

Negotiating the psychological contract in international labour and economic democracies

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Abstract: Gerbi (2018) describes Ubuntu as a wider worldview of African philosophy serving as the spine of the African societal value system. Gerbi (2018) discusses the principle of safuu, a moral code, in Oromo traditional philosophy to derive from Ubuntu. The principles of Ubuntu and safuu can serve at the heart of negotiating psychological contracts for international labour policies in global democracies.

1. Introduction

Democracies have emerged through the cooperation of international trade to the risk of the global citizen. Gildersleeve (2017) explained Lacanian ethics to serve a duty to postponing desire revealing truth in the discovery of the possible impossible. The ethics of improving the working condition of the global citizen are critical to emerging and stable democracies. The concept of hedonism describes a desire characterizing a desire for pleasure. Kriegstein (2016) argues that the paradox of hedonism applied in business may reduce satisfaction among stakeholders. Ubuntu may be a way to achieve satisfaction for stakeholders in business through the negotiation of international fair trade of labour. Feldman (2006) discusses the differences between ethical and psychological hedonists. Khajegir and Afroogh (2018) explain psychological hedonism as an exclusive desire for pleasure. Khajegir and Afroogh (2018) describe ethical hedonism as a view of a moral obligation to maximize pleasure. Murphy and Eaves (2016) apply an extreme version of hedonism to understand the pain and pleasure in physical exercise. Agents in the international economy of labour can disavow psychological hedonism and achieve democracy for the international labourer. Ubuntu may serve as guide for psychological exercise for stakeholders.

Erden (2018) compares the romanticist philosophy of Fichte to the moral philosophy of Kant. Erden (2018) described the conservative political theory of

Fichte from morality as set of duties that view nation and society as a communal ideal that develop over long periods of time. The psychological contract between agents of international labour and the international labourer require a morality for nations and society. Erden (2018) viewed this political ideology of Fichte as liberal-conservative nationalism. This accomplishment is represented through the transitions of the government of Ethiopia over the past 50 years. The ability of a transcension of ideologies through the Ethiopian government transformations is described through African philosophy (Gebrewold, 2009; Kebede, 2015). Gebrewold (2009) describes the phenomenon of universal emergency nationalism to transcend ethnic nationalism in time of conflict. Kebede (2011) described the ideology behind the Ethiopian transformations in government for which social situation led a path of protest. Kidanu (2017) explains how the Ethiopian media became target through transformations in government.

2. Review

The informal labour market is one of the greatest portrayers of human employment violations to safe labour practices. Portoa, Eliab, and Tealdi (2017) explained that the informal labour market accounts for 10% to 27% of GDP and 1.8 billion jobs worldwide. Staneva and Arabsheibani (2014) explained informal employment as employment producing legal goods and services but lacking one or more legal requirement associated with employment. Staneva and Arabsheibani (2014) suggested further research in income differences between formal and informal labour and policies for reducing informal labour. Dual labour markets of formal and informal employment present challenges to accurately assess employment levels, policy compliance, and social protections. A number of studies evaluated dual labor markets in individual countries. Bossler, Gürtzgen, Kubis, Küfner, and Lochner (2020) attempted to identify microdata of labour market demand through a survey on

vacancies and hiring procedures. Stijepic (2021) measured the international influences of skills, education, and social trust and the effects on unemployment levels. The challenge of collecting and evaluating data of informal labour markets increases the complexity of identifying solutions to reduce the difficulties these markets cause. The challenge is even greater when multinational corporations perform labour operations across countries. The rise of informal labour markets demonstrates their resilience to normal practices for labour.

The psychological contract between agents of international labour and international labour also requires improvements for women and marginalized groups. Wang and Klugman (2020) suggested that investments in human capital have created better wages for women, neglecting discrimination of women that lack opportunities because of cultural and social norms. Wang and Klugman (2020) explained that progress in gender equality may be eroded through the transition of developing economies. Informal labour imbalance affects many areas of society such as finance and health care. Moore, Zhu, and Clipp (2001) provided a comprehensive longitudinal study to identify the costs at a national level for informal care of dementia disorders. The health pandemic increased the difficulty for vulnerable groups in labour markets. Lee and Cho (2016) identified higher probability for unemployment, decreased working hours, and increased unemployment for a population over 50 after the MERS disease epidemic. Lee and Cho (2016) identify indirect damage to the labour market caused by the polarization of socio-economic impacts of vulnerable groups to social inequalities after an epidemic. Yadav (2021) discusses the inability for unionization in informal markets.

Zacher and Rudolph (2021) explain the psychological contract as the perception of the obligation between an employee and employer. Kudzanayi, Noreen, and Kudakwashe (2016) provide examples of psychological contract breaches as a failure of an employer to fulfill promises and unfair labour practices. Zhou, Plaisent, Zheng, and Bernard (2014) explore

organizational commitment, job satisfaction, and transactional and relational psychological contracts of knowledge workers. Li and Dai (2015) explain formation and discrepancy in psychological breaches. Zacher and Rudolph (2021) develop a theoretical framework on psychological contract breach and behavior focused on careers. Zacher and Rudolph (2021) discuss limitations of social exchange and reciprocity theories in career focused behaviors of psychological contract breach.

The psychological contract breach harms international labour progress for agents and employees. Griep, Bankins, Elst, and Witte (2020) study mental and physical health complaints associated with psychological contract breaches. Reimann and Guzy (2017) discover psychological contract breaches are a psychosocial stressor critically risking employee health. Ihsan, Jaafar, Ayupp, and Usman (2020) study reductions in job satisfaction due to psychological contract breaches.

Improving the psychological contract may improve productivity in international labour. Oplot and Maket (2020) discuss the psychological contract and employee performance and explain preserving a consistent and sustainable contractual state may improve employee performance. de Bond (2020) explains the Johari Modal as a tool for self-awareness and personal growth. de Bond (2020) suggests knowledge sharing and effective communication as a tool for improving psychological contracts. Sewpersad, Ruggunan, Adam, and Krishna (2019) describe the managerialism practice of new managerialism which focuses on product and output over process and input and the encouragement of self-monitoring based on performance indicators. Sewpersad et al. (2019) explored the psychological contracts of new managerialism in academic environments. Anggraeni, Dwiatmadja, and Yuniawan (2017) explore psychological contract in organizations led by people of the millennial generation.

Standardization of policies may improve legitimization of political institutions for international labour agreements. Cassani and Tomini (2019) explore three forms of the authoritarian resurgence in governance in

autocratization, authoritarian resilience, and democratic transition failure. Lee (2012) argues that political legitimacy may not only be defined by the style of government but should be measured by how the public shapes political institutions. Beeson (2017) examines environmental policies as part of political government styles.

Philosophy may provide lenses for which to build a theoretical framework for understanding the feasibility of international labour agreements and policies. Bowden (2015) explains Nietzsche's distinction between the actor and the deed. Kain (1996) describes the view of morality to Nietzsche as originating from who conducts the act and not the act itself. Groenewald and Buitendag (2005) describe the challenge of Nietzsche to theological theories.

Political styles may influence strategies for resolving conflicts in governance (Ecker, Meyer, & Müller, 2015). Ecker et al. (2015) suggest sequential logic based on priority in a multistage process for resolving conflicts in coalition governments. Magaloni and Kricheli (2010) explain the advantage of mass support in autocratic governments for enhancing cooperation with ruling coalitions. Valverde Contreras and Keese (2018) study cooperation between actors in an authoritarian system.

The media may also influence outcomes for international labour agreements. Heinrich and Pleines (2018) explore pluralism in the communication of mass media in authoritarian governments. Takeuchi (2016) reviews how commercialization of the media may remain under state control in authoritarian governments.

The Italian philosopher Antonio Gramsci developed a social theory to explain when a ruling class is dominant but not leading because of detachment from mass consensus (Chun, 2020). In the instance of public companies, dissent among a mass of consumers may be reflected in this interregnum period of Gramsci. Gramsci described a spontaneous philosophy developing from language in social interaction (Chun, 2020). Chun (2020) describes the three realms of the organic Working Draft

intellectuals of spontaneous philosophy in language, popular ideology, and common and good sense. Riley (2011) compares hegemony of Gramsci to the modern ethical life of Hegel with the philosophy of praxis serving as institutions, customs, and subjects.

A critical approach to psychological contracts for the trade of international labour may facilitate more ethical practices in the field. The emergence of critical thinking in pedagogy provides a blueprint for which sciences may develop more sophisticated approaches to honoring the roles of the psychological contract in international labour. Ausilio (2019) describes the philosophy of praxis of Gramsci in education to develop intellectual and moral reform. Sommer and Sacco (2019) explain that the transformational role of creative culture to Gramsci may provide a strategy for the consideration of artistic practices in the Global South as tools for active citizenship. Manojan (2019) describes a critical consciousness that emerges from a critical pedagogy aligned with the praxis of Gramsci.

The psychological contract for the trade of international labour developed from ideas, ordered through conceptualization and practice, formed the basis for the operation of multinational commerce. Chaos sought order, structuring ideas to meet emerging challenges and enacted processes to create products and services. McLear (2020) explains that the transcendental idealism of Kant as the basis for acts according to practical and theoretical laws. Progress in the field of international labour agreements may represent evidence of transcendental idealism. As trade seeks to appease consensus of thought, the freedom of philosophy may preserve the wishes of Spinoza. Buijs (2021) discusses the preservation of tradition with Spinoza and the importance of not disturbing public peace with the freedom of philosophy. The public global of peace operates safely international labour through the constraints of policies of consensus.

2.1. Communication economy constructs and regulation

International trade labour agreements may preserve humanitarian, ecological, and societal goals by

governing emerging tools of communication. Figueiredo and Bolaño (2017) identify the concept of Brecht for creating an organization of a disconnected apparatus of communication to explain emerging tools. Figueiredo and Bolaño (2017) also referred to the characterization of the communication economy as surveillance capitalism or a military-digital complex. The connection to nature of the communication economy may be elevated by understanding the traits of eco-friendly perspectives (Lumber et al., 2017). The personality of the communication economy as an industry may contain qualities for which enable a cooperation between technology and the environment. Lumber, Richardson, and Sheffield (2017) potentially identified predictors for a personality that values a connected with nature. Neto, Voeks, Dias, and Alves (2012) discussed the relationship between nature and culture through symbolism in traditional religions.

Changes in the communication economy industry may require the assistance of volunteers envisioning the moral purpose. Bristow (1983) reviewed the international trafficking of women in the early 20th century and discussed the financial and tactical volunteering to diminish trafficking. Mackett (2020) studied the effects of social assistance grants in alleviating poverty and improving labour market outcomes. Forner, Jones, and Berry (2020) explored the components of autonomy, competence, and relatedness in the motivation of self-determination theory.

International trade agreements may transcend from art to science as medicine also began as an art form. Kaptchuk and Kerr (2004) explained the transition of medicine from an art to a science in the development of the randomized control trial. To understand the problems of the international trade of labour, a review of the original laws of labour and economics may require evaluation. Kurak (2016) discussed the rules and principles Kant defines as a priori for judging in decision.

The symbolism of traditional rituals provided communication tools for collaboration in early communication economies. Keesing (2012) explained the shared understanding of symbolism in

traditional rituals may supersede their interpretive meaning. Avetisian (2018) described a perspective of Jung for the unconscious to communicate through symbolism. The symbolism of modern information systems may reflect the potential for the field to connect to nature.

Multinational corporations with an increasing role in national, regional, and international affairs may participate in the remediation for the trade of international labour. Jinfeng (2014) reviewed three principles of justice for global institutions based on cooperative responsibility, the duty of assistance, and dependency on global orders. The duty of assistance may lie with nation-states or multinational corporations which have the resources of nation-states. Cusimano and Lombrozo (2021) studied the influence of morality on the evidence for the development of beliefs. Mapedzahama and Kwansah-Aidoo (2017) explores misconceptions of narratives around race in stereotypes and social constructs. International trade labour policies may rely on regional organizations and legal agreements. Elis and Liu (2019) recommends greater cooperation between regional organizations and international courts.

Reviewing international approaches to the economies of labour may benefit global responses to topics in migration and conflicts. Wolkanto (2016) outlines two approaches to international political crisis resolution, substantive and procedural. Chirisa, Mumba, and Dirwai (2014) suggest national leaders should understand that globalization has become an influence to development. Mafu (2019) proposes leaders work to improve economic prosperity and human dignity to reduce the elements for modern slave labor. Ejiogu and Mosley (2017) recommend studies in lifestyles beyond the means of elite leadership. Sore (2010) compares and contrasts the legitimacy of regional integration and democracy in regional organizations.

2.2. Political atmosphere and international labour

Wolkenstein (2019) explain a growth in political parties to overcome fragmentation and exercise

collectively to challenge existing structural power. The rise of populist movements and a decline in social democratic movements may present a new trend in emerging policies developing due to the health and economic crises. As countries around the globe respond to the crises with strategies representing national strategies in addition to partnering with regional bodies to exercise those strategies, populist movements develop an association of beliefs which potentially broaden new policy models and directives. The health crisis is an example of countries depending on neighbors for supplies and the facilitation of travel restrictions. Leaders coordinated these efforts through regional and international organizations and created a system for which populist adherence led to international compliance. The policies of sharing medical supplies and implementing travel restrictions became an association of international strategies for responding to crisis. The populist movement of individual countries became globalized and the social reforms of medical guidance became uniform. In turn, populist movements inherited the ideology of social democracy and the decline of social democracy has been obscured through the reforms necessary to respond to the crisis.

The division between the liberalism of the populist movements and the reforms of social democracy has an undercurrent by agents able to capitalize from the chaos of crisis. The progressive view of liberalism from the welfare state and the traditional view of the need of provisions from the welfare state are easily swapped from one country to another. The progressive view of more state reforms may be counter to the traditional view of free market capitalism. Consistent in these political ideologies is the opportunity to enhance these divisions to seek power over feuding camps. One example of the ability to catalyze this dispute is in the presentation of education reforms. Watson (2020) describes the rise of populism as a spark to division between progressive and traditional educators. Shin (2017) suggests that inefficiency of the welfare state in education is often an argument against welfare states. The network of corporations and organizations relying on division to influence governance are accustomed to the enflaming of this debate and capitalize from the

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division without choosing a side. Democratic ideals and the protection of national interests rely on cooperation between agents and governments to inform the public of core concepts around debates and resolutions.

The decline and resurgence in social democracy may demonstrate limitations of society to govern in a completely liberal environment. Andor (2020) describes a decline in social democracy in the European Union. The decline of social democracy has not demonstrated a disappearance in policies of influence from the state. Existing policies are reengineered to meet emerging perspectives of the needs of society. Deeming (2013) describes a trend of social policies from male breadwinner to working family models. Policies are morphing to the changes in society which obsolete some aspects of social democracies such as trade unions. Baccaro, Benassi, and Meardi (2018) link the design in social democracies to the decline in trade unions.

2.3. International labour and marginalized groups

Empowering women through socio-economic democracy enables a transcending of inalienable rights greater than electoral rights. Masipa (2018) suggests that democracy is more than elections but the realization of socio-economic rights. Empowering women in a socio-economic democracy fulfills a theoretical concept of democracy. Mavrozacharakis and Tzagkarakis (2018) explain the theoretical concept of social democracy to provide security provision and utilization, redistribution, and provision of resources. Akbar (2020) describes a material and ideological crisis and proposes democracy as a practice of political economy. The material and ideological crisis proves the need to broaden the spectrum of the power of democracy and encourage governance that empowers women. Berman and Snegovaya (2019) suggest economic policies for the entire population will create conditions for democracy to flourish.

Empowering the women through socio-economic democracy addresses key components necessary to

operate constructive change agents. Espejel-Mena (2021) prescribes all agents involved in governance work collaboratively to build trust networks for the public. Adeseye (2020) explain migration to be influenced by dual market labour theory and labor market segmentation as people move in search of formal labour opportunities. Migration and labour are two issues for which socio-economic democracies provide opportunities and empowerment for women. Espejel-Mena (2021) perceives de-politicization, a privatization of social processes separating power from society and individualizing legal and social needs. The agents of these social processes can work collaboratively with governance to create the socio-economic democracy.

3. Methodology

Ibhakewanlan and McGrath (2015) suggested epistemological and ontological arguments for a participatory community based research approach that reflects the culture, logistics, and philosophy of Africa. The possibility of a community based research approach may improve cultural awareness in the research process. A community based approach may also build of emerging project management methodologies. This research study provides an exploratory-explanatory community based approach for research. Hidalgo (2018) proposed a collaborative research process based on the agile project methodology. The communal research design may lead to new discoveries in a number of fields (Ibhakewanlan & McGrath, 2015). Ngangah (2013) discussed the role of symbolism as a possible psychosomatic remedy in African traditional medicine. Silva (2018) suggested consideration of divination by the practice of traditional rituals in religious studies. Reviewing research design may address contemporary dilemmas in higher education. Galvin and Spiker (2019) explained the challenges for educators as more institutions of higher education rely on contract labour in labour economies.

Communal based research also has the potential to provide more insight into the history of culture such as the calendar. The calendar has historical

represented a tool for understanding patterns in the seasons. Zangger and Gautschy (2019) explained the calendar as a purpose for the architecture of some ancient temples. The calendar provides the notion of repetition in time, yet there is also the argument for time to have a beginning and an end. Erasmus and Luna (2020) presented arguments to time in the past as finite. The same finite repetition is also present with the rituals of traditional societies. Etim (2019) explained the rituals of traditional societies to have symbolic, value, finite, and role structures. Etim (2019) characterized three types of African rituals, medicinal, crisis, and rites of passage. Communal research may present emerging worldviews for which to understand science (Ibhakewanlan & McGrath, 2015). Okeke, Ibenwa, and Okeke (2017) explained the two worlds of the Igbo worldview, the visible and the invisible.

There are a number of metrics that may be possibly evaluated to measure the state of international labour trade. The exploratory component of the research entails the views of subject matter experts who may provide guidance on standards, procedures, and bias in the economy of international labour. The evolution of international labour has industries profiting from opportunities and constantly enhancing the logistics of their operations. Small and large corporations have participated in the experience of international labour and their perspectives supplement the research of these operations. The exploratory research of subject matter experts may identify potential problems in the industry of international trade. The research area of international labor continues to change and subject matter experts may provide insight on labour environments. The concepts of international labor apply to practice on an international scale and interviews of subject matter experts may effectively document and report the areas for further research.

International labour topics emerge from a spectrum of sociotechnical issues that arise in the economy of labour markets. The analysis of sociotechnical data often relies on access to sources of data often restricted from the public. However, qualitative research often provides flexibility and a depth of understanding about events. Sociotechnical

research may lead to proposals for new regulation for the information technology industry. Professionals may benefit from sociotechnical research in science, engineering, and management. In some form, sociotechnical research represents research of the phenomenon of technology labour. Giorgi and Giorgi (2008) describe the origins of phenomenological research to the late 18th century poet and humanist Johann Goethe. Phenomenological research then branched off by early 19th century physiologists (Palinkas et al., 2015). As phenomenological research developed in the late 19th century, views of the description and interpretation differed Giorgi and Giorgi (2008) Views developed from epidemiological and ontological perspectives. In the 20th century, phenomenological research developed into interpretive phenomenology. This type of research is also termed as hermeneutic phenomenology.

National legislation has emerged for consumption of international labour, such as the Health Information Portability Act, HIPPA, and the Family Educational Rights and Privacy Act, FERPA. However, legislation is lacking for the creation from international labour. Understanding the phenomenon of sociotechnical labour may provide insight for the development of international labour creation legislation. A phenomenological qualitative research component to the exploratory-explanatory research may provide insight by the participants on their observations in international labour (Creswell, 2014). A phenomenological qualitative study may also provide conceptual ideas that build a theoretical concept or framework for an area of study. A theoretical concept of technology labour may allow the research body to develop an area of understanding that can guide further research and improve methodologies and techniques. Qualitative research is often common in nascent fields of study such as international labour. Qualitative research requires further analysis of the findings when compared to quantitative research. Qualitative research studies may be designed to allow participants to formulate responses from their observations or experiences (Creswell, 2014).

Identifying themes from the interviews of subject matter experts in international labour is part of the Working Draft

qualitative research process. Paine (2015) proposes an interview method of a research approach that works in data collection and theme identification. This method consists of finding the opposing ideas on the topic then identifying the middle ground on the topic. The research of the sociotechnical labour phenomenon may include a similar technique for identifying new concepts that can provide insight of the impact on higher education by the participants. The interview method proposed by Paine has six steps (Paine, 2015):

1. ask the participants to list characteristics of the topic
2. the participants list characteristics of their impact on the topic
3. the participants identify links between the items in step one and two
4. the participants describe the reasoning behind the links
5. the participants find a word to sum up their discussion
6. the participants find another word to sum up their discussion

Goals of this semi-structured interview are to maintain focus and control of the interview while providing the participants with the greatest opportunity to tell his or her story about their experiences in international labour. Providing a comfortable setting allows the participants to provide spontaneous responses that may provide new insights on the sociotechnical influences to international labour. Follow up interviews provide the researcher and the participants opportunities to expand on information that they discover after the initial interviews.

Pomeroy (2014) provides a phenomenological study of big data in higher education. This dissertation describes the theory of academic capitalism and its implications on higher education. This phenomenological study identified four barriers to the adoption of big data analytics in higher education which include organizational climate, organizational policies, training, and infrastructure. Pomeroy (2014) identified many similar challenges in the research of the adoption of big data in higher education. Pomeroy (2014) also describes similarities between the financial industry and the education industry. In the

phenomenological study, many of the barriers to big data also present opportunities to improve methods and processes in the technology. In higher education, data analytics can improve processes for both students and administration (Pomeroy, 2014). As organizations examine how to address diversity issues, they can examine how to improve organizational problems of obtaining knowledge and making decisions. The proposed phenomenological research can examine diversity in technology labour. Additional topics may include how the sociotechnical labour markets influence the infrastructure of health and world economies. Theoretical studies can examine how sociotechnical labour markets influence existing labour theories. As a growing topic, qualitative studies of sociotechnical labour markets may organize much of the discussion around international labour, present new theories, and explain complex topics. Qualitative research in sociotechnical labour markets may review ethical and social boundaries, theoretical frameworks, and personal accounts for how the emerging labour markets influence economies and create new opportunities for organizational change.

Qualitative content analysis may also provide guidance for improving policies for international labour education. Scalabrin Bianchi, Dinis Sousa, and Pereira (2021) conducted a design science research study for information technology governance in education. Simarmata, Djohar, Purba, and Juanda (2018) presented the design of a blended learning environment. Gläser-Zikuda, Hagenauer, and Stephan (2020) reviewed qualitative content analysis in education within convergent, explanatory sequential, and exploratory sequential designs. Leck and Wood (2013) suggested trust between mentors and mentees for online mentoring.

An independent review, or an audit, of international labour may ensure that multinational corporations are following guidelines for labor practices. Collaborating on labour market governance research provides the ability for researchers to define parameters for the research and allows the research to develop structure and maintain validity and verifiability. Common themes are identified in Working Draft

the research for coding analysis.

Emerging recommendations may improve the qualitative research process. Aspers and Corte (2019) reviewed the definition of qualitative research and suggest it is an iterative process which improves the scientific understanding of a phenomenon. Barrett and Twycross (2018) reviewed three types of qualitative research, interviews, focus groups, and observations. Forming a research team allows researchers to collaborate and check the validity of qualitative research. Suyemoto, Curley, and Mukkamala (2020) provided a consensual qualitative research analysis for the definition of ethnicity and race. Chekole, de Vries, Durán-Díaz, and Shibeshi (2021) conducted semi-structured interviews to understand problems in institutional land administration. Open data may present ethical issues for qualitative research. Chauvette, Schick-Makaroff, and Molzahn (2019) discussed ethical and legal issues with open data for qualitative research methods. Stilwell and Harman (2021) suggested integrating enactive theory into phenomenological research methods.

An inter-observer agreement among a collaboration of researchers promotes discussion on differences until there is a consensus. Hill et al. (2005) provided a review of consensual qualitative research studies and provide recommendations to improve the consensus process and study alternative teams. Hill et al. (2005) suggested that consensual qualitative research may have advantages for studying events hidden from public view. A consensual qualitative research in international labour may provide revelations about opaque technology work environments. McHugh, Farley, and Rivera (2020) provided a qualitative exploration research study of shift work experiences of labour in the manufacturing sector.

The pandemic has developed new challenges for sustainable international labour systems during a crisis. International labour crisis education may present new opportunities for governments, firms, and organizations. Many institutions were able to successfully adjust to the changes necessary to meet the requirements of health officials during the pandemic. However, international labour systems

lacked a coordinated taskforce strategy to accommodate many of the changes required. Crisis education may be a potential research area for improving collaboration on responses to emergencies for international labour.

A crisis education focus group may provide insight into how international labour professionals and experts may implement protocols in a coordinated strategy during an emergency. A focus group can work as a group to identify common risks to implementing emergency education. A focus group of various personnel in international labour administration can identify risk areas potentially impeding the facilitation of international labour policies. The focus group may then review, simulate, and model responses to an emergency.

The focus group can present organizational practices on how to disseminate strategies to policy makers and industry leaders. The focus group may also coordinate efforts with other policy makers to ensure that solutions meet the potency of potential crises. A focus group may include labourers, industry leaders and political leaders to discuss how these strategies may be successful.

The disruption in international labour may also be evaluated to determine the toll the pandemic has had on labour rights. Allowing for insight into understanding the possibility of new policies in international labour may lead to new considerations for policy makers. The pandemic affected international labour systems differently by location and an iterative study may reveal how labour has been affected over time. Analyzing data from multiple locations may provide more informed observations for improvements to international labour.

Observing the effects of the pandemic on international labour systems and preparing for upcoming emergencies may make international labour agreements more resilient to these occurrences. The pandemic demonstrated the need for task or focus groups to guide research to support labourers, industry leaders, and the public. An assessment of emergency processes may highlight successful strategies for a coordinated response.

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The second phase of the exploratory-explanatory qualitative-quantitative study is the quantitative study. The design of a quantitative experiment can include identifying the problem, determining the variables, determining resources necessary, randomizing the experiment, collecting and processing data, and testing the findings. The evaluation of the international labour market involves assessing the population of the economy of international labour.

It is possible that there is not enough data collected for the test to be significant. The data sources for the international labour economy may be scarce. Increasing the sample size is a method for increasing the reliability of tests. However, identifying how large the sample size must be for the test to be reliable can assist researchers in this process (Emerson, 2016). Pagano (2012) describes statistical power as a probability with a value from 0.00 to 1.00 that can represent the probability that the sample size is large enough for the research. Statistical power can be calculated by making assumptions about the null hypothesis and determining probabilities of various outcomes (Pagano, 2012). The statistical power represents the probability of the validity of the test that either H_0 , the null hypothesis, is rejected, or H_1 , the alternative hypothesis is true (Pagano, 2012).

$$\text{Power} = P(H_0 \text{ is rejected} | H_1 \text{ is true})$$

If the test for the null hypothesis and alternative hypothesis are represented by a series of events a and b the following represents a general calculation for the null hypothesis:

$$\text{Power} = \sum P(a_1 + a_2 + \dots + a_n) + P(b + b_2 + \dots + b_3)$$

Statistical power can be implemented by evaluation of Type I and Type II errors and planning sample size. For certain tests, the statistical power represents a function of the number of cases and the differences between test groups (Spybrook, Hedges, & Borenstein, 2014). Additionally, there is debate that the statistical requirements are antiquated and

should be narrowed to measure statistical significance (Schimmack, 2012). Greenland et al. (2016) provides guidelines for evaluating P values including understanding when to reject the null hypothesis and understanding confidence intervals. The mean and median are common measures of central tendency. Deshpande, Gogtay, and Thatte (2016) explain the mean as the arithmetic mean or average value and the median as the central value of data points. Deshpande et al. (2016) also explain examples for when the mode or geometric mean may be of more value. The mode is the value with the highest number of occurrences and can be more accurate to represent central tendency with age frequencies than the mean (Deshpande et al., 2016). The geometric mean can be more accurate than the arithmetic mean when representing in situations where you have logarithmic results such as the levels of antibodies in participants after a certain number of days (Deshpande et al., 2016).

The Office of Management and Budget for the United States provides historical data for income and expenditures for every year from the earlier part of the 20th century until 2019 and predictions until 2019 (Office of Management and Budget). This data may provide insight in ways of measuring the informal labour market in one country. Evaluating health care, personal income tax, corporate income tax, and other indicators may provide insight into the true share of the informal labour market.

4. Findings and Discussion

A number of recommendations may reduce dependency on informal labour markets for vulnerable populations. Tax reform may discourage employers from choosing informal labour markets if tax policies favor formal employment. Joshi, Prichard, and Heady (2014) explore the benefits and limitations of taxing informal labour markets. Antón (2014) review tax reforms shifting labor tax to corporate income to finance social programs. Weber (2015) recommends formalization and marginal effective tax rates to provide disincentives to encourage transitions from informal to formal employment. An argument that is made for low minimum wage is the reduction in formal

employment opportunities. Another argument against raising minimum wage is it does not necessarily develop a higher standard of living for those that remain working in the informal labour market. Hohberg and Lay (2015) discuss the limitations of a minimum wage policy for increasing the standard of living for informal employees in dual labour markets. Mukherjee and Banerjee (2018) compare increasing and decreasing tariffs on imports and the effects of per capita income. Kolm and Larsen (2016) address informal employment opportunities with labour market performance and educational attainments for potential regulations to replace informal jobs with formal jobs. Scholz-Alvarado (2021) suggests that labour policies are an integral part of good economic governance and currency stability.

In 2019, the percentage of the GDP for health care purposes was 6.4%. It is estimated to range from 5.9% to 6.6% for the years 2020 to 2025. The total government expenditures has generally increased on the federal level from 17% in 1948 to 32% in 2019. The state expenditures has increased from 5.9% in 1948 to 11.3% in 2019. The percentage of government expenditures for social security and Medicare has increased from 1% in 1948 to 26% in 2019. The percentage has remained steady at 26% since 2014.

In 1934, the ration of individual income tax to corporate income tax represented 115%. From 1935 to 1940 it stayed around 100% or close to equal. In 1940 the ration fell to 75% and dropped to a low of 68% in 1943. In 1994, the ratio went up to 133%. In 1947 it went up to 208%. The ratio declined in 1949 to 139% and ranged from 132% to 240% until 1970. In 1971, the ratio was 322%, where the personal income tax was three times the corporate income tax, and did not drop below 286 to 1980. From 1980 to 1990, the revenue from individual income tax was 4 to 7 as much as corporate tax each year. From 1990 to 2000, it was 3 to 4 times as much as corporate tax revenue every year. From 2000 to 2015, the ration of personal tax revenue was in a range from 295% to 662% that of corporate tax revenue. For the years 2016, 2017, 2018, 2019, the ratio of personal to corporate tax

revenue was 516%, 534%, 822%, and 746% respectively.

Removing the negative connotation around human migration may offer solutions for developing policies for immigrants in the informal labour trade. The complexity of human migration has become a difficult situation to understand. Simplifying the migration to formal principles regarding the morality of migration may present an alternative viewpoint regarding cultural conditions for migration. Derbe, Melak, and Derso (2020) examine the phenomenon of rural to rural migration in Ethiopia as a means for improving agriculture and reducing risk.

Schindler (2021) extends Horwich's Minimalist Theory of Truth by viewing propositions as structured to develop formal principles. The principles of migration may be reduced by propositions which determine the morality of migration. Westphal (2006) explained the predestination of Ockham in future contingents relative to determinants. Future beliefs in reference to migration may transcend the current values or beliefs towards migration. Regardless of current beliefs behavior towards human migration can reflect benevolence. Illies and Reiter-Palmon (2020) described positive mentoring behavior in the self-transcendence values of benevolence and universalism. Education may also improve understanding of issues around migration. Nega (2017) discuss legal and policy frameworks for developing competitive higher education systems.

The international informal labour economy may have increased during the economic crisis. Wood, Graham, Lehdonvirta, and Hjorth (2018) terms informal labour from online platforms as an unregulated global oversupply of labour. The oversupply of labour makes it more difficult to compete on gig assignments. Bieber and Moggia (2020) describe the considerable human cost of shifting risk from owners to workers in the informal labour economy. Predatory employers maximize profits by the reduced labour costs and shift the capital risks of operating a business to workers in an obscured contract of employment. The dangers of workers carrying operating risks may be of future
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research in the economic effect of informal labour markets. Sissoko (2007) study the role of financial intermediaries in market outcomes for liquidity constraints. In this way, employers are able to steal labour costs from their employees. Kost, Fieseler, and Wong (2020) discuss the global danger of the independent worker employment category severing the link between employment and benefits.

The growth of the informal labour market has enhanced the illusion that it can participate as a predicate for healthy employment. Studies evaluated the emergence of the informal labour market. Sterling and Merluzzi (2019) study hiring arrangements prior to full-time employment status such as temp-to-perm, internships, or returnships in the informal labour economy. Dazzi (2019) provides a quantitative analysis of workforce turnover to profits of informal labour platforms. Xu and Coatney (2015) examine partial collusion and profits in product market segmentation.

Companies in informal labour market are often able to mask employment practices and shield themselves from labour laws by categorizing work as a task other than labour. Kost et al. (2020) exemplify neutral terms for informal economies such as app-based platform, transportation network, and sharing-based marketplace. Benson, Sojourner, and Umyarov (2019) highlight the affinity for opportunistic employers to informal labour markets and propose informal labour employees are enabled to review employers. Galfalvi, Hooley, and Neary (2020) study the career advice given to adolescents regarding informal economy careers. Blackham (2018) observes that the informal labour market enlarges traditional labour trends of insecure work, complex work arrangements, and discrimination. Ouédraogo (2017) explore a relationship between corruption in governance and the informal labour sector.

The informal labour market has provided an opportunity for an erosion of benefits for workers. Globally, informal labour markets such as online platforms challenge trade and regulators, distancing the worker from the employer. Kost et al. (2020) discuss challenges for labour workers in an informal economy from not possessing support from access

to human resource management services. Kost et al. (2020) explore intra-organizational and inter-organizational mobility within and between companies. Sterling and Merluzzi (2019) describe influences such as the pandemic and globalization creating work environments where employees work longer than normal hours. Sterling and Merluzzi (2019) discuss challenges for minorities to obtain remote work during the pandemic. Tran and Sokas (2017) explain how contingent arrangements reduce health protection and suggest a coordinated response for achieving ethical conduct for the affected healthcare sector.

5. Conclusion

The lack of employment protection legislation for informal labour markets presents a number of risks. Informal labour markets reduce the educational and career growth opportunities for employees. Informal labour markets also tend to serve the more vulnerable of society such as women or minority groups. Informal labour markets may also damage the ability for an economy to meet crisis situations as is the case during the health pandemic. Portoa et al. (2017) suggest informal employment serves as a buffer during economic downturns. The buffer of informal labour markets may remain when the economy improves as with the emergence of global digital labour platforms. Bratti, Conti, and Sulis (2021) study the human capital model with employment protection legislation and incentives for corporations to invest in employees. Bratti et al. (2021) suggest reductions in the large divisions in employment protection legislation between permanent and temporary employees may reduce productivity.

Multinational corporations benefit from the influence they can exert on their local governments and the negotiation of international labor (Galvin, Tywoniak, & Sutherland, 2021; Shelley, 2021). Multinational corporations have the opportunity to eat the proverbial cake in labor arrangements of large scale projects (Galvin et al., 2021). Galvin et al. (2021) describe the opportunistic behavior of a corporation as actions causing expense to vulnerable parties in the self-interest of profits. Galvin et al. (2021) study governance, culture, and trust resulting from alliance contracts to reduce

opportunistic behavior in large-scale projects.

Management methodologies may also improve policies for informal labour. Stanley, Malone, and Shields (2016) propose project management methodologies be part of nursing education programs. Project management methodologies may be integrated in emerging research processes. Das and Singh (2021) analyze and review research indicators such as bibliometrics, social media, citations, and library data.

Allen (2020) makes recommendations for integrating improvements for artificial intelligence projects. Takagi and Varajão (2019) suggest success management as an integrated element of project management methodologies. Monteiro, Santos, and Varajão (2016) remind of the competitive nature of products and services which drive project management practices. Monteiro et al. (2016) provide a systemic review of models of project management for discerning business oriented organizational structure within enterprises. Improvements to project management require enhancement of communication among stakeholders (Allen, 2020; Singh & Lano, 2014). Lunenburg (2010) reviews process, physical, semantic, and psychosocial barriers to effective communication. Stokes (2017) discussed the theming of philosophy communication and distinguished between philosophy and scientific communication. Awareness of bias is also a requirement for improving artificial intelligence systems (Allen, 2020). Simon, Wong, and Rieder (2020) suggest improvements to value sensitive design for modern automated decision-making to reflect cognitive and implicit biases. Singh and Lano (2014) provide a review of project management studies and suggest improvements to meet stakeholder expectations.

The health pandemic provided an opportunity on how to improve access and distribution of health resources equitably. Richardson et al. (2021) study how wealth redistribution may have reduced the mortality of the pandemic. Forecasting the effects of greater health inequities may reveal a future need for reparations. Torres (2018) studied the reparations movement in the Caribbean and how scientific genetic data could possibly contribute to

the discussion of reparations. Bassett and Galea (2020) discuss the limited progress in addressing racial health inequalities. The health inequities may also be reviewed globally to plan strategies for improving global health protections for informal labour workers.

International informal labour workers may also seek reparations for the harm caused by the informal labour market. Ogletree (2004) suggested knowledge redistribution as an accompanying goal of reparations legislation to wealth distribution. Knowledge distribution may improve opportunities for all to benefit from the discussion of reparations legislation (Ogletree, 2004). Moore (2020) reviewed how to approach the controversial subject of reparations in educational settings. Brophy (2006) discussed the task of building a framework to define reparations claims in historical injustices. Brophy (2006) suggested the importance of reviewing goals of reparations such as acknowledgement, understanding the impact of injustice, and provide justice through community empowerment. Warner (2021) makes recommendations to marketing reparations to the millennial generation in considering partnership agreements, promoting urban development, encourage investing in reparations, and reducing the cognitive gap in the embracement of reparations.

The debate around reparations may develop a taxonomical ontology for amending historical injustices. Gunnemyr (2020) argued that participation is not sufficient for political responsibility of structural injustices. Dutton and Aoláin (2019) explained how international criminal justice arrived from the needs of mass atrocity crimes. Carcieri (2010) listed types of reparations available such as official apologies, gestures, official holidays, commissions, mandatory disclosure and data collection laws, and financial provisions. Levmore (2004) proposed a plan where people could make voluntary contributions to pay for reparations. Brophy (2006) described the challenge in moral claims of historical injustice where lawsuits are not possible. Brophy (2006) discussed the challenge of culpability in historical injustice and present that governments maintain culpability and taxpayers are representatives of governments. Obuah (2016) presented tort and

ethical models of epistemic communities of the reparations debate.

Informal labour markets may be influenced by education and training in employing sectors. The influence of starting higher education and vocational training may provide skills that are valuable in the workplace in some countries (Scholten & Tieben, 2017). Scholten and Tieben (2017) compare among non-completed higher education attendance, vocational training, and higher education graduation in performance in labour markets. Even for those that completed higher education, new training may benefit aging employees in labour markets. Greenan and Messe (2018) discover that training may mitigate the negative effects of the introduction of new information communication technology tools in employing corporations.

An analysis of informal labour markets may support possible recommendations to strengthen formal employment opportunities. Wozniak (2021) recommend, from spatial analysis of employment vacancy data, for policy solutions to be implemented internationally to reflect economic connections among countries. International informal labour market regulation may also include environmental policies. Kuralbayeva (2018) evaluates the effects of environmental taxation on unemployment and wages.

Transitioning to higher rates of informal labour may require new planning to prepare future generations (Sumberg, Fox, Flynn, Mader, & Oosterom, 2020). Sumberg et al. (2020) suggest a transformation into the gig economy should include the ability for engagement among employees, employers, and unions and accountability for treatment of employees. Sumberg et al. (2019) supports a long term commitment to formal employment and social protections for the unemployed to address labour market planning. Zemtsov (2020) lists three approaches for evaluating the automation of employment, professional group analysis, work task analysis, and surveys. Tamers et al. (2020) encourage research and recommendations for improving safety in changing work environments.

The informal labour market may shift commerce around the globe. World Bank (2018) predicts the

African economy to move towards service-producing and move away from natural resources and agricultural export based. Trade unions may also have a limited effect in resolving conflicts in international informal labour markets. Anitha, Pearson, and McDowell (2018) discuss the limitations of trade unions in mobilizing minorities except for recruitment and campaigning. The digital transformation also may influence informal labour markets. Litvinenko (2020) explore the digital transformation on the mineral sector and the increased competitiveness technology may bring to mining industries.

The unification of strategies towards addressing informal labour markets may demonstrate principles of the philosopher Kant in goals towards achieving a global peace. Countries have united together to share supplies and provide resources for combating the pandemic virus. Impe (2011) speaks of the idea of Kant of moral friendship, a goal that people strive to attain. This moral friendship between nations is also reflected in the theoretical perpetual peace of Kant.

The willingness of citizens to participate in the response to the informal labour markets may be an exercise in the power of law. Das (2018) explain law has power through obligation, force, and authority. The cooperation of citizens in participating in the measures necessary throughout the pandemic demonstrates the adherence to obligation in addressing the crisis. Koffi (2021) views a philosophical path to an ecological focus through Stoic philosophy which serves to live in harmony with nature. Stoic philosophy may also represent the willingness of citizens to live in harmony with one another.

Adiputera (2014) explains democratic peace theory derives from the perpetual peace concept of Kant and contrasts normative democratic peace, as the culture as a source of peace, and institutional democratic peace, as the structure as the source of peace. The institutional democratic peace may be guided through empowering international organizations as agents for democracy (Kleingeld, 2004). Mahmoudi (2008) describes the three conditions of the theoretical perpetual peace of Kant to include a constitution, a federation of free states,

and rights of individuals as global citizens. The concept of perpetual peace may be achievable through the provision of conditions for ideals of transnational regulations (Kleingeld, 2004). Transnational regulations may allow for more equity in the perspective of the global citizens. Sandford (2018) explains the argument of Kant that there is only one human species as the capabilities are consistent regardless of the differences in description.

Kleingeld (2004) highlights the preposition of Kant that despotic states are more prone to war than republic states as despotic leaders will allow the burden of war on their citizens and republics will be motivated by their citizens towards peace. Reichl (2020) explains the metaphysical description of stages of reason of Kant. Labour protections for informal labour markets is a step towards perpetual peace.

The growth of digital labor platforms may require an international strategy for employee protections and managing the effects of shifts in labour (Wilkinson, 2016). Wilkinson (2016) explains limitations in national strategies for explaining shifts in employment in the job-scarce economy and suggests international collaboration. Mehta and Awasthi (2019) explain how rising contractual and flexible jobs could lead to lower quality employment. Vallas and Schor (2020) explains the types of digital labor platforms such as platform developers, cloud based freelancers, gig service workers, content producers, and micro tasking.

Women with entrepreneurial and investment opportunities may support the transition to formal labour markets (Ingalagi, Nawaz, Rahiman, Hariharasudan, & Hundekar, 2021). The complexity of informal labour markets is due in part because of the economic supply and demand for labour that may reduce opportunities for women and other marginalized groups (Liu & Zhu, 2020). Liu and Zhu (2020) identify labour market intermediaries for managing the demand from structural labor shortages and supply of continuous global production operations. Liu and Zhu (2020) explain changes in labour allocation of the purchase, exchange, and transfer of labor in the labour intermediary chain over time. Encouraging women

entrepreneurs and investors may also reduce emigration from countries with high informal labour markets. David and Jarreau (2017) view seeking formal job opportunities as a motivation for migration when informal labour markets increase. Ingalagi et al. (2021) explain psychological contributions that encourage women entrepreneurs. Ingalagi et al. (2021) review social, psychological,

financial, and resource influences to entrepreneurial performance of women.

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