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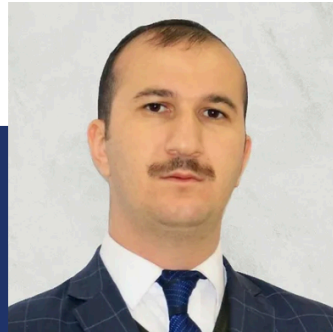
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# WHAT ARE THE PREFERRED METHODS OF MOTIVATING EMPLOYEES IN AZERBAIJAN?

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## Abstract

Due to the recent rise in the number of entrepreneurs, the market is becoming denser and more competitive, thus opening a new business requires several tools to use. Motivation is one of them. This research aims to reveal the best motivation methods that could be used to increase the overall performance of a business. This research questioned bank workers from Azerbaijan, aged more than 18. When looking for a job, the report found out that bank workers of Azerbaijan were most interested in salary. Moreover, their preferred method of motivation was money too. Overall, this study supports claims about the importance of financial rewards in the motivation of employees.

**Keywords:** Employee motivation, performance, motivation management.

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# THE CRITICAL EXAMINATION OF CLUSTER THEORY

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## Abstract

The advent of globalization with the promise of creating distant proximities is deemed as the obliteration of the location factors' significance in terms of successful business processes. Albeit at first glance the intertwined nature of the current global economic relations might corroborate this supposition to some extent at the operational level, such a sharp delineation could be misleading at the strategic level by considering the salient necessity of multifaceted cross-company interactions in a variety of contexts. This paper analyzes several theoretical frameworks and conducts critical literature review to provide a novel frame to analyze lock-in process in the business clusters.

**Keywords:** Cluster, business concentration, lock-in process.

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# COMMON INDICATORS OF ELECTRICITY MARKETS AND TRADE STRUCTURES

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## Abstract

Electricity prices are one of the core determinants of every country's energy policy. Storage limitations, high capital intensity, large dependence on variables such as GDP, overall economy, gas prices, weather conditions and many other factors leads to high volatility in electricity prices and makes its forecasts fairly complex.

Energy price forecasting based on two pricing assumptions: Average Cost of product and Marginal Cost of product. Besides the importance of demand-supply equation, marginal and average costs in electricity price formulation, specifications of oil, gas and coal production also need to be addressed and this paper will explain these factors in the following paragraphs (Bhattacharyya 2011)

Finally, this paper will discuss structure of electricity trade and its increasing role in the current world economy. Trading electricity can be realized on a short-term, long-term and spot markets which each having their specific characteristics (Yucel 2012). Moreover, it is also possible to customize differentiated derivatives, forward commitments and SWAP contracts in electricity markets that will also be discussed in the following paragraphs (Dahl 2015).

**Keywords:** Electricity prices, demand, supply, marginal cost, derivatives.

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# INSTITUTIONAL DETERMINANTS OF DEFENSE EXPENDITURE IN SUB-SAHARA AFRICAN COUNTRIES

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## Abstract

This study examined the influence of institutional determinants of defense expenditure in Sub-Saharan Africa (SSA) countries. The study period covered the year 2000 to 2015. The Generalized method of moments was used as the econometric technique for estimation. Variables such as previous defense spending, rule of law, political stability, and government effectiveness were used. The findings revealed that institutional factors such as past defense spending, government effectiveness, rule of law and political stability were statistically significant. The study therefore recommends that policy makers should allow institutions to work so as to avoid wasteful spending by the governments in SSA countries.

**Keywords:** Institutional determinants, defense, Sub-Saharan Africa.

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# HOW FAST FASHION IMPACTS THE WORLD AND HOW TO AVOID IT?

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## Abstract

This research paper aims to explore the fast fashion concept, its impact on the environment, economy, overall society, and solutions that can be possible to apply in order to mitigate its negative effects. Fast fashion became a widespread and prosperous business model in the fashion industry after the 1980s. Fast fashion clothing is characterized as cheap and low quality that is produced and consumed for a short period of time. In the 21st century because of globalization, development in fashion industry, the emergence of luxury brands fast fashion increased its popularity. Apparently, this model has severe consequences including abusing workers, degrading the environment, and creating unsafe working conditions. The research emphasizes the importance of promoting circular economy and minimizing waste in the fashion industry while examining the emerging trends of fast fashion and ethical consumption. In the end, the paper tries to present ideas and suggestions on how to move toward a more ethical and sustainable fashion system which is also called slow fashion for consumers, business stakeholders, and regulators.

**Keywords:** Fast fashion, environment, fashion industry.

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# INDUSTRIAL OUTPUT AND TRADE POLICY NEXUS IN NIGERIA: A DISAGGREGATED ANALYSIS

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## Abstract

The study examined the symmetric and asymmetric nexus between trade policy and industrial production disaggregated into manufacturing, electricity, mining and quarrying production in Nigeria. The study adopted the ARDL and NARDL framework based on annual time series data over the period 1970-2018. The findings depict that trade policy dynamics have short run non-linear effects on industrial output and its subsectors; manufacturing, building and construction, mining and quarrying output except electricity output and these effects dovetailed into the long-run and thus the asymmetric effects of trade policies on industrial output were confirmed. The results from the short-run non-linear ARDL further revealed that trade restrictions stimulate the performance of the industrial sector and the manufacturing subsector, while this performance plummets under trade liberalization. These results were confirmed by the short-run linear ARDL, while the long-run linear ARDL results reported the contrary without altering the asymmetric status of the nexus. The study therefore recommends guided liberal trade policy like the Korea,

Indonesia and Japan model where some forms of protections allowed for rapid transformation of the industry and its subsectors.

**Keywords:** Trade Policy, Industrial Output, ARDL NARDL, Asymmetries.

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# CRITICAL APPRAISAL OF THE AFFORDABLE HOUSING SUPPLY PROGRAM AND ITS EVOLUTION IN THE UK

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## Abstract

Though governments all over the world adopt various social housing schemes to enhance the housing circumstances for citizens from distinct social groups, as populations rise and cities become more crowded than ever, public housing has emerged as a key concern for worldwide policymakers. The overall image that arises from literature is inadequate-even developed countries do struggle to intercept the issue properly. Proffered secondary qualitative analysis with expert literature, the paper will examine various housing conditions and policies, intrastate level differences in terms of social housing approaches across all 4 UK nations. All in all, it was discovered that Scotland's social housing policies do well as unmet need in terms of is much higher in Scotland than anywhere else in GB and Scottish model does not lean on cross-subsidy like English model does, tenants do not face higher rents and no undesired consequences are expected in terms of project in the long run.

**Keywords:** Social housing, public policy, public policy-making.

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# DIFFERENCES OF ACCOUNTING NON-CURRENT ASSETS IN SMES

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## Abstract

The International Financial Reporting Standards for SME's applies to all entities except that have public accountability. The IASB developed standard for small and medium-sized entities in recognition of the difficulty and cost to companies of prepare reports. Also, users of financial reports of entities focus different things other than users of financial statements of publicly listed companies. The definition of Small and medium-sized entities is based on the nature of a company, not on its size, however each countries have different measurement criteria. In Azerbaijan this criterion is annual revenue and average annual employee's number.

Accounting of assets in small and medium-sized entities is carried out in a way that does not differ seriously from International Financial Reporting Standards. However, there are some details that should be considered in the accounting of non-current assets in small medium-sized enterprises, which can affect their activity. There is a little differences in initial measurement, subsequent measurement of property, plant and equipments in SME's, however there is no major differences in accounting assets in SME's.

**Keywords:** IFRS for SME, non-current assets, valuation.

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# ARTIFICIAL INTELLIGENCE AND THE IMPACT ON DEVELOPING COUNTRIES

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## Abstract

This paper examines the potential impact of Artificial Intelligence (AI) on developing countries. The study focuses on the impact of AI on employment, market structure, and international trade in these countries. The analysis finds that AI has the potential to significantly impact the labor market in developing countries, leading to job displacement, wage stagnation, and the creation of new job opportunities. It also finds that AI has the potential to alter market structures and disrupt international trade, with significant implications for the economies of developing countries. Finally, the study suggests that governments in developing countries must take proactive measures to manage the effects of AI, including investing in education and training programs, promoting innovation, and establishing legal and regulatory frameworks to protect workers and consumers.

**Keywords:** Artificial intelligence, developing countries, transformation.

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# TEACHER PROFESSIONAL DEVELOPMENT AT A GLANCE: INSIGHTS FROM THE TALIS STUDY ON SECONDARY SCHOOL TEACHERS' PERSPECTIVES

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## Abstract

This study analyzes data from the TALIS study to explore the perspectives of secondary school teachers on their professional development needs, impacts, and barriers. The study is based on a quantitative analysis of the International Teaching and Learning Survey (TALIS)-2018 collected from a sample of 3976 secondary school teachers in Shanghai, China. The results reveal that Shanghai's secondary school teachers perceive a strong need for professional development in several areas, including pedagogical competencies in teaching their subjects, individualized learning, and Student assessment practices. The study also finds that professional development has a positive impact on School management and administration" and Communicating with people from different cultures or countries in the Shanghai context. However, the study identifies several barriers that hinder teachers' ability to participate in professional development activities, such as Professional development conflicts with my work schedule, and lack of incentives for participation in prof. development. The study provides insights for policymakers and educators on how to design effective professional development programs that address the needs and overcome the barriers faced by secondary school teachers in Shanghai, China.

**Keywords:** Effective professional development, PD, TALIS study, Teacher learning, Quantitative analysis, policy implications, Cross-national survey, Digital technologies.

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# INVESTMENT AS AN IMPORTANT FACTOR OF MACROECONOMIC BALANCE

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## Abstract

The International Financial Reporting Standards for SME's applies to all entities except that have public accountability. The IASB developed standard for small and medium-sized entities in recognition of the difficulty and cost to companies of prepare reports. Also, users of financial reports of entities focus different things other than users of financial statements of publicly listed companies. The definition of Small and medium-sized entities is based on the nature of a company, not on its size, however each countries have different measurement criteria. In Azerbaijan this criterion is annual revenue and average annual employee's number.

Accounting of assets in small and medium-sized entities is carried out in a way that does not differ seriously from International Financial Reporting Standards. However, there are some details that should be considered in the accounting of non-current assets in small medium-sized enterprises, which can affect their activity. There is a little differences in initial measurement, subsequent measurement of property, plant and equipments in SME's, however there is no major differences in accounting assets in SME's.

**Keywords:** investment, economic growth, macroeconomic balance.

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# THE IMPACT OF PARENTS AND THE SCHOOL ENVIRONMENT ON THE MORAL DEVELOPMENT OF ADOLESCENTS

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## Abstract

Adolescents' family and school experiences are also significant environmental factors for moral development. Piaget and Kohlberg believe that parents' tasks are to create opportunities for role play and cognitive dissonance. However, they recognized the central role of peers in moral development. Researchers have found that both parents and peers contribute to moral maturity. In general, higher levels of moral reasoning during adolescence are associated with parents supporting adolescents' questions, encouraging them, and expanding their moral thinking. In this topic, we will focus on parental discipline and its role in moral development, and then some implications for parenting and moral development. Developmental theorists working on child rearing techniques and moral development have focused on parental discipline methods. Attention-grabbing is a form of discipline that involves withdrawing affection or attention from a teenager, such as when a parent refuses to talk to a teen or expresses disapproval of a teen's behavior, which involves the teen thinking about it. The use of force is a negative discipline method in which a parent tries to gain control over a teenager or his resources. The moral environment is created by school and classroom rules, moral orientations of teachers and school leaders, and teaching materials. Teachers lead by example through their ethical and unethical behaviors. At school, classroom rules and relationships with peers are essential. Cheating, lying, stealing, and not caring about others, etc. reflects negative attitudes.

**Keywords:** Family, school, upbringing, adolescence

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# TO LEAVE OR NOT TO LEAVE? DETERMINANTS OF MIGRATION INTENTIONS: EVIDENCE FROM SOUTH CAUCASUS COUNTRIES

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## Abstract

This article investigates the determinants of migration intention in South Caucasus countries: Armenia, Azerbaijan and Georgia. I used household-level survey data – Caucasus Barometer 2010 provided by Caucasus Research Resource Center. A binary logistic regression model has been applied. Estimation results indicate that migration aspirations are significantly impacted by individual demographics, socio-economic background, and political environment. In general, males express a higher intention to migrate than females. In addition, the results indicate that social networks play a facilitator role in migration aspiration. People who have confidence in public institutions have less likelihood of migration aspiration. Life satisfaction has a positive and statistically significant impact on permanent migration aspiration for Azerbaijan only, whereas life satisfaction is an irrelevant factor for the rest of the cases. The relative economic condition has a negative and statistically significant impact on the intention for permanent migration in Azerbaijan and Georgia. It means that people who believe they live in poor economic conditions are less likely to migrate permanently.

**Keywords:** Migration intention, migration aspiration, logit model, South Caucasus countries

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# GERRYMANDERING POLICY MEMO

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## Abstract

Since 1790, upon the introduction of the first U.S. census, incarcerated people have been included in the population count of the districts in which they are incarcerated by the federal government. This act, known as “prison gerrymandering,” has had immense impacts on voter representation and has disproportionately impacted minority communities. In Wisconsin, redistricting officials have drawn legislative district lines to make it so that certain voting districts are densely populated with individuals who are incarcerated and cannot vote, heavily inflating the voting power of individuals in those districts who can vote. Although critics believe that the structure in which the population is allocated, especially for incarcerated individuals, should not be altered, it is crucial that Wisconsin puts forth a law that requires for prisoners to be counted in the same districts as they were before incarcerated, preventing certain districts from gaining disproportionate political power.

**Keywords:** Gerrymandering, voter representation Wisconsin.

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# EXPATRIATION AND PERMANENT EMIGRATION INTENTION AMONG YOUTH IN AZERBAIJAN

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## Abstract

What are the major factors affecting Azerbaijani youth to boost their motivation for emigration? This study examines the emigration intentions among youth in Azerbaijan. The research explores and uncovers a complex interplay of possible factors that shape the temporary and permanent emigration intentions of Azerbaijani youth. The research design involves a survey of 1085 Azerbaijani youth aged between 17-35 years old (47% males, 53% females). According to the study, youth's emigration intention in Azerbaijan should be concerning, as more than half are willing to leave permanently. Many young people dream of moving abroad because of the allure of higher earnings, higher standards of living, the possibility of a better future and many other factors. Social and environmental factors, such as the quest for personal freedom, ecological condition in the country, marital status and ties with family are the strongest contributors to the motivation of youth to expatriate. It is also observed that, almost all life domains have significant influence to shape the permanent emigration intentions of youth. To sum it up, this research sheds light on the hopes and fears of Azerbaijani youth and provides insights into the factors that drive or hinder emigration. The study concludes that to prevent or reduce youth emigration, policymakers in Azerbaijan must address the root causes of emigration. Research findings offer a unique perspective for policymakers to design a migration policy to help to retain young talent.

**Keywords:** Emigration intention; expatriation; youth; satisfaction; life domains; Azerbaijan.

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# CLIMATE CHANGE ADAPTATION STRATEGIES IN AGRICULTURE: CASE-STUDY: AZERBAIJAN AGRICULTURE AND CLIMATE CHANGE

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## Abstract

Climate change is an alarming challenge that put at risk the very basis of our existence. The alteration in temperature, precipitation patterns, as well as other extreme weather events have cascading effects on agriculture. Therefore, climate change adaptation strategies in agriculture are the essential tool for ensuring food security and a sustainable future. Adaptation entails foreseeing the effects of climate change and taking the necessary steps to avoid or limit the harm they can cause or seize opportunities. Adaptation in agriculture refers to the adjustment of farming systems, practices, and technologies to cope with the changing climate. It involves a range of strategies that enhance the resilience of crops, livestock, and ecosystems to climate stresses. At all administrative levels, from the local to the global, the appropriate adaptation strategies are required. This paper aims to appeal the importance of climate change problem and the urgency of implementing adaptation strategies from a specific country case example. In line with the intensively growing climate change adaptation discussions, the idea of the paper is to examine climate change and agriculture relationship, explaining the cost and benefits of the current and prospect adaptation practices in Azerbaijan, from farmer to governmental point of view.

**Keywords:** Climate change, agriculture, adaptation strategies, bibliometric review, case study.

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# INDEPENDENT WORK AND SCIENTIFIC CREATIVITY OF STUDENTS

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## Abstract

Today, independent work of students is of great importance. Because independent work prepares today's student for independent knowledge acquisition, self-education and activity. The student should know that the main goal is not only to graduate from the university, but to develop oneself comprehensively, to acquire skills relevant to the education received. In this process, the role of student independent works is very big. Rather than giving ready-made knowledge to high school students, the teacher should teach them how and in what ways to acquire knowledge. This is required by the demand for modern thinking in the countries of the world, including our republic and the rapid development of technology. Unfortunately, nowadays, there are not few teachers who give ready knowledge to students. Such teachers should know that when they give ready-made knowledge to students, they prevent the development of their thinking and the ability to think independently. Rather than providing ready-made knowledge to their students, teachers who support their independent work play a major role in both their scientific and teaching activities. Proper organization and conduct of students' independent work lays the groundwork for them to act independently and thoughtfully not only today, but also in their future lives.

**Keywords:** university, student, teacher, independent work, scientific creativity

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# SITUATIONAL ANALYSIS OF AZERBAIJAN FOR THE CHINESE BELT AND ROAD INITIATIVE

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## Abstract

The Belt and Road Initiative (BRI) is a grand strategy proposed by China to boost economic connectivity, trade, and investment across Eurasia and beyond. Azerbaijan is an important country for the BRI due to its strategic location, rich energy resources, and growing economy. This research article provides a SWOT analysis of Azerbaijan for the BRI, highlighting its strengths, weaknesses, opportunities, and threats. The analysis suggests that Azerbaijan's strategic location, energy resources, and business-friendly environment make it an attractive destination for Chinese investments, while its dependence on energy exports, lack of diversification, and geopolitical risks pose challenges. To leverage its strengths and overcome its weaknesses, Azerbaijan needs to develop a comprehensive strategy that aligns with the BRI goals and addresses its internal and external challenges.

**Keywords:** The Belt and Road Initiative, China, Azerbaijan, SWOT Analysis, Economy, Investments, Logistics.

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# BRINGING MILLETS BACK IN INDIAN FARMS AND PLATES: CHALLENGES AND WAY AHEAD

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## Abstract

The International Financial Reporting Standards for SME's applies to all entities except that have public accountability. The IASB developed standard for small and medium-sized entities in recognition of the difficulty and cost to companies of prepare reports. Also, users of financial reports of entities focus different things other than users of financial statements of publicly listed companies. The definition of Small and medium-sized entities is based on the nature of a company, not on its size, however each countries have different measurement criteria. In Azerbaijan this criterion is annual revenue and average annual employee's number.

Accounting of assets in small and medium-sized entities is carried out in a way that does not differ seriously from International Financial Reporting Standards. However, there are some details that should be considered in the accounting of non-current assets in small medium-sized enterprises, which can affect their activity. There is a little differences in initial measurement, subsequent measurement of property, plant and equipments in SME's, however there is no major differences in accounting assets in SME's.

**Keywords:** IFRS for SME, non-current assets, valuation.

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# DETERMINANTS OF INFILATION IN INDIA - A TIMES SERIES ANALYSIS

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## Abstract

Through time series analysis of quarterly data from Q2 of 2006 to Q3 of 2020, this analysis aims to ascertain the principal driver of inflation in India. For the analysis, the study employs new econometric approaches such as the Granger causality test, unit root testing, and the autoregressive-distributed lag bounds test. Our estimates show that determinants such as expectations about future inflation, oil prices, output gap, currency rate, broad money growth, interest rate and food inflation exhibit long terms relationship with the dependent variable – CPI inflation. Granger causality test further reveals that the determinants such as expectations about future inflation, food inflation and money supply granger cause CPI inflation. This has important policy implications as price stability not only stabilises the interest rate but also brings more stability, predictability, and transparency in an economy, thereby promoting higher investment and growth. Therefore, to effectively manage the inflation dynamics, a study of the driving factors of inflation can help predict the changes in inflation more accurately and effectively.

**Keywords:** CPI-IW inflation, exchange rate, interest rate, ARDL approach.

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# POTENTIAL ECONOMIC IMPACT OF FIXING THE INVERTED CUSTOMS DUTY STRUCTURE: THE CASE OF INDIAN VISCOSE FIBERS

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## Abstract

Dissolving Grade Wood Pulp (DWP) forms about 60% of the raw material cost for the manufacture of Viscose fiber, which in turn feeds into the textile and apparel industry. The wood used in DWP is not available in India due to climatic conditions. More than 85% of DWP requirements in India are met with imports from South Africa, Canada, Brazil, Sweden, and Chile. There is a 2.5% basic customs duty on imports of DWP. On the other hand, VSF imports themselves endure lower tariffs. This has resulted in an inverted duty structure. We have used a Global Trade Analysis Project (GTAP), a Computable Equilibrium Model to estimate the economic impact of fixing this inverted customs duty structure in India. Results from the model estimates show an increase in GDP of about 18 million USD and exports of 10.75 million USD at the aggregate level for the Indian economy.

**Keywords:** Viscose fiber, India, inverted customs duty.

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# STUDYING THE DIFFICULTIES OF PERSONS WITH PHYSICAL DISABILITIES IN THE ORGANIZATION OF HIGHER EDUCATION: A STUDY OF HYBRID EDUCATION

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## Abstract

The aim of the study was to determine information about access to Higher Education of physically disabled persons studying in the country and the world, to determine learning styles, to study the difficulties based on examples, to study the factors that create these difficulties and to determine the best way to solve them. Three central questions were answered: 1) What are the challenges and what are the solutions for students with physical limitations in getting full secondary education? 2) What are the difficulties and solutions for students with physical disabilities to receive higher education? 3) What is the most successful method for organizing higher education of students with physical disabilities in our country and in the world? To ensure the access of students with physical disabilities to Higher Education, the popular Hybrid Education method, Traditional Special Education and Flipped education were investigated in the study. The result of the research was achieved because of the study of the form of organization of education in special educational institutions, the study of the existing special education legislation and the study of the Hybrid education model applied in the UNEC Correspondence and Additional Education Center as a pilot project.

**Keywords:** Flipped education, higher education, hybrid education

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# THE LINK BETWEEN ECONOMIC CONDITIONS AND MARRIAGE & DIVORCE RATES

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## Abstract

This paper explores the relationship between family institutions and economic growth, focusing on the impact of changing marriage and family patterns on economic outcomes. The authors analyze trends in marriage and divorce rates in both developed and developing countries, with a specific focus on Azerbaijan. The paper argues that families play a crucial role in shaping economic outcomes, including labor force participation, social welfare programs, and economic growth. Families are the basis for human capital formation, and their economic activities directly impact a nation's development. Families are also primary customers in any economy, and their purchasing power drives demand for goods and services, pushing economic growth. The paper discusses changing attitudes towards marriage, including a delayed age of marriage and a decline in marriage rates in many developed countries, while marriage rates remain high in many developing countries. The authors conclude that policymakers must develop policies that support families and promote financial stability and growth, recognizing the crucial role that family institutions play in shaping economic outcomes.

**Keywords:** Family, economic growth, marriage rate, divorce rate, Azerbaijan

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# HUMAN CAPITAL AS THE MAIN SOURCE OF ADVANTAGE

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## Abstract

In the current age of globalization, the developed countries of the world build their policies in the direction of ensuring value and sustainable development. Achieving a smart, sustainable and inclusive business and economic development strategy is impossible without the contribution of human capital.

People's knowledge and skills affect their own well-being as well as the state's well-being. Human capital determines the economy's ability to manage other factors of production and the need for innovation. Adoption of emerging technologies, innovation and quality improvement are the main driving forces of economic growth. In general, there is no country that can achieve sustainable economic development without significant investments in human capital.

In the modern world economy, knowledge is the main source of added value, as well as the main factor ensuring competitiveness. Firms and economies sourcing on cheap raw materials, cheap labor resources find it challenging to compete with the firms and economies based on knowledge and high technology in the world.

In such a fast growing period, modern technologies set trends for the future development of human capital and at the same time acting as the catalyst force of these changes. Digital transformation pushes people and technology to work together more efficiently, along with the restructuring of professions, upskilling and specialising. As a result, human resources require different skills sets in innovative positions than in traditional industries. By considering these current trends in human capital development firms can better understand and prepare for the challenges ahead.

**Keywords:** Human capital, economic growth, competitiveness, digitalization.

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# HISTORICAL, POLITICAL AND GEOGRAPHICAL POSITION OF KARABAKH

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## Abstract

Karabakh has been the most fertile region for nomads in Azerbaijan, which is one of the most important settlements in the Caucasus. This paper investigates historical and political geographical position of Karabakh.

**Keywords:** Karabakh, history, politics, geographical analysis.

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