjoy the advantage of relative development in many areas, which makes them in constant need for the technology necessary for their development, which strengthens their rapprochement to Japan to secure their needs of technology, depending on the decline of security concerns about Japan, which ultimately makes them in front of a third partner that enhances their capacity and opens the way wide for Japanese exports and believes The latter has its much-needed need for energy.)(2

The future of Indo-Chinese-Japanese relations in light of this possibility will witness further development based on the reality indicating that aspects of agreement and mutual interest outweigh aspects of difference after the conflict between them is not based in fact on real threats, as much as it represents a struggle for regional influence. Moreover, the desire of each of them to have peaceful relations with each other is due to their need to focus attention on their internal affairs, especially the issue of development. China can gain a lot from its rapprochement with India and Japan, especially benefiting from India's experience in the field of information systems, in which India has come a long way. Likewise, India has the technical and expertise of both China and Japan, and Japan can also secure its need for raw materials and Chinese and Indian markets.

II. Conclusion

That China and Japan resort to a kind of joint regional action or multiple regional participation is the most likely in light of the renewed internal and external changes, and that the form of competition between them will change according to the change of the international system in general, and according to the change in the goals and interests of each of them, both regional and global national. It works to declare itself as a regional polarization center in Asia-Pacific to launch from it towards global polarity, so that their relations are based on the basis of competition and then positive cooperation and not on the basis of conflict in the light of a multi-polar international system for the purpose of working on the continuation of the affirmation of economic interdependence between them instead of their tendency towards adopting Escalative policies and confronting each other, which negatively affects their development, the international system as a whole, and their international economic and security achievements, that is, they will be ready to accept a participatory role in the Asian leadership with each other in light of an international system, taking the change towards multipolarity, even if it has not settled on it yet.

(1) Paul Kennedy: Preparing for the Twenty-First Century, translated by Muhammad Abdul Qadir and Ghazi Masoud, Al-Shorouk Publishing and Distribution House, Amman, 1992,p. 215

(2) Muhammad Fayez Farhat, The Future of Nuclear Proliferation in Northeast Africa, The Journal of International Politics, Issue 167, Cairo, 2007. p. 124-126.

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Health and Sanitation Condition in Selected Traditional Markets in South-West Nigeria

By Kosoko, Roseline A, Hassan, Yakubu. O, Philips, Opeyemi. O. & Olaitan Peter A.

University of Lagos

Abstract- This study examined health and sanitation condition Practices among Traders of across market in Akure, Ondo state of Nigeria. Descriptive survey design was used for the study in collecting and analyzing data. In all 205 questionnaire were administered using random sampling methods. The result of the findings found that 49.3% of respondents' rush to defecate in the gutter and open drainage, 51.7% of respondents' non-usage of an available public toilet due to unclean condition. The study further found that 48.8% of toilet were been managed by the market management, facility are fairly inadequate (90.8%). However, the study concludes on the need to improve waste collection, storage, and disposal at the market place to reduce the potential of spread of infectious diseases and environmental degradation, and called on the local government to take steps in promoting community participation in sanitation services, particularly at the market places since it is their bond constitutionally.

Keywords: condition, health, markets, sanitation, selected traditional.

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Health and Sanitation Condition in Selected Traditional Markets in South-West Nigeria

Kosoko, Roseline A [α], Hassan, Yakubu .O [σ], Philips, Opeyemi .O. [ρ] & Olaitan Peter A. [Ѡ]

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I. Introduction

A noticeable need for this country includes lack of quality sanitation services has led to several deaths (Daramola, 2016). This West African country, with a population of 191 million, has been ranked second in the world among the countries with the highest rates of open defecation, after India. Close to 47 million Nigerians defecate in the open and 100,000 children under the age of five die each year from unhealthy water consumption and a lack of sanitation services. this is more pronounced in a general public place like Market.

In general, markets occupy an important position in the lives of Nigerians and communities. It is crucial not only in the chain of commodity distribution; it also aids information dissemination and social interaction (Owoeye and Adedeji, 2013). Markets are not only economic institutions but also serve as social entities (Vagale, 1973). They serve as links between people of diverse ethnic groups, racial backgrounds, cultural traits as well as meeting places for social-cultural, religious, and political activities (Osafo, 2015). Market provide a physical setting for interaction between urban and rural cultures.

It is one of the several diversities of systems, institutions, procedures, information sharing, social relations, and infrastructure whereby parties engage in exchange. The condition of environmental sanitation in markets where food is sold is poor in the developing world as they are characterized by inadequate toilet facilities. (Weidner 2009, Weiler et al. 2003, UN-Water decade programme 2007). Since users' perception is the organization, identification, and interpretation of sensory information to represent and understand the presented information or the environment. All perception involves signals that go through the nervous system, which in turn result from physical or chemical stimulation of the sensory system.

Users' perception deals with the levels of understanding of traders' on environmental sanitation in the markets, there is a need to examining the perception of market users' about the environmental sanitation exercises within the markets. The population of Akure was estimated at 609,165, 500 in 2017 based on a growth rate of 4.64 per cent annually Nigerian Population Commission (NPC), (2017). The high rate of population growth coupled with the high migrant numbers has outstripped the rate of infrastructure development and service provision, such that, the city authorities are struggling mightily to cope with the rapid urban growth.

Most of the infrastructures such as roads, markets, toilet facilities, and housing have exceeded their carrying capacities. The high populations with its accompanying waste generation and indiscriminate waste disposal practices have impacted negatively on the drainage system and have consequently brought all water bodies in Akure to the brink of extinction (Fakere & Fadamiro, 2012). The Millennium Development Goals (MDGs) recognize the fact that environmental sustainability is part of global economic and social well-being.

However, achieving the fourth goal (reducing child mortality); the fifth goal (improving maternal health), and part of the sixth goal (to halt and begin to reverse by 2015, the incidents of malaria and other major diseases), of the Millennium Development Goals (MDGs), largely depends on the country's efforts to ensure a clean and healthy environment. Unsafe water, poor sanitation, and hygiene result in countless deaths among children and a huge burden of diseases can lead to diarrhea, dysentery, malaria, and other parasitic illnesses. Poor hygiene is a channel for these diseases.

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The impact of poor environmental sanitation in both the cities, communities, and public places like the market can threaten the realization of Agenda 2030 of Sustainable Development Goals, MD (such as 1, 3, 6,8, 11, and 12). The government of Ondo State invested much towards achieving goal 7, and 3 MDGs of good health, cleaner and the sanitary environment. Recently, the government of the state ordered the fumigation of all markets and motor parks across the state to curtail the spread of COVID-19 and set-up committee on market sanitation, tribunals to prosecute offenders against sanitary bye-laws and regulations employed over 100 ad-hoc staff, purchased motorised water pumps, 50 drums of ethanol and chlorine for the exercise, but less little were achieved.

The environmental condition in the state remains annoying. Studies affirmed that sanitation remains one of the most basic services in human life. Improving environmental sanitation is known to have all-around the important beneficial impact on health both in households and across different sectors within the communities. Parts of the city are almost always dirty, open spaces, market places, car parks and much other public and private places are littered with refuse due to lack of money for the sanitary improvement and absence of sanitary facilities. In most cases, drains are clogged or blocked and many compounds are hemmed in by solid waste, posing health threats to all the residents and traders.

II. Materials and Method

The study used a controlled questionnaire to collect necessary data from the market men and women across the various market in Akure Ondo State. This was administered across all the renowned market across different neighbourhood and district in Akure metropolis. 8.0 % of total shops were selected and every 10th shop was selected for the survey (administration of questionnaire) (table 1.1).

Table 1: Spread Questionnaire Across Market in Akure

S/N	Name	Number of Shop	% of Questionnaire
1	Agagu market	240	91
2	Olukayode market	100	38
3	Adejayi Komolafe Adedipe market	28	10
4	Anulowalu market	14	5
5	Olorunfemi Gods Favour	10	3
6	Moses Olugbogi	14	5
7	Agabielesi market	20	8
8	Arisoyi market	20	8
9	Atayese market	17	6
10	Oja-oba Line 1	20	8
11	Oja-oba Line 2	20	8
12	Oja-oba Line 3	20	8
13	Oja-oba Line 4	20	8
14	Oja-oba Line 5	20	8
	Total	563	214

Source: Field Survey, 2020

All the questionnaires (100%) were retrieved and the data obtained from them were collated and descriptively analysis by SPSS 26.0.

III. Findings and Discussions

All data presented in this study were obtained through the administration of the questionnaire(2020) to market men and women unless otherwise stated.. the study on table 1, present basis sanitation practices among the respondents in the study area in which various issues affecting health, hygiene and sanitation were addressed. Among the issues covered in this section were a place of defecation, toilet and type of toilets used, sanitation practices of respondents and factors influencing markets users' participation in the market sanitation practices in the study area among others.

Table 1: Respondents' Place of Defecation

Place	Frequency	Per cent
Bush	14	6.8
Gutter/open drainage	101	49.3
Public toilet	51	24.9
Outside the market	39	19.0
Total	205	100

The result of the findings shown that one-fifth (6.8%) of respondents used a nearby bush, while slightly -half (49.3%) rush to defecate in the gutter and open drainage. Moreover, far more than one-fourth of respondents (24.9%) used available public toilet facility in the market, while the remaining respondents that are more than a one-seventh quarter (19.0%) make use of other. Based on the result of finding. It was detected that the proportion of respondents who make use of the public toilet in the market is very low compared to the total sample population of the study. Hence there appeared to be a shortage of public toilet in the area.

Table 2: Respondents' Type of Toilet During Trading Period

Type	Frequency	Per cent
Water closet	117	57.1
Pit latrine	50	24.4
Bucket latrine	19	9.3
Pour flush	6	2.9
Other Please specify	13	6.3
Total	205	100

As presented in table 2, the study found that respondents who used water closet accounted for (57.1%), while those who used pit-latrine were also less than two-third. Besides, 9.3% of used bucket latrine, 2.9% used pours flush and the remaining 6.3% used other types during the trading period. Considering this analysis, it was deduced that the use of water closet is common in the market among the respondents' and there is still need to enhance more access and use of water closet among the market users'.

Table 3: Distance to nearest public Toilet

Distance	Frequency	Per cent
<50m	57	27.8
50-100m	36	17.6
101-150m	47	22.9
151-200m	52	25.4
>200m	13	6.3
Total	205	100

From the result of findings in table 3, the study found that slightly more than one-quarter of respondents' (27.8%) were below 50m to the available toilet in the market, while slightly more than one-tenth (17.6%; 25.4% are 50-100m and 151-200m respectively were away from public toilet, and less than one-quarter (22.9%) of respondents' were 101-150m away. Also, 6.3% of users' in the market were 200m away nearest to the public toilet. This showed that the majority of respondents were far away from the available public toilet and that this might contribute to possible environmental sanitation challenges in the market.

Table 4: Discouragement from Using Public Toilet

Factors	Frequency	Per cent
Poor sanitary condition	106	51.7
Long-distance	51	24.9
Charges Attached	37	18.0
No response	11	5.4
Total	205	100

The study further found (table 4), that the poor sanitary condition of available toilets accounted for less than half of the reasons given by respondents' (51.7%) for non-usage of an available public toilet in the study area, while slightly more than one-twentieth (24.9%; 18.0%) identified location distance and charges attached to toilet respectively as factors to discourage them, and the remaining 5.4% of respondents' did not respond to the question. It was of not that the three reasons given by the respondents for non-use or irregular use of public toilets in the market were attributed to means of protecting themselves from possible health menace and sanitary related contaminations.

Table 5: Responsibility For Managing Public Toilet

Responsibility	Frequency	Per cent
Local government	33	16.1
Market management	100	48.8
Private Individuals	57	27.8
State government	13	6.3
Community Associations	2	1.0
Total	205	100

The result of findings on table 5, found that considerably more than one-fifteenth (16.1%) identified local government as responsible for the management of available public toilet in the market, while the 48.8% identified market management as the one responsible for the management of public toilet, also 27.8% identified private individuals as the responsible for the management of toilet in the market, 6.3% identified state government as the one responsible for the management of public toilet in the market, while, the remaining 1.0% of respondents' identified community associations like the one responsible for the management of the public toilets within the market. Therefore, it was deduced from the analysis that both government and private individual owned and managed the available public toilets in the market. Hence, there is a need for their involvement in the maintenance of their facility.

Table 6: Perception of Adequacy of Toilet Facility

Perception	Frequency	Per cent
Very in-adequate	186	90.8
Fairly	8	3.9
Adequate	11	5.4
Total	205	100

However, the result of the study on table 6, showed that 9.1% adjudged that the facility is inadequate. Respondents' who see the facility as fairly inadequate were more than two-third (90.8%), while 3.9% of respondents adjudged that the facility is fair while others 5.4% adjudged that facilities are adequate. Descriptively, the proportion of respondents' who adjudged the facility as adequate is relatively small compared to the vast number of users' of the market who usually patronized the market on daily and mostly on market days. Also, the field survey revealed the existence of variation in the charges being paid for the use of a toilet facility in the market. The rate of N50 was being paid per period of use of a public toilet.

IV. Recommendations and Conclusion

This study has revealed that high alertness about the hazards caused by improper waste management in market place did not translate to good practice. It is probably due to several reasons: lack of facilities for waste segregation and timely collection, lack of will power on the part of waste generators to do the right thing and lack of incentives to adequately dispose of the waste generated. The findings of this study, therefore, suggest that there is a need to improve waste collection, storage, and disposal at the market place to reduce the potential of spread of infectious diseases and environmental degradation.

We recommend also that researchers should pay more attention to market studies and improved sanitary facilities should be made available in markets and other public places. The local government should take steps to promote community participation in sanitation services, particularly at the market places since it is their bond constitutionally.

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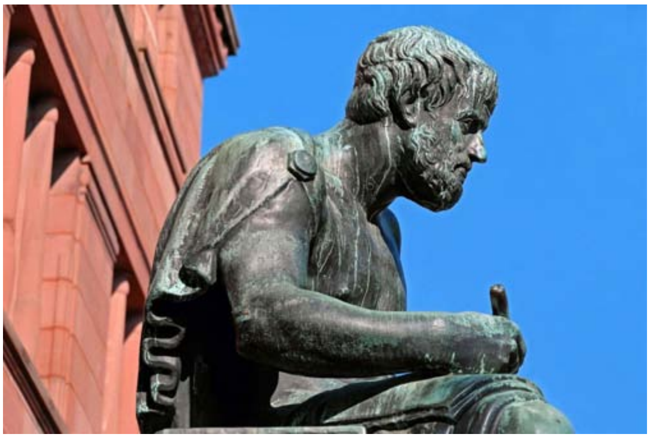

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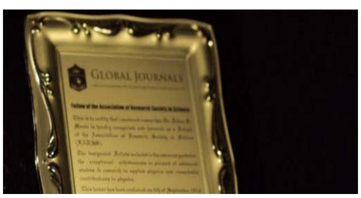

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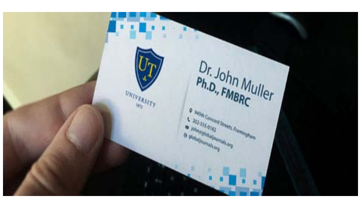

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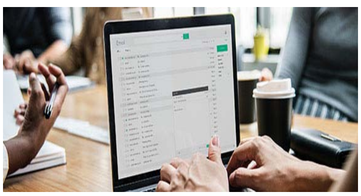

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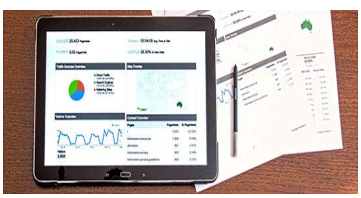

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> The primary objective is to recognize the leaders in research and scientific fields of the current era with a global perspective and to create a channel between them and other researchers for better exposure and knowledge sharing. Members are most eminent scientists, engineers, and technologists from all across the world. Associate membership can later be promoted to Fellow Membership. Associates are elected for life through a peer review process on the basis of excellence in the respective domain. There is no limit on the number of new nominations made in any year. Each year, the Open Association of Research Society elect up to 12 new Associate Members.

Benefit

To the Institution

Get letter of appreciation

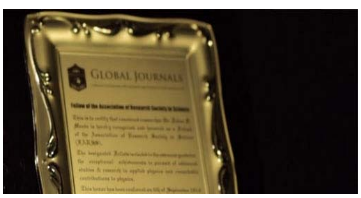
Global Journals sends a letter of appreciation of author to the Dean or CEO of the University or Company of which author is a part, signed by editor in chief or chief author.

Exclusive Network

Get access to a closed network

A ASSRC member gets access to a closed network of Tier 2 researchers and scientists with direct communication channel through our website. Associates can reach out to other members or researchers directly. They should also be open to reaching out by other.

Career | Credibility | Exclusive | Reputation

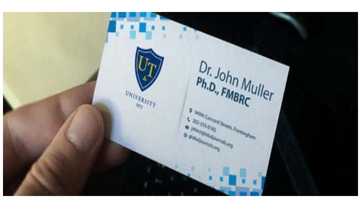


Certificate

Certificate, LoR and Laser-Momento

Associates receive a printed copy of a certificate signed by our Chief Author that may be used for academic purposes and a personal recommendation letter to the dean of member's university.

Career | Credibility | Exclusive | Reputation



Designation

Get honored title of membership

Associates can use the honored title of membership. The “ASSRC” is an honored title which is accorded to a person’s name viz. Dr. John E. Hall, Ph.D., ASSRC or William Walldroff, M.S., ASSRC.

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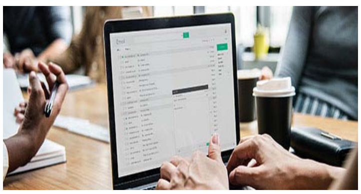
Career | Credibility | Reputation

Future Work

Get discounts on the future publications

Associates receive discounts on future publications with Global Journals up to 30%. Through our recommendation programs, members also receive discounts on publications made with OARS affiliated organizations.

Career Financial



GJ Account

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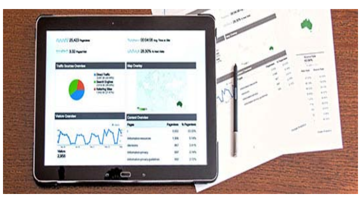
Associates get secure and fast GJ work emails with 5GB forward of emails that they may use them as their primary email. For example, john [AT] globaljournals [DOT] org.

Career Credibility Reputation



Premium Tools

Access to all the premium tools

To take future researches to the zenith, fellows receive access to almost all the premium tools that Global Journals have to offer along with the partnership with some of the best marketing leading tools out there.

Financial

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Organize seminar/conference

Associates are authorized to organize symposium/seminar/conference on behalf of Global Journal Incorporation (USA). They can also participate in the same organized by another institution as representative of Global Journal. In both the cases, it is mandatory for him to discuss with us and obtain our consent. Additionally, they get free research conferences (and others) alerts.

Career Credibility Financial

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Exclusive

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Earn 60% of sales proceeds

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Exclusive Financial

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Get a remuneration of 15% of author fees

Associate members are eligible to join as a paid peer reviewer at Global Journals Incorporation (USA) and can get a remuneration of 15% of author fees, taken from the author of a respective paper.

Financial

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Get access to scientific museums and observatories across the globe

All members get access to 2 selected scientific museums and observatories across the globe. All researches published with Global Journals will be kept under deep archival facilities across regions for future protections and disaster recovery. They get 5 GB free secure cloud access for storing research files.

Associate	Fellow	Research Group	Basic
$4800 **lifetime designation**	$6800 **lifetime designation**	$12500.00 **organizational**	APC **per article**
Certificate, LoR and Momento 2 discounted publishing/year **Gradation** of Research 10 research contacts/day 1 **GB** Cloud Storage **GJ** Community Access	**Certificate,** LoR and Momento **Unlimited** discounted publishing/year **Gradation** of Research **Unlimited** research contacts/day 5 **GB** Cloud Storage **Online Presense** Assistance **GJ** Community Access	**Certificates,** LoRs and Momentos **Unlimited** free publishing/year **Gradation** of Research **Unlimited** research contacts/day **Unlimited** Cloud Storage **Online Presense** Assistance **GJ** Community Access	**GJ** Community Access

Preferred Author Guidelines

We accept the manuscript submissions in any standard (generic) format.

We typeset manuscripts using advanced typesetting tools like Adobe In Design, CorelDraw, TeXnicCenter, and TeXStudio. We usually recommend authors submit their research using any standard format they are comfortable with, and let Global Journals do the rest.

Alternatively, you can download our basic template from https://globaljournals.org/Template.zip

Authors should submit their complete paper/article, including text illustrations, graphics, conclusions, artwork, and tables. Authors who are not able to submit manuscript using the form above can email the manuscript department at submit@globaljournals.org or get in touch with chiefeditor@globaljournals.org if they wish to send the abstract before submission.

Before and during Submission

Authors must ensure the information provided during the submission of a paper is authentic. Please go through the following checklist before submitting:

1. Authors must go through the complete author guideline and understand and *agree to Global Journals' ethics and code of conduct,* along with author responsibilities.
2. Authors must accept the privacy policy, terms, and conditions of Global Journals.
3. Ensure corresponding author's email address and postal address are accurate and reachable.
4. Manuscript to be submitted must include keywords, an abstract, a paper title, co-author(s') names and details (email address, name, phone number, and institution), figures and illustrations in vector format including appropriate captions, tables, including titles and footnotes, a conclusion, results, acknowledgments and references.
5. Authors should submit paper in a ZIP archive if any supplementary files are required along with the paper.
6. Proper permissions must be acquired for the use of any copyrighted material.
7. Manuscript submitted *must not have been submitted or published elsewhere* and all authors must be aware of the submission.

Declaration of Conflicts of Interest

It is required for authors to declare all financial, institutional, and personal relationships with other individuals and organizations that could influence (bias) their research.

Policy on Plagiarism

Plagiarism is not acceptable in Global Journals submissions at all.

Plagiarized content will not be considered for publication. We reserve the right to inform authors' institutions about plagiarism detected either before or after publication. If plagiarism is identified, we will follow COPE guidelines:

Authors are solely responsible for all the plagiarism that is found. The author must not fabricate, falsify or plagiarize existing research data. The following, if copied, will be considered plagiarism:

- Words (language)
- Ideas
- Findings
- Writings
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- Graphs
- Illustrations
- Lectures

- Printed material
- Graphic representations
- Computer programs
- Electronic material
- Any other original work

Authorship Policies

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1. Substantial contributions to the conception and acquisition of data, analysis, and interpretation of findings.
2. Drafting the paper and revising it critically regarding important academic content.
3. Final approval of the version of the paper to be published.

Changes in Authorship

The corresponding author should mention the name and complete details of all co-authors during submission and in manuscript. We support addition, rearrangement, manipulation, and deletions in authors list till the early view publication of the journal. We expect that corresponding author will notify all co-authors of submission. We follow COPE guidelines for changes in authorship.

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Appealing Decisions

Unless specified in the notification, the Editorial Board's decision on publication of the paper is final and cannot be appealed before making the major change in the manuscript.

Acknowledgments

Contributors to the research other than authors credited should be mentioned in Acknowledgments. The source of funding for the research can be included. Suppliers of resources may be mentioned along with their addresses.

Declaration of funding sources

Global Journals is in partnership with various universities, laboratories, and other institutions worldwide in the research domain. Authors are requested to disclose their source of funding during every stage of their research, such as making analysis, performing laboratory operations, computing data, and using institutional resources, from writing an article to its submission. This will also help authors to get reimbursements by requesting an open access publication letter from Global Journals and submitting to the respective funding source.

Preparing your Manuscript

Authors can submit papers and articles in an acceptable file format: MS Word (doc, docx), LaTeX (.tex, .zip or .rar including all of your files), Adobe PDF (.pdf), rich text format (.rtf), simple text document (.txt), Open Document Text (.odt), and Apple Pages (.pages). Our professional layout editors will format the entire paper according to our official guidelines. This is one of the highlights of publishing with Global Journals—authors should not be concerned about the formatting of their paper. Global Journals accepts articles and manuscripts in every major language, be it Spanish, Chinese, Japanese, Portuguese, Russian, French, German, Dutch, Italian, Greek, or any other national language, but the title, subtitle, and abstract should be in English. This will facilitate indexing and the pre-peer review process.

The following is the official style and template developed for publication of a research paper. Authors are not required to follow this style during the submission of the paper. It is just for reference purposes.

Manuscript Style Instruction (Optional)

- Microsoft Word Document Setting Instructions.
- Font type of all text should be Swis721 Lt BT.
- Page size: 8.27" x 11'", left margin: 0.65, right margin: 0.65, bottom margin: 0.75.
- Paper title should be in one column of font size 24.
- Author name in font size of 11 in one column.
- Abstract: font size 9 with the word "Abstract" in bold italics.
- Main text: font size 10 with two justified columns.
- Two columns with equal column width of 3.38 and spacing of 0.2.
- First character must be three lines drop-capped.
- The paragraph before spacing of 1 pt and after of 0 pt.
- Line spacing of 1 pt.
- Large images must be in one column.
- The names of first main headings (Heading 1) must be in Roman font, capital letters, and font size of 10.
- The names of second main headings (Heading 2) must not include numbers and must be in italics with a font size of 10.

Structure and Format of Manuscript

The recommended size of an original research paper is under 15,000 words and review papers under 7,000 words. Research articles should be less than 10,000 words. Research papers are usually longer than review papers. Review papers are reports of significant research (typically less than 7,000 words, including tables, figures, and references)

A research paper must include:

a) A title which should be relevant to the theme of the paper.
b) A summary, known as an abstract (less than 150 words), containing the major results and conclusions.
c) Up to 10 keywords that precisely identify the paper's subject, purpose, and focus.
d) An introduction, giving fundamental background objectives.
e) Resources and techniques with sufficient complete experimental details (wherever possible by reference) to permit repetition, sources of information must be given, and numerical methods must be specified by reference.
f) Results which should be presented concisely by well-designed tables and figures.
g) Suitable statistical data should also be given.
h) All data must have been gathered with attention to numerical detail in the planning stage.

Design has been recognized to be essential to experiments for a considerable time, and the editor has decided that any paper that appears not to have adequate numerical treatments of the data will be returned unrefereed.

i) Discussion should cover implications and consequences and not just recapitulate the results; conclusions should also be summarized.
j) There should be brief acknowledgments.
k) There ought to be references in the conventional format. Global Journals recommends APA format.

Authors should carefully consider the preparation of papers to ensure that they communicate effectively. Papers are much more likely to be accepted if they are carefully designed and laid out, contain few or no errors, are summarizing, and follow instructions. They will also be published with much fewer delays than those that require much technical and editorial correction.

The Editorial Board reserves the right to make literary corrections and suggestions to improve brevity.

Format Structure

It is necessary that authors take care in submitting a manuscript that is written in simple language and adheres to published guidelines.

All manuscripts submitted to Global Journals should include:

Title

The title page must carry an informative title that reflects the content, a running title (less than 45 characters together with spaces), names of the authors and co-authors, and the place(s) where the work was carried out.

Author details

The full postal address of any related author(s) must be specified.

Abstract

The abstract is the foundation of the research paper. It should be clear and concise and must contain the objective of the paper and inferences drawn. It is advised to not include big mathematical equations or complicated jargon.

Many researchers searching for information online will use search engines such as Google, Yahoo or others. By optimizing your paper for search engines, you will amplify the chance of someone finding it. In turn, this will make it more likely to be viewed and cited in further works. Global Journals has compiled these guidelines to facilitate you to maximize the web-friendliness of the most public part of your paper.

Keywords

A major lynchpin of research work for the writing of research papers is the keyword search, which one will employ to find both library and internet resources. Up to eleven keywords or very brief phrases have to be given to help data retrieval, mining, and indexing.

One must be persistent and creative in using keywords. An effective keyword search requires a strategy: planning of a list of possible keywords and phrases to try.

Choice of the main keywords is the first tool of writing a research paper. Research paper writing is an art. Keyword search should be as strategic as possible.

One should start brainstorming lists of potential keywords before even beginning searching. Think about the most important concepts related to research work. Ask, "What words would a source have to include to be truly valuable in a research paper?" Then consider synonyms for the important words.

It may take the discovery of only one important paper to steer in the right keyword direction because, in most databases, the keywords under which a research paper is abstracted are listed with the paper.

Numerical Methods

Numerical methods used should be transparent and, where appropriate, supported by references.

Abbreviations

Authors must list all the abbreviations used in the paper at the end of the paper or in a separate table before using them.

Formulas and equations

Authors are advised to submit any mathematical equation using either MathJax, KaTeX, or LaTeX, or in a very high-quality image.

Tables, Figures, and Figure Legends

Tables: Tables should be cautiously designed, uncrowned, and include only essential data. Each must have an Arabic number, e.g., Table 4, a self-explanatory caption, and be on a separate sheet. Authors must submit tables in an editable format and not as images. References to these tables (if any) must be mentioned accurately.

Figures

Figures are supposed to be submitted as separate files. Always include a citation in the text for each figure using Arabic numbers, e.g., Fig. 4. Artwork must be submitted online in vector electronic form or by emailing it.

Preparation of Eletronic Figures for Publication

Although low-quality images are sufficient for review purposes, print publication requires high-quality images to prevent the final product being blurred or fuzzy. Submit (possibly by e-mail) EPS (line art) or TIFF (halftone/ photographs) files only. MS PowerPoint and Word Graphics are unsuitable for printed pictures. Avoid using pixel-oriented software. Scans (TIFF only) should have a resolution of at least 350 dpi (halftone) or 700 to 1100 dpi (line drawings). Please give the data for figures in black and white or submit a Color Work Agreement form. EPS files must be saved with fonts embedded (and with a TIFF preview, if possible).

For scanned images, the scanning resolution at final image size ought to be as follows to ensure good reproduction: line art: >650 dpi; halftones (including gel photographs): >350 dpi; figures containing both halftone and line images: >650 dpi.

Color charges: Authors are advised to pay the full cost for the reproduction of their color artwork. Hence, please note that if there is color artwork in your manuscript when it is accepted for publication, we would require you to complete and return a Color Work Agreement form before your paper can be published. Also, you can email your editor to remove the color fee after acceptance of the paper.

Tips for writing a good quality Social Science Research Paper

Techniques for writing a good quality homan social science research paper:

1. Choosing the topic: In most cases, the topic is selected by the interests of the author, but it can also be suggested by the guides. You can have several topics, and then judge which you are most comfortable with. This may be done by asking several questions of yourself, like "Will I be able to carry out a search in this area? Will I find all necessary resources to accomplish the search? Will I be able to find all information in this field area?" If the answer to this type of question is "yes," then you ought to choose that topic. In most cases, you may have to conduct surveys and visit several places. Also, you might have to do a lot of work to find all the rises and falls of the various data on that subject. Sometimes, detailed information plays a vital role, instead of short information. Evaluators are human: The first thing to remember is that evaluators are also human beings. They are not only meant for rejecting a paper. They are here to evaluate your paper. So present your best aspect.

2. Think like evaluators: If you are in confusion or getting demotivated because your paper may not be accepted by the evaluators, then think, and try to evaluate your paper like an evaluator. Try to understand what an evaluator wants in your research paper, and you will automatically have your answer. Make blueprints of paper: The outline is the plan or framework that will help you to arrange your thoughts. It will make your paper logical. But remember that all points of your outline must be related to the topic you have chosen.

3. Ask your guides: If you are having any difficulty with your research, then do not hesitate to share your difficulty with your guide (if you have one). They will surely help you out and resolve your doubts. If you can't clarify what exactly you require for your work, then ask your supervisor to help you with an alternative. He or she might also provide you with a list of essential readings.

4. Use of computer is recommended: As you are doing research in the field of homan social science then this point is quite obvious. Use right software: Always use good quality software packages. If you are not capable of judging good software, then you can lose the quality of your paper unknowingly. There are various programs available to help you which you can get through the internet.

5. Use the internet for help: An excellent start for your paper is using Google. It is a wondrous search engine, where you can have your doubts resolved. You may also read some answers for the frequent question of how to write your research paper or find a model research paper. You can download books from the internet. If you have all the required books, place importance on reading, selecting, and analyzing the specified information. Then sketch out your research paper. Use big pictures: You may use encyclopedias like Wikipedia to get pictures with the best resolution. At Global Journals, you should strictly follow here.

6. Bookmarks are useful: When you read any book or magazine, you generally use bookmarks, right? It is a good habit which helps to not lose your continuity. You should always use bookmarks while searching on the internet also, which will make your search easier.

7. Revise what you wrote: When you write anything, always read it, summarize it, and then finalize it.

8. Make every effort: Make every effort to mention what you are going to write in your paper. That means always have a good start. Try to mention everything in the introduction—what is the need for a particular research paper. Polish your work with good writing skills and always give an evaluator what he wants. Make backups: When you are going to do any important thing like making a research paper, you should always have backup copies of it either on your computer or on paper. This protects you from losing any portion of your important data.

9. Produce good diagrams of your own: Always try to include good charts or diagrams in your paper to improve quality. Using several unnecessary diagrams will degrade the quality of your paper by creating a hodgepodge. So always try to include diagrams which were made by you to improve the readability of your paper. Use of direct quotes: When you do research relevant to literature, history, or current affairs, then use of quotes becomes essential, but if the study is relevant to science, use of quotes is not preferable.

10. Use proper verb tense: Use proper verb tenses in your paper. Use past tense to present those events that have happened. Use present tense to indicate events that are going on. Use future tense to indicate events that will happen in the future. Use of wrong tenses will confuse the evaluator. Avoid sentences that are incomplete.

11. Pick a good study spot: Always try to pick a spot for your research which is quiet. Not every spot is good for studying.

12. Know what you know: Always try to know what you know by making objectives, otherwise you will be confused and unable to achieve your target.

13. Use good grammar: Always use good grammar and words that will have a positive impact on the evaluator; use of good vocabulary does not mean using tough words which the evaluator has to find in a dictionary. Do not fragment sentences. Eliminate one-word sentences. Do not ever use a big word when a smaller one would suffice.

Verbs have to be in agreement with their subjects. In a research paper, do not start sentences with conjunctions or finish them with prepositions. When writing formally, it is advisable to never split an infinitive because someone will (wrongly) complain. Avoid clichés like a disease. Always shun irritating alliteration. Use language which is simple and straightforward. Put together a neat summary.

14. Arrangement of information: Each section of the main body should start with an opening sentence, and there should be a changeover at the end of the section. Give only valid and powerful arguments for your topic. You may also maintain your arguments with records.

15. Never start at the last minute: Always allow enough time for research work. Leaving everything to the last minute will degrade your paper and spoil your work.

16. Multitasking in research is not good: Doing several things at the same time is a bad habit in the case of research activity. Research is an area where everything has a particular time slot. Divide your research work into parts, and do a particular part in a particular time slot.

17. Never copy others' work: Never copy others' work and give it your name because if the evaluator has seen it anywhere, you will be in trouble. Take proper rest and food: No matter how many hours you spend on your research activity, if you are not taking care of your health, then all your efforts will have been in vain. For quality research, take proper rest and food.

18. Go to seminars: Attend seminars if the topic is relevant to your research area. Utilize all your resources.
Refresh your mind after intervals: Try to give your mind a rest by listening to soft music or sleeping in intervals. This will also improve your memory. Acquire colleagues: Always try to acquire colleagues. No matter how sharp you are, if you acquire colleagues, they can give you ideas which will be helpful to your research.

19. Think technically: Always think technically. If anything happens, search for its reasons, benefits, and demerits. Think and then print: When you go to print your paper, check that tables are not split, headings are not detached from their descriptions, and page sequence is maintained.

20. Adding unnecessary information: Do not add unnecessary information like "I have used MS Excel to draw graphs." Irrelevant and inappropriate material is superfluous. Foreign terminology and phrases are not apropos. One should never take a broad view. Analogy is like feathers on a snake. Use words properly, regardless of how others use them. Remove quotations. Puns are for kids, not grunt readers. Never oversimplify: When adding material to your research paper, never go for oversimplification; this will definitely irritate the evaluator. Be specific. Never use rhythmic redundancies. Contractions shouldn't be used in a research paper. Comparisons are as terrible as clichés. Give up ampersands, abbreviations, and so on. Remove commas that are not necessary. Parenthetical words should be between brackets or commas. Understatement is always the best way to put forward earth-shaking thoughts. Give a detailed literary review.

21. Report concluded results: Use concluded results. From raw data, filter the results, and then conclude your studies based on measurements and observations taken. An appropriate number of decimal places should be used. Parenthetical remarks are prohibited here. Proofread carefully at the final stage. At the end, give an outline to your arguments. Spot perspectives of further study of the subject. Justify your conclusion at the bottom sufficiently, which will probably include examples.

22. Upon conclusion: Once you have concluded your research, the next most important step is to present your findings. Presentation is extremely important as it is the definite medium though which your research is going to be in print for the rest of the crowd. Care should be taken to categorize your thoughts well and present them in a logical and neat manner. A good quality research paper format is essential because it serves to highlight your research paper and bring to light all necessary aspects of your research.

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Informal Guidelines of Research Paper Writing

Key points to remember:

- Submit all work in its final form.
- Write your paper in the form which is presented in the guidelines using the template.
- Please note the criteria peer reviewers will use for grading the final paper.

Final points:

One purpose of organizing a research paper is to let people interpret your efforts selectively. The journal requires the following sections, submitted in the order listed, with each section starting on a new page:

The introduction: This will be compiled from reference matter and reflect the design processes or outline of basis that directed you to make a study. As you carry out the process of study, the method and process section will be constructed like that. The results segment will show related statistics in nearly sequential order and direct reviewers to similar intellectual paths throughout the data that you gathered to carry out your study.

The discussion section:

This will provide understanding of the data and projections as to the implications of the results. The use of good quality references throughout the paper will give the effort trustworthiness by representing an alertness to prior workings.

Writing a research paper is not an easy job, no matter how trouble-free the actual research or concept. Practice, excellent preparation, and controlled record-keeping are the only means to make straightforward progression.

General style:

Specific editorial column necessities for compliance of a manuscript will always take over from directions in these general guidelines.

To make a paper clear: Adhere to recommended page limits.

Mistakes to avoid:

- Insertion of a title at the foot of a page with subsequent text on the next page.
- Separating a table, chart, or figure—confine each to a single page.
- Submitting a manuscript with pages out of sequence.
- In every section of your document, use standard writing style, including articles ("a" and "the").
- Keep paying attention to the topic of the paper.
- Use paragraphs to split each significant point (excluding the abstract).
- Align the primary line of each section.
- Present your points in sound order.
- Use present tense to report well-accepted matters.
- Use past tense to describe specific results.
- Do not use familiar wording; don't address the reviewer directly. Don't use slang or superlatives.
- Avoid use of extra pictures—include only those figures essential to presenting results.

Title page:

Choose a revealing title. It should be short and include the name(s) and address(es) of all authors. It should not have acronyms or abbreviations or exceed two printed lines.

Abstract: This summary should be two hundred words or less. It should clearly and briefly explain the key findings reported in the manuscript and must have precise statistics. It should not have acronyms or abbreviations. It should be logical in itself. Do not cite references at this point.

An abstract is a brief, distinct paragraph summary of finished work or work in development. In a minute or less, a reviewer can be taught the foundation behind the study, common approaches to the problem, relevant results, and significant conclusions or new questions.

Write your summary when your paper is completed because how can you write the summary of anything which is not yet written? Wealth of terminology is very essential in abstract. Use comprehensive sentences, and do not sacrifice readability for brevity; you can maintain it succinctly by phrasing sentences so that they provide more than a lone rationale. The author can at this moment go straight to shortening the outcome. Sum up the study with the subsequent elements in any summary. Try to limit the initial two items to no more than one line each.

Reason for writing the article—theory, overall issue, purpose.

- Fundamental goal.
- To-the-point depiction of the research.
- Consequences, including definite statistics—if the consequences are quantitative in nature, account for this; results of any numerical analysis should be reported. Significant conclusions or questions that emerge from the research.

Approach:

- o Single section and succinct.
- o An outline of the job done is always written in past tense.
- o Concentrate on shortening results—limit background information to a verdict or two.
- o Exact spelling, clarity of sentences and phrases, and appropriate reporting of quantities (proper units, important statistics) are just as significant in an abstract as they are anywhere else.

Introduction:

The introduction should "introduce" the manuscript. The reviewer should be presented with sufficient background information to be capable of comprehending and calculating the purpose of your study without having to refer to other works. The basis for the study should be offered. Give the most important references, but avoid making a comprehensive appraisal of the topic. Describe the problem visibly. If the problem is not acknowledged in a logical, reasonable way, the reviewer will give no attention to your results. Speak in common terms about techniques used to explain the problem, if needed, but do not present any particulars about the protocols here.

The following approach can create a valuable beginning:

- Explain the value (significance) of the study.
- Defend the model—why did you employ this particular system or method? What is its compensation? Remark upon its appropriateness from an abstract point of view as well as pointing out sensible reasons for using it.
- Present a justification. State your particular theory(-ies) or aim(s), and describe the logic that led you to choose them.
- Briefly explain the study's tentative purpose and how it meets the declared objectives.

Approach:

Use past tense except for when referring to recognized facts. After all, the manuscript will be submitted after the entire job is done. Sort out your thoughts; manufacture one key point for every section. If you make the four points listed above, you will need at least four paragraphs. Present surrounding information only when it is necessary to support a situation. The reviewer does not desire to read everything you know about a topic. Shape the theory specifically—do not take a broad view.

As always, give awareness to spelling, simplicity, and correctness of sentences and phrases.

Procedures (methods and materials):

This part is supposed to be the easiest to carve if you have good skills. A soundly written procedures segment allows a capable scientist to replicate your results. Present precise information about your supplies. The suppliers and clarity of reagents can be helpful bits of information. Present methods in sequential order, but linked methodologies can be grouped as a segment. Be concise when relating the protocols. Attempt to give the least amount of information that would permit another capable scientist to replicate your outcome, but be cautious that vital information is integrated. The use of subheadings is suggested and ought to be synchronized with the results section.

When a technique is used that has been well-described in another section, mention the specific item describing the way, but draw the basic principle while stating the situation. The purpose is to show all particular resources and broad procedures so that another person may use some or all of the methods in one more study or referee the scientific value of your work. It is not to be a step-by-step report of the whole thing you did, nor is a methods section a set of orders.

Materials:

Materials may be reported in part of a section or else they may be recognized along with your measures.

Methods:

- Report the method and not the particulars of each process that engaged the same methodology.
- Describe the method entirely.
- To be succinct, present methods under headings dedicated to specific dealings or groups of measures.
- Simplify—detail how procedures were completed, not how they were performed on a particular day.
- If well-known procedures were used, account for the procedure by name, possibly with a reference, and that's all.

Approach:

It is embarrassing to use vigorous voice when documenting methods without using first person, which would focus the reviewer's interest on the researcher rather than the job. As a result, when writing up the methods, most authors use third person passive voice.

Use standard style in this and every other part of the paper—avoid familiar lists, and use full sentences.

What to keep away from:

- Resources and methods are not a set of information.
- Skip all descriptive information and surroundings—save it for the argument.
- Leave out information that is immaterial to a third party.

Results:

The principle of a results segment is to present and demonstrate your conclusion. Create this part as entirely objective details of the outcome, and save all understanding for the discussion.

The page length of this segment is set by the sum and types of data to be reported. Use statistics and tables, if suitable, to present consequences most efficiently.

You must clearly differentiate material which would usually be incorporated in a study editorial from any unprocessed data or additional appendix matter that would not be available. In fact, such matters should not be submitted at all except if requested by the instructor.

Content:

- Sum up your conclusions in text and demonstrate them, if suitable, with figures and tables.
- In the manuscript, explain each of your consequences, and point the reader to remarks that are most appropriate.
- Present a background, such as by describing the question that was addressed by creation of an exacting study.
- Explain results of control experiments and give remarks that are not accessible in a prescribed figure or table, if appropriate.
- Examine your data, then prepare the analyzed (transformed) data in the form of a figure (graph), table, or manuscript.

What to stay away from:

- Do not discuss or infer your outcome, report surrounding information, or try to explain anything.
- Do not include raw data or intermediate calculations in a research manuscript.
- Do not present similar data more than once.
- A manuscript should complement any figures or tables, not duplicate information.
- Never confuse figures with tables—there is a difference.

Approach:

As always, use past tense when you submit your results, and put the whole thing in a reasonable order.

Put figures and tables, appropriately numbered, in order at the end of the report.

If you desire, you may place your figures and tables properly within the text of your results section.

Figures and tables:

If you put figures and tables at the end of some details, make certain that they are visibly distinguished from any attached appendix materials, such as raw facts. Whatever the position, each table must be titled, numbered one after the other, and include a heading. All figures and tables must be divided from the text.

Discussion:

The discussion is expected to be the trickiest segment to write. A lot of papers submitted to the journal are discarded based on problems with the discussion. There is no rule for how long an argument should be.

Position your understanding of the outcome visibly to lead the reviewer through your conclusions, and then finish the paper with a summing up of the implications of the study. The purpose here is to offer an understanding of your results and support all of your conclusions, using facts from your research and generally accepted information, if suitable. The implication of results should be fully described.

Infer your data in the conversation in suitable depth. This means that when you clarify an observable fact, you must explain mechanisms that may account for the observation. If your results vary from your prospect, make clear why that may have happened. If your results agree, then explain the theory that the proof supported. It is never suitable to just state that the data approved the prospect, and let it drop at that. Make a decision as to whether each premise is supported or discarded or if you cannot make a conclusion with assurance. Do not just dismiss a study or part of a study as "uncertain."

Research papers are not acknowledged if the work is imperfect. Draw what conclusions you can based upon the results that you have, and take care of the study as a finished work.

- You may propose future guidelines, such as how an experiment might be personalized to accomplish a new idea.
- Give details of all of your remarks as much as possible, focusing on mechanisms.
- Make a decision as to whether the tentative design sufficiently addressed the theory and whether or not it was correctly restricted. Try to present substitute explanations if they are sensible alternatives.
- One piece of research will not counter an overall question, so maintain the large picture in mind. Where do you go next? The best studies unlock new avenues of study. What questions remain?
- Recommendations for detailed papers will offer supplementary suggestions.

Approach:

When you refer to information, differentiate data generated by your own studies from other available information. Present work done by specific persons (including you) in past tense.

Describe generally acknowledged facts and main beliefs in present tense.

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Methods and Procedures	Clear and to the point with well arranged paragraph, precision and accuracy of facts and figures, well organized subheads	Difficult to comprehend with embarrassed text, too much explanation but completed	Incorrect and unorganized structure with hazy meaning
Result	Well organized, Clear and specific, Correct units with precision, correct data, well structuring of paragraph, no grammar and spelling mistake	Complete and embarrassed text, difficult to comprehend	Irregular format with wrong facts and figures
Discussion	Well organized, meaningful specification, sound conclusion, logical and concise explanation, highly structured paragraph reference cited	Wordy, unclear conclusion, spurious	Conclusion is not cited, unorganized, difficult to comprehend
References	Complete and correct format, well organized	Beside the point, Incomplete	Wrong format and structuring

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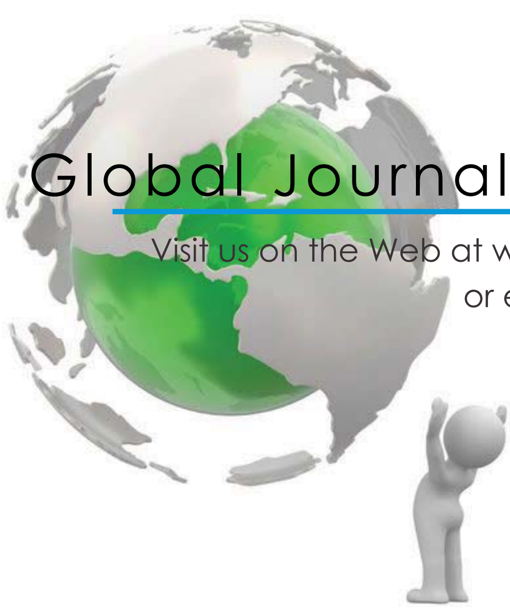

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