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SPING MESSAGE

Distinguished Readers and Friends,

The World the world is worried about the outbreak of the Ukrainian-Russian war a week ago. The war was not without precedent. The 2015 ceasefire agreement offered a path to peace between Kyiv and Moscow. The main important elements of this Agreement is to provide a dialogue on interim self-government for Donetsk and Luhansk, in accordance with Ukrainian law, and acknowledgement of special status by parliament. However, Ukraine has not complied with the terms of the Minsk agreement and has embarked on unheard-of armaments. In the Preface we have to place to analyse the reasons, but picking out at random it is scandalous the

Ukrainian anti-minority language laws prohibition many millions citizens to use their mother tongue in own country?

THE CONFERENCE ON THE FUTURE OF EUROPE is a unique and timely opportunity for European citizens to debate on Europe's challenges and priorities. No matter where you are from or what you do, this is the place to think about what future you want for the European Union. The European Parliament, the Council and the European Commission have committed to listen to Europeans and to follow up, within their sphere of competences, on the recommendations made. By the Spring 2022, the Conference is expected to reach conclusions and provide guidance on the future of Europe. This issue of the ERENET PROFILE presents the Open Letter by the Global Round Table on the direction of the EU in the 21st century. **Three ERENET Members – Prof. Mirjana Radovic from Belgrade, Prof. Zsuzsanna Szabó from Tirgu Mures and Dr. Antal Szabó, Scientific Director of the ERENET Network sent individual remarks and suggestions to the joint recommendation.** In this ERENET PROFILE will shall publish these thoughts as well.

Interesting paper on strategic situation of the EU – a view from Berlin is presented by Torben Schütz and on the Cross as a symbol of Europe by Jean-Louis Harouel.

The world needs more people with entrepreneurial competence, who face the current important three current challenges to cope with the pandemic recovery, master in digital transformation and manage the climate crises. We need competent people in Governments, large and small-scale enterprises, in the civil society, in schools and universities. To develop the appropriate competence, the right education is the key. According to a Guide to Fostering Entrepreneurship entrepreneurial education is essential in problem-solving and in strengthening the 4 Cs: such as (i) **Communication**, (ii) **Collaboration**, (iii) **Creativity** and (iv) **Critical thinking**. Such education includes experiential learning, competence building and mindset shift.

Dr. Antal Szabó
Scientific Director of ERENET

PAPERS

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JUBILEE MESSAGE TO ERENET MEMBERS

ABSTRACT

The Leaders of the Centre International d'Investment address ERENET Members on the occasion of the new 2022 year.

Jel Classification: F15, L26

Dear Colleagues,

The consequences of the global crisis caused by the COVID-19 pandemic for a long time will have an impact on all areas of the world community, including economy.

UNCTAD's World Investment Report 2021 stated that foreign direct investment in 2020 has fallen by a third to \$1 trillion, that is well below the numbers after the global financial crisis a decade ago. New industries and new infrastructure projects have been under particularly hard pressure.

Small and medium-sized businesses, as the most active form of the economy and sensitive to all changes, were affected by the crisis to a greater extent than large industrial enterprises.

At the same time, the crisis and post-crisis development of the economy revealed new directions for future development, in particular, IT companies that provide services in logistics, distance education, business communications and e-commerce flourished in all areas, surpassing the forecasted values of its development by at least three to five years under normal economic conditions.

Post-pandemic development requires the modernization of society, changes in all areas of life, from areas such as healthcare, education and culture, to industrial and social infrastructure, energy, investment policy, regulatory framework, etc.

As before, the basis of sustainable development and a better future for all is international cooperation. The future belongs to young people and they are always at the forefront of innovation.

Innovation potential is a key condition for the development of a modern state. Social innovations, which are widespread today in the states of the avant-garde economy, not only form a new type of people, but also define a new environment for life and work.

Innovations touched the organization of modern production. Industrial clusters that arose in the middle of the 20th and early 21st century, techno- and industrial parks have already become quite widespread in the world - all these elements of the new economic environment, the main features of which are an integrated approach and interdependent development.

The level of competitiveness of the modern innovation economy is increasingly dependent on the quality of professional staff. The global competition for human capital in this category has turned to confrontation between states. It has been revealed that those who build effective institutions for the reproduction of human capital will be the most competitive in the long run. Accordingly, the education system is only capable of responding to the challenge of the time by deep and serious modernization.

Following the main trends of globalization, the development of countries will continue to be carried out in the form of international interaction and cooperation, primarily aimed at forming profitable forms of international partnership. At the same time, small businesses should actively integrate into existing economic trends and realities in order to achieve sustainable development and prosperity.

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OPEN LETTER TO THE EUROPEAN UNION: EU QUO VADIS IN THE 21ST CENTURY?

ABSTRACT

A Group of international high-level policymakers and academicians shame the future of the European Union

Keywords: trends in EU development, enlargement of the EU, Global Round Table, social challenges

JEL Classification: E60, E66, F5

Civil Society Recommendations to the European Union Initiative “The Conference on the Future of Europe” 17th of February 2022

“Europe will not be made all at once, or according to a single plan. It will be built through concrete achievements which first create a de facto solidarity.”

Robert Schuman

The initial objective of the European Union – although successful – is now insufficient to meet the challenges of the 21st Century. In the opinion of an international group of experts – including several former Heads of State – the European Union must be more determined in shaping its future and reinforce its initial goal of maintaining Peace in Europe.

Beyond the crucial goal of Peace among Member States, the leaders of the European Union should give much more attention to the effects of ever faster Globalization.

The European Union shall be a partnership between equal and strong Member States with full determination to defend the European way of life and fundamental European Values.

Potential new EU Member States should be fully involved in the ongoing “The Conference on the Future of Europe”. Their historic traditions and lessons learned from History must be given due attention in the policy-making of the enlarged European Union.

Will these recommendations go beyond a cry in the dark?

- On the 7th of February 2022, the recommendations were transmitted to the relevant EU leaders and audience in form of an open letter.
- To ensure a maximal usefulness and not to be lost in the bureaucracy, the open letter was forwarded to:
- the Chair Persons of the Executive Board coordinating the EU Conference; and
- the Unit in charge of the Citizens’ Dialogue in DG Communication in the European Commission;

¹ https://ec.europa.eu/commission/presscorner/detail/en/ip_21_1065

- With copy to:
President of the European Parliament;
President of the European Council; and
President of the European Commission.

This Report is the response of The Global Round Table ² to the invitation of the European Union to the ongoing The Conference on the Future of Europe ³
This is a civil society contribution.

The Report's focus is policy related but not party political.

It doesn't discuss organisational- and managerial aspects.

Details are kept to a necessary minimum.

**In memory of
David Sassoli, former President of European Parliament,
A Great European.**

² **The Global Round Table** is an independent International Non-profit Organisation with the aim to identify new and emerging ideas of socio-economic importance; improve the level and quality of information available to economic- and political decision-makers; and inspire civil society leaders and the young generation.

It's Protector and High Patron is H.E. Boutros Boutros-Ghali, former UN Secretary General.

The intellectual and spiritual inspiration is through its International Board, a group of eminent personalities, including former heads of state, former president of UNESCO General Conference, former senior political leaders, former science academy presidents, former university rector, Nobel Peace Prize laureate, etc.

The four-year worldwide campaign of The Global Round Table "**Nobel Peace Prize for the EU**" led in 2012 to the award of the Nobel Peace Prize to the European Union (letter of recognition by José Manuel Durão Barroso, then President of the European Commission, Ref. Ares(2013) 334462, 14.03.2013).

For its civil society related work, it has been recognised by a Member State with the "Gold Cross of Merit".

The Global Round Table keeps distance from lobbying bodies, interest organisations, party politics, etc. It is an honest broker providing discretely advice with long-term perspective for humanity

Working discretely, The Global Round Table doesn't occupy a dedicated Internet position.

³ https://ec.europa.eu/commission/presscorner/detail/en/ip_21_1065

*

JOINT STATEMENT BY

Prof. Ivo Josipović
Former President of Croatia
and composer



Prof. Vaira Vīķe-Freiberga
Former President of Latvia



Prof. Emil Constantinescu
Former President of Romania



We welcome “The Conference on the Future of Europe”.

We are hopeful that the leaders of the European Union will also listen to the voice of the population in Region of Europe that are not yet part of the Union.

Countries in that Region of Europe have in the recent past experienced fascist- and / or communist dictatorships. The population has suffered.

Today a large proportion of that population unwittingly and unwillingly live in more than one country.

The leaders of the European Union must understand the lessons learned from History as well as historic traditions within this Region of Europe.

History can guide us all to a joint future.

We believe that a wisely guided development based on lessons from history and historic facts, with the involvement of social partners and the population at large, particularly including the young generation, will lead to a new renaissance in Europe.

We wish every success to the European Union for a fruitful conclusion of “The Conference on the Future of Europe”, and looking forward to a further enlarged European Union.

Handwritten signature of Ivo Josipović in black ink.

Ivo Josipović
President of Croatia (2010-2015)
Composer

Handwritten signature of Vaira Vīķe-Freiberga in blue ink.

Vaira Vīķe-Freiberga
President of Latvia (1999-2008)

Handwritten signature of Emil Constantinescu in blue ink.

Emil Constantinescu
President of Romania (1996-2000)

ISSUES THAT WILL ENHANCE THE CREDIBILITY AND USEFULNESS OF THE EU CONFERENCE

The group of international experts suggests that:

- implementing a broader set of objectives for Union's initiatives based on science and fully attentive to the effects of ever faster Globalization;
- considering in full lessons from History as well as historic traditions; and
- keeping due distance from party politics and various "political schools of thought";

will enhance the credibility of- and provide more reliable justification for EU response to the challenges of the 21st Century.

The direction and intensity of future EU initiatives must be decided on- and balanced against the need for any revision of the Lisbon Treaty – a lengthy and cumbersome process.

Enlargement of the Union.

Enlargement should be considered a natural process. It should be one of the Union's priorities for the near future. In the long-term it will be unavoidable.

Further integration of applicant and neighboring countries' socio-economic systems into the Union, including financial transfers, could be advantageous for all parties involved. The Union's global strength depends on more socio-economic equity within and between Member States.

In this context the Balkan States will become critically important as "bridges and gateways" to the Middle-East and partly to Africa (Fig. 1). These countries are pivotal in the efforts to reduce illegal migration into Europe.

"The Conference on the Future of Europe" needs the strong voice of applicant and neighboring countries.

Sustainability of the Union

Great powers rise and fall. This is a historic fact.

They rise for reasons of fortuitous circumstance, they crumble because they overlook or underestimate warning signals.

History has shown that neither economic- nor military might prevent civilisations from vanishing.

Strong Member States and appropriate long-term bottom-up initiatives will be decisive for the democratic governance of the Union.

Beyond the crucial goal of Peace among Member States, EU leaders should give much more attention to the effects of ever faster Globalization, which enforces competition between Member States and could augment prevailing nationalism. Fighting the unpleasant side of nationalism, while paying more attention than so far to lessons from History and historic traditions, and remaining a "Peace Project" with high socio-economic standards need in future stronger multinational cooperation.

The Union has to perceive itself as one of the future global players within global limits where its strength lays first of all in the strength of its Member States.

Social Challenges

Accelerating societal changes stemming from internal- and/or external development – as major income imbalance (Fig. 2), uncontrolled migration... – could increase social tensions within the Union. Value-based policies at national- and Union levels can counteract, if not fully eliminate, such developments.

The Lisbon Treaty contains explicitly reference to basic human rights and human dignity. Nonetheless, these values are only partly integrated into national- and Union policies.

Long-term governance at national- and Union levels – based on the rule of the common law – will restrain the currently dominant pecuniary, neoliberal economy and create incentives for a European society for well-being with more equity.

However, the EU is seemingly unwilling to deal sensibly with the issue of various minority indigenous communities.

Unresolved challenges remain from the 20th Century

Unresolved major challenges – such as global warming, global energy supply, global financial volatility, etc. – not only need additional funds, but also need a coherent compass for an evolutionary transition toward a socio-ecological economy.

The European Green Deal is an important step toward such a socio-ecological economy and society. It will question current neoliberal financial governance. Tackling global warming jointly at national- and Union level will question prevailing financial architectures, especially in the face of the emerging global powers and of poorer countries left behind.

Through the European Green Deal the Union can become the leader in socio-ecological transition and may become a mediator among great powers and poorer countries.

New challenges are arising

Solutions to the monumental challenges will never be found in naïve humanitarianism, nor political correctness or selfish economics.

We are confronted with new challenges (Covid-19, uncontrolled migration...), and others are in the near horizon (EU enlargement, geopolitical uncertainties in immediate neighbourhood...).

What will the European post-pandemic society look like in the longer term and how will the new forms of working (e.g. teleworking) impact on socio-economic structures such as: family life, health, energy consumption, emissions, transportation, urbanisation, etc.?

And more will come: “...An analysis of the history of technology shows that technological change is exponential, contrary to the common-sense 'intuitive linear' view. So we won't experience 100 years of progress in the 21st Century – it will be more like 20,000 years of progress (at today's rate). Within a few decades, machine intelligence will surpass human intelligence, leading to the Singularity – technological change so rapid and profound it represents a rupture in the fabric of human history. The implications include the merger of biological and non-biological intelligence, immortal software-based humans, and ultra-high levels of intelligence...”⁴

European leaders must remain faithful and steadfast to values that represent the underpinning of European society.

The perceived post-Cold-War geo-political stability is under threat

On the wider international scene, major powers are increasingly attempting to increase their “sphere of influence”.

How should the Union engage with these external pressures? Will the Union be able to muster the necessary arsenal of varied and appropriate engagement policies depending upon the partner/opponent and speak with a strong unified voice?

”The Conference on the Future of Europe” needs to take a closer look at geo-political developments through the eyes of new and emerging global players. Through accelerating global interdependencies the Union needs stronger multilateral cooperation. As the world’s biggest trading block, and a large foreign investor and provider of development aid, the Union has to engage more actively in global financial issues, and foreign- and security questions.

The current crisis begs the question if the emotional short-term policy response of certain EU Member States to monumental and long-term challenges facing all of Humanity, has sacrificed the Unions Geo-strategic independence and security?

The European Union sees this development mainly from a Union perspective; it should be complemented by a global perspective.

⁴ The Technological Singularity – or simply the Singularity – is a hypothetical point in time at which technological growth becomes uncontrollable and irreversible, resulting in unforeseeable changes to human civilization.

“The Singularity Is Near: When Humans Transcend Biology, 2006”, Ray Kurzweil.
<https://www.amazon.com/Singularity-Near-Humans-Transcend-Biology/dp/0143037889>

The tolerant (Judeo-Christian) underpinning of European civilization is being eroded

In many respects the “European way of life” is unique.

It is encapsulated in the European cultural- and legal traditions that find their origins in ancient Greece and were further developed by the Romans. Later, Celtic and Slavic cultures and, subsequently, Islamic influences were introduced (even if Europe has never been a continent of Islam). Christianity and

Judaism contributed the basic moral principles that have been renewed and rationalised by the Renaissance, Reformation and Enlightenment.

The Judeo-Christian values, the basis European civilization, are questioned through increasing migration with other value-systems as well as extremism within Europe. In long-term, migration will be reduced mainly through much larger economic support to originating countries and peace policies in civil war countries.

Integrating legal migrants and fighting illegal migration and inner-European extremism necessitates both European Union- and national leadership. Prevailing governance structures have to be more open toward participation of the population at large and civil society. The evolution toward a participative democracy and leadership are fully in accordance with prevailing European legal principles values.

The leaders of the European Union should be ready to defend and nurture the European way of life and the fundamental European Values.

Finally, the “Soul” of Europe must also be dealt with at the EU Conference

There is a multitude of information on the issue. Here, the following is the most relevant:

A Reflection Group ⁵ concluded in 2004: “...*The intellectual, economic, and political tendencies of recent decades – not least the advance of individualism – have led to an erosion of many forms of social solidarity...This erosion may also be felt in the context of the recent European enlargement: it is reflected in the diminished willingness – in comparison with earlier expansions – among the citizens of older member countries to lend a hand, economically and politically, to the newcomers... In the end, it all comes to this: we must sustain and use our European heritage, and not allow it to perish...*”

If Europe wants to be a genuine leader again in the world, it should not only raise the awareness of the importance of its Spiritual and Cultural Dimension, but act on it so as to add unique humane value to the future of humanity.

This could be a worthy conclusion of the EU Conference.

*

⁵ “the spiritual and cultural dimension of europe, 2004”, reflection group

https://ec.europa.eu/dorie/file_download.do;jsessionid=hvehyxqm3_5rfzj70nvc9sdii8xqflzmpvxdre u1acw5ijwsvf85!-898031139?docid=258069&cardid=258069

Attachment A BACKGROUND

Key Achievement

The initial objective of the European Union has been reached: peace among Member States.

Weaknesses

The EU, as well as its Member States, were late to recognise emerging threats and challenges such as the “Balkan Conflict”, “Financial Crisis”, “Arab Spring”, “Ukrainian Crisis”, “Islamic State”, etc. All these have taken political leaders by surprise; the responses have been confused at best.

European people have in recent times not been able to choose for themselves. France and the Netherlands in 2005 heralded the end of the European Constitution. The solution was to transform the Constitution into a Treaty; Ireland approved it in a second vote in 2009. This is The Lisbon Treaty.

Challenges

We are confronted with new challenges (Covid-19, uncontrolled migration...), and others are in the near horizon (EU enlargement, geopolitical uncertainties in immediate neighbourhood...).

But more is coming and experts in the area of artificial intelligent suggest that within a few decades, machine intelligence will surpass human intelligence. The implications include the merger of biological and non-biological intelligence, immortal software-based humans, and ultra-high levels of intelligence.

OBSERVATIONS

In order to meet the challenges of the 21st Century – as well as to maintain optimal relation with European peoples – the Union needs another common goal supplementary to the initial one. The Union must also be more determined about its own destiny.

Pursuing these objectives jointly in a partnership will support the Member States in promoting and upholding its citizens’ optimal living- and working conditions, and protecting the Environment, notably:

- (i) quality health care, healthy living conditions, and reducing health inequalities;
- (ii) access to best possible education and formation;
- (iii) right to work and maintain work opportunities in the 21st Century’s changing environment.

The partnership shall build on- and defend the fundamental values of Europe; where the cornerstones of the European cultural- and legal traditions are:

- (i) the primacy of human life,
- (ii) rule of law with equal treatment (including gender equality) and due process for all citizens;
- (iii) autonomy of the Church and autonomy of the State.

In turn, the partnership shall help the Union to better:

- (i) fulfilling its promises towards European peoples and the Environment;
- (ii) offering long-term stability and predictability in the Union’s operation;
- (iii) remaining a reliable partner at European- and international levels.

UNCERTAINTIES WILL REMAIN IF LEADERS DISREGARD HISTORIC FACTS AND LESSONS

Historical facts, even if they are given different interpretations, provide a core set of evidence that must be taken into account, and cannot be eliminated or nullified through politics or manipulation.

History can guide us to the future. Political decisions must to the largest possible extent reflect on relevant historic facts and lessons learned from history (see Attachment B).

Naturally, to be practical, the Union’s initiatives have to be wisely tailored.

*

Attachment B HISTORIC FACTS AND LESSONS

Lessons from Human History

- Civilisations and World Powers rise and fall. No one has yet outlasted time;
- Neither economic- nor military strength have prevented Civilisations and World Powers from vanishing. They crumbled because they overlooked or underestimated warning signals;
- The more civilized and interconnected humanity has become (building cities, trade routes, and waging wars) the more likely epidemics and pandemics have become. The same is the case for the current process of civilisation.

History has demonstrated that things unimaginable today may become reality tomorrow.

Lessons from European History

In addition to the countless similarities between the histories of European countries, there are three major historical differences:

- i. Some European countries have in the past engaged in the export of “Western culture” to other parts of the World; some of these exercised “genocide”. They became colonial powers and wealthy. Some have since tried to embrace multiculturalism with various degrees of success, depending on the divergence of the underlying values;
- In the 20th Century some European countries have experienced dictatorships of fascism and / or communism, and have thereby also been exploited. Hence they may not have engaged in experiments of questioning fundamental European societal values;
- A large proportion of some European nation’s populations unwittingly and unwillingly live in more than one country.

These historic differences are ignored in today’s EU political discourse.

Lessons from European Way of Life

In many respects the “European way of life” is unique. It is encapsulated in the European cultural- and legal traditions that find their origins in ancient Greece and were further developed by the Romans. Later, Celtic and Slavic cultures and, subsequently, Islamic influences were introduced (even if Europe has never been a continent of Islam). Christianity and Judaism contributed the basic moral principles that have been renewed and rationalised by the Renaissance, Reformation and Enlightenment.

Current political trends have integrated many of these moral principles, while new ones are emerging in the context of globalisation. The European Union’s social market economy is a reflection of these often contradictory philosophical trends.

The cornerstones of the European cultural- and legal traditions can be summarized as follows:

- The primacy of human life,
- Rule of law with equal treatment (including gender equality) and due process for all citizens; and
- Autonomy of the Church and autonomy of the State.

The unique European way of life has resulted from a long historic development.

*

Attachment C
SUPPORTERS and CONTRIBUTORS

Jointly, the group has long experience inside Europe and beyond in: higher education, medicine, media, industry, active politics, scientific research, social work and other aspects of civil society. Most important, the group represents a solid historic memory; some have personal experience of being refugees, displaced persons and living under dictatorships in the 20th Century.

H.E. Prof. Emil Constantinescu, former President of Romania
H. E. Prof. Ivo Josipović, former President of Croatia and composer
H.E. Prof. Vaira Vīķe-Freiberga, former President, Republic of Latvia
Dr. Vittorio Albergamo, Expert in energy and environment
Dr. Vincenzo Costigliola, President, European Medical Association
Prof. Em. Momir Djurović, former President, Montenegrin Academy of Sciences and Arts
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Prof. Felix Unger, President Emeritus, European Academy of Sciences and Arts
Prof. Ernst Ulrich von Weizsäcker, former Co-President, The Club of Rome

COORDINATOR

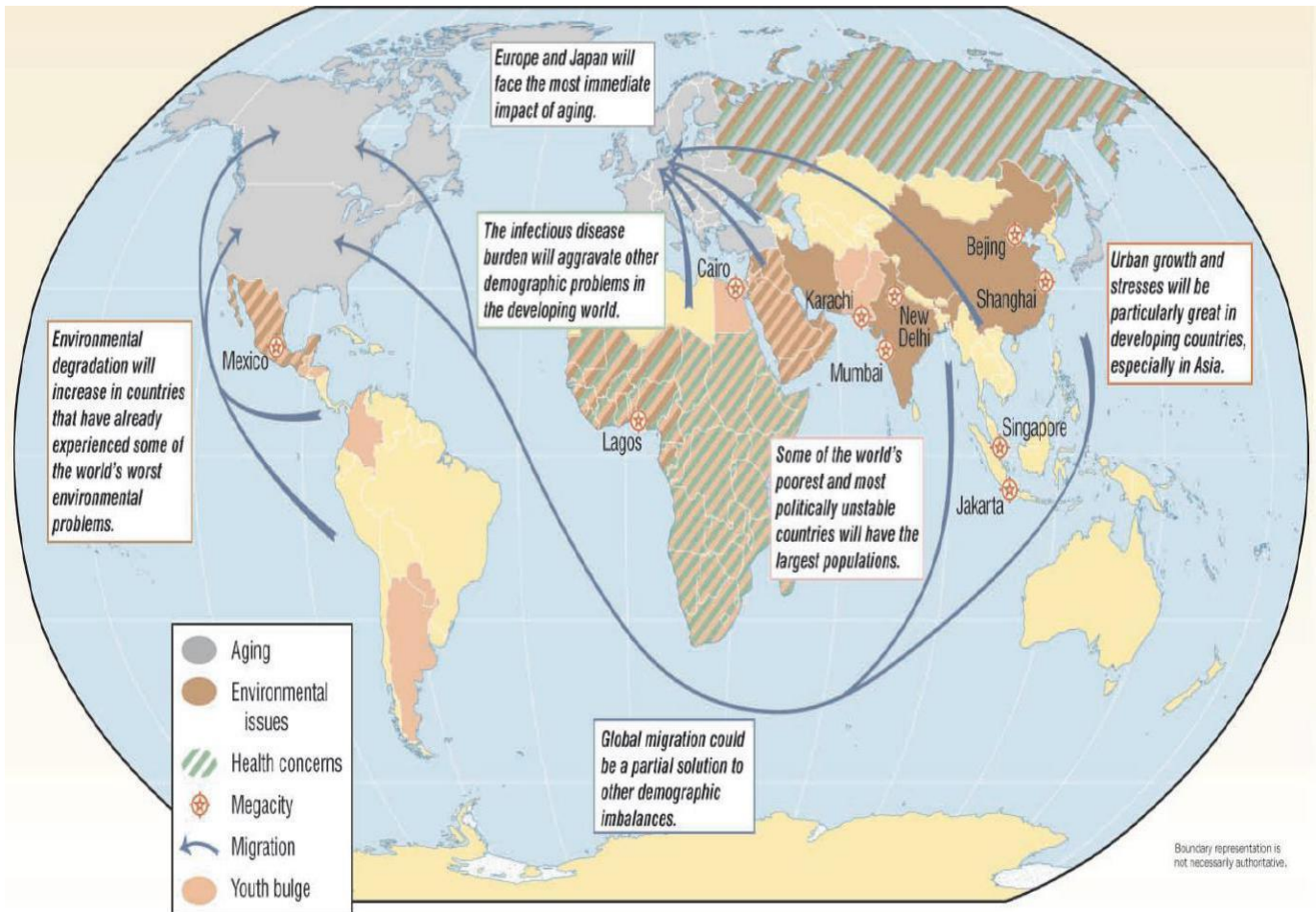
Mr. Ulric Fayl von Hentaller, Director, The Global Round Table

*

FIGURE 1
SNAPSHOT OF GLOBAL DEMOGRAPHIC TRENDS
at the turn of 20th to 21st Century.

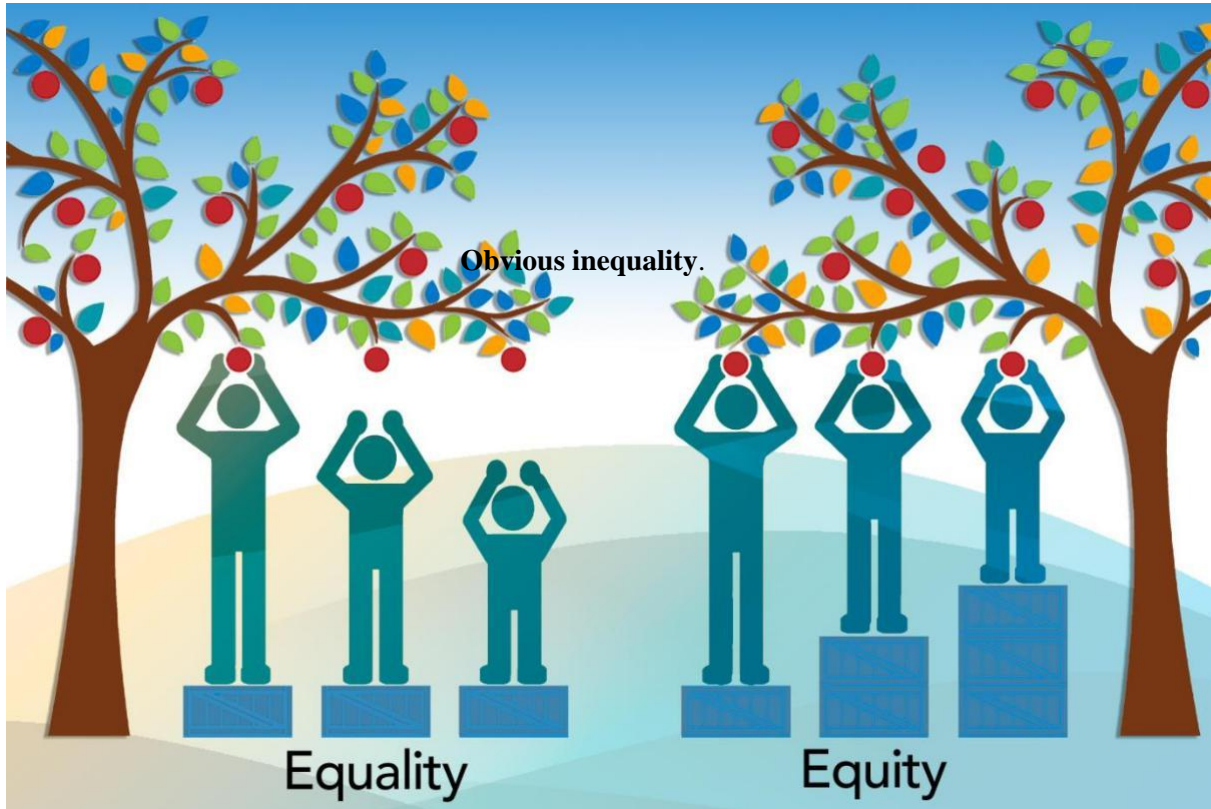
WARNING:

MIGRATION FROM SOUTH TO NORTH WILL CONTINUE TO RESHAPE THE GEOPOLITICAL LANDSCAPE IN THE NORTHERN HEMISPHERE.



Source: https://www.cia.gov/library/reports/general-reports-/Demo_Trends_For_Web.pdf.
 (July 2001)

FIGURE 2
ILLUSTRATIVE PRESENTATION OF CONCEPTS “EQUALITY” VERSUS “EQUITY”



Source:

International Union for Conservation of Nature (IUCN) - <https://www.iucn.org/news/commission-environmental-economic-and-social-policy/202104/gender-fisheries-equality-vs-equity>

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REPORT: WHAT IS THE FUTURE FOR THE EU?

Doing Much More Together: The future of work in Europe

ABSTRACT

Labour market and employee relation has been sharply changed due to the pandemic. The increase of real estate prices makes the expansion of the working places more expensive and difficult. Providing work from home avoid such investments.

Remote work provided employees more freedom organizing their time of work and free time. This tendency will continue in the future. The EU Framework Agreement on Telework provide a legal bases to harmonize employment and traditional work arrangement. The paper highlights the new model of work.

The autor highlights the challenges for the Western Balkan countries.

Keywords:

JEL Classification: M10, E60,

INTRODUCTION

Remote work must be based on confidence, respect, dialogue and achieved results (European Commission, 2007). In this manner, it is provided for the employees to have a greater freedom in organizing their free time owing to the application of new information technologies (Radović-Marković, et. al. 2021a). This tendency will continue in the future. Namely, the trend of digitalization and automation in the work processes of many different industries will simply not disappear after the end of the pandemic. Therefore, in professional and scientific circles, there is a growing opinion that by 2030, about half of the world's workforce will be "giggers" (harper and winson, 2018).

EU FRAMEWORK ON TELEWORK

The EU Framework Agreement on Telework from 2002, was signed by European social partners. It creates contractual obligation for signatory countries to implement the agreement at any level of national system. Within the Agreement, telework is defined as a form of organization and/or execution of work with the usage of information technologies, in the context of work, i.e., employment contracts, in which the job that could be done in employer's premises is done outside them. Namely, one of the main differences between this type of employment and the traditional work arrangement is that in this case the workers are paid only for that particular job. Therefore, jobs are not performed based on permanent employment of people who have certain knowledge, but a contract is concluded for the provision of a specific service (Radović-Marković, et al., 2019).

² Member of the Board of Economics, Business and Management sciences, The Academy of Europe, London. Link: Academy of Europe: Economics Business and Management Sciences (ae-info.org)

Whether the COVID 19 will be over in the next few years or sooner, remote work involving greater flexibility will continue the growth trend. The workplace is becoming less and less important, with new technologies and changes in the organization of work leading to an increasing number of companies based on working from home and working remotely. However, even if working from home allows more freedom and different opportunities for better use of time, business owners often fall into other traps because they suffer from a lack of organizational skills, do not know how to structure their responsibilities and time well, and sometimes lose their identity.

New models of work usually involve new jobs, which will continue to be created in the formal economy. However, when determining new models of work, we must not neglect the informal economy (Radović Marković, 2020; Radović Marković, 2008), which has begun to gain increasing importance in the conditions of the employment and employment crisis in many countries. Namely, in the conditions of the economic crisis caused in 2008, as well as the latest crisis caused by COVID 19, the informal economy has become a wide-open market for personal skilled work and service provision. It is expected that in the future, more and more attention will be paid to help employees work in this way. In line with this, many companies start courses for the acquisition of required knowledge and skills such as: required knowledge for work on computer, report writing skills, development of communication skills by phone, good organization, work on acquiring responsibility, independence in decision-making, estimating of the situation and managing project documentation. In addition, European businesses will need to revisit tax regulations.

There are big differences between countries in terms of legal regulation of work from home. In some countries, this way of working is completely legally regulated, having in mind the interests of employees through health and social protection (Radović-Marković and Jovanović, 2021), and at the same time the interests of the state through tax contributions. Implementation measures of the agreement are different among member states depending on their national procedures. Three manners of implementation are distinguished: by collective contract; by joint guidelines, rulebooks, and recommendations on telework, which are non-obligatory and voluntarily and, in the end, by national legislation.

On the other hand, the countries that need to join the EU are just beginning to put this form of work in the legal framework. In this context, they lag far behind the countries in the EU. Therefore, the legislation in the Western Balkans should be brought closer to the EU standards, which is one of the conditions for harmonization of laws upon accession to the European Union. Whether we will witness the standard legal frameworks in the future, following the Covid19 experience, remains open for debates. In any case, businesses must navigate tax regulations carefully in 2022 and in the years ahead.

An index has recently been created that analyses the economic impact of teleworking. This requires serious analysis such as:

- What are the indicators for small countries, and what for more developed larger countries? Has Covid pandemic pushed poor countries to record debt?
- How has working from home stopped the rise in unemployment in European countries?
- How is the organizational culture changing and what skills and knowledge do managers and employees need?

In addition, it is necessary to consider and offer answers to questions such as:

- What is the daily life of people who work from home?
- Are there any differences compared to those who work in employers' offices?
- Does working from home with the help of modern technologies create dependence on the Internet? How to influence it and create a balance in work and life?
- To what extent does working from home create stress and what are the problems that employees face?

FREELANCER EXPANSION

There are several reasons for freelancer expansion:

- It is a way to generate additional income for debt repayment or savings.
- It is easy to start if the individual already has the necessary skills and equipment to do the job.
- It enables greater independence in relation to permanent employment in a company.
- It is often flexible and allows you to work part-time or outside the working hours. Almost half of the freelancers did not feel the impact of the economic crisis. Namely, since the global financial crisis of 2008-10, companies began to shift to contract workers, which led to the emergence of the gig economy, which is in full swing. Consequently, the question arises as to what the effect of the crisis will be caused by Covid-19 on existing forms of work.

A CHALLENGE FOR THE COUNTRIES OF THE WESTERN BALKANS

In the new agenda of the European Commission for the countries of the Western Balkans until 2025, one of the goals is to intensify digitalization. Further, in the European Union, one of the set goals is to digitalize 70 percent of business by 2027 (Radović-Marković, Stevanović, Milojević, 2021). However, in order to achieve that, certain conditions must be created. First, the availability of the Internet, then employees who are digitally literate and tools such as software and platforms that enable remote work. Certainly, it is very important that the legal framework for the protection of workers follows these changes.

When considering the countries of the Western Balkans, it is certain that we are witnessing changes in the way we work and that the number of those who work outside the employer's business premises has increased in Western Balkans. For example, in Serbia in 2017, only 3.1 percent of employees worked from home. Already in 2019 (before the pandemic), that percentage increased to 4.9, which is 0.5 below the European average. However, the trend has continued to grow. In Serbia, the total number of employees in the second quarter of 2020 was 12.1 percent, which is 2.9 percent more than in the first quarter of 2020 (Radović-Marković, et al. 2021).

Analysing comparative data from the countries of the region, it can be pointed out that in Northern Macedonia the best coverage of the country with the Internet is 81 percent, but that the smallest number of employees work from home, only 10 percent. In Serbia, the coverage of the Internet is 75 percent, but we are the leaders in the region with a high percentage of workers working from their homes. In this context, the absence of the obligation to come to the physical workspace, be it a hall, an office, a workshop, caused fears among employers regarding the decline in productivity. Urgent research was done during 2020, and even the latest from the 2021 indicate that between 60 and 70 percent of the respondents, both workers and managers (bosses), did not give a negative assessment of the decline in productivity when working "from a private address" (Radović-Marković, et al. 2021).

Another information from the close neighbourhood shows that even after the pandemic, working from home will be a reality. In Bosnia and Herzegovina, which has an extremely pronounced problem of emigration, high unemployment among the youngest workers, aged 18 to 24, the highest percentage of workers of this age - working from home. Almost 60 percent of them, which is three times more than in Serbia, Montenegro, Croatia, and Northern Macedonia.

Although Serbia has over 100.000 freelancers, the law does not recognize them. For some freelancers, this is the main job, and for some it represents extra income. However, among them there are a lot of those who are not registered, and do not pay taxes, which damages the budget of Serbia. Therefore, there are more and more calls for a legislative response at the European and national level in the domain of this form of business (Radović Marković, and Tomaš, 2019, Vučeković, et al. 2021).

As new types of non-standard employment arrangements appear in the form of short-term engagement in the gig economy. For non-EU countries in the Western Balkans, this mode of employment has become particularly attractive due to lower wages and high unemployment rates compared to the member states. Therefore, many saw a chance to stay and live in the same environment, while earning European salaries (Radović-Marković, et al. 2021).

CONCLUSION

Labour markets and employer-employee relations have been redefined around the world. The increase in real estate prices makes it impossible even for large corporations to open offices in multiple locations. Providing work from home avoids such investments. Accordingly, this trend is expected to continue when the pandemic passes (Radović-Marković, M., et al. 2021a). This is confirmed by statistics from European countries and developing 6 economies, which also show that working from home is the future of employment. Thus, Upwork estimates that by 2028, 73% of all its departments and branches will have remote workers (Allthingstalent, 2020). In addition to Upwork, other organizations also need to recognize and understand the growing influx of Generation Z into the workforce. For these workers born in the digital age, the concept of remote working cannot only be attractive, but it is also seen as a key criterion for achieving job satisfaction. “For the younger generations, as well as for the growing number of members of the older generations, the future of remote working has already begun” (Lee, 2020, p. 1). Therefore, having in mind the social psychological, economic and political factors that will influence the further growth of employment in this way, it is necessary to carry out reforms in education in European countries so that all generations use their chance. Without the appropriate knowledge, gaining the trust of employers and a flexible organizational culture, many countries will not meet this challenge by 2025.

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THE STRATEGIC SITUATION OF THE EU – A VIEW FROM BERLIN

Europe in an Era of Great Power Competition ³

ABSTRACT

Germany is in the battlefield of the Great Power Competition with the EU neighbouring Members, China, the USA and Russia. While the previous German Government made clever compromise with other member states, the new Government is caught in its own trap. On one hand as alliance of the US sharply criticizes Russia, on the other badly need the Nord Stream 2. however, hesitates to endorse it. The EU will have to reconfigure its relation to the primary global challengers: Russia and China. The key here will be to manage prevailing competition in differential engagements depending on dimension. A new German Government will likely be tougher on China and Russia if both Greens and Liberals join it.

The real question is how to keep EU together while balancing with the three Great Powers.

Keywords: strategic situation of the EU, German perspective on Europe, military fears in USA, Russian and China triangle, new German Government aim

JEL Classification: O19, O52, P21, P25

When looking at the strategic situation of the EU from Berlin, the view is quite bleak: The EU finds itself caught in the middle of a new era of Great Power Competition on the international level and societal fragmentation in domestic politics. It is torn between the overarching competition between the US and China in the technological and economic realm, between deterrence and defence against Russia while addressing instability and migration to the south of the continent in its security policy, and polarisation in European societies themselves. These political, economic, technological, and military problem dimensions feed into a complex strategic landscape for the EU that will worsen over the coming years.

This situation will force the EU (and its member states) to adapt their policies in many areas. What is more, these changes will have to be informed by the global environment as much as by national compromises. Even though change has already caught up in some areas it is questionable whether it is fast and far-reaching enough to ensure the stability and wealth the EU currently enjoys. While Germany supports such changes, it still grapples with the realisation that history has not ended and that a less benign international environment is indeed possible. This begs the question if a new German government will be better equipped to handle this realisation - and act on it.

³ Paper from the German-Hungarian Security Policy Dialogue published by the Konrad-Adenauer-Stiftung, December 2021, pp. 48-52

Enclosed by Threats and Risks

Traditional threats and less tangible risks shape today's strategic landscape. Most current threats confronting the EU and its member states are likely to remain relevant: first, a resurgent Russia with clear intent and capabilities to threaten Europe and weaken coherence in NATO, the EU and political stability in their member states. Second, instability to the south of Europe creates favourable circumstances for the emergence and flourishing of malicious non-state actors. Third, neighbouring states that seek to exploit European problems for political gains like Belarus and Turkey. Moreover, as both EU and NATO have realised, geographical terms cannot sufficiently describe threats as the simultaneous expansion of domains (e.g., space, cyber, information) with potential hostile activity shows.

Moreover, the risks the EU faces are even more worrisome as they are less predictable, less visible (thus generating less political pressure), and even more challenging to address. These range from spill-over effects from global tensions or conflicts (e.g., risks for space infrastructure or migration flows) to technological and economic dependencies to climate or health emergencies. These might negatively affect economic activity and political capacity to act for the EU and member states, undermining societal stability. The perpetual crises since 2008/2009 strain societal cohesion in EU member states, which causes a significant divergence of national policies and political blockades if viewed from the EU level.

Recent initiatives like the EU's Common Threat Analysis and the subsequent Strategic Compass, greatly supported by Germany, are likely to show a picture of converging threats and risk perceptions in the EU. However, forming coherent policies with equal political investment by member states will be difficult. Unity in perception does not guarantee unity in response. Here, national preferences and priorities will still guide national answers and national support for EU solutions.

These problems also impact the German perspective on Europe's strategic situation, especially in security and defence. Previous governments brought change across a broad range of areas, often striving to increase coherence in the EU or position Germany as a leader for other member states. They include increases in defence expenditures, intensified investment screening for foreign direct investments into technology companies and more awareness for radical political movements within Germany.

Imbalances in the Transatlantic Relationship

Without a doubt, the transatlantic relationship is the most crucial partnership for the EU and most of its member states. Yet, Europe's honeymoon phase with the Biden administration has ended after the disastrous Afghanistan exit and other diplomatic mishaps. There are at least three major issues within the strategic dimensions to resolve:

First, what can the EU deliver militarily in Europe and beyond against what the USA perceives as military peer competitors: Russia and China. NATO remains the cornerstone of European defence for such a case, and the new US administration has become less critical of EU efforts in defence issues, hoping that they will boost the overall military capabilities of their European allies. Such an outcome would free US assets from the European theatre for defence planning in other parts of the world, namely the Indo-Pacific region. However, EU defence initiatives like EDF and PESCO still face a dilemma: the more successful they are, the more problematic they might become for the transatlantic relations. Moreover, they will not revolutionise capability building in the EU in their current form. Debates about burden-sharing in NATO will plague allies for the foreseeable future. Second, the EU will have to position itself in economic and technological terms regarding the US-China decoupling. Its strong economic ties to both countries and its dependency on technologies and products do not make this easier. Nevertheless, the EU and the USA are co-dependent on each other, for even the USA cannot expect to sustain autonomy in all dimensions. Especially economic integration is crucial to achieving sufficient scale across the Atlantic. Hence, painful effects from a degree of decoupling from China are likely to appear over the coming years.

Third, political alignment between the two sides of the Atlantic will only go so far. The USA and the EU might share common visions for now, e.g., regarding climate change, but this alignment does neither stretch across all topics nor necessarily far into the future. National preferences for or against the transatlantic

relationship might also undermine closer European cooperation and integration. Similarly, domestically driven US policy decisions can limit the foreign policy leeway of the Biden administration. Germany, though, apparently enjoys a good standing with the US administration, judging from the generous compromise in Nord Stream 2. However, such a preferential treatment entails costs for German and US relationships with other EU members.

Interacting with Challengers – Russia and China

In addition to positioning itself in relation to its most crucial transatlantic partner and navigating national impulses for the foreign policy in member states, the EU will also have to reconfigure its relation to the primary global challengers: Russia and China. The key here will be to manage prevailing competition in differential engagements depending on dimension (political, economic, technological, and military) and challenger (China, Russia, others).

Militarily, things are straightforward with regards to Russia: to secure deterrence and defence, primarily via NATO (for most EU members) across military domains as well as increasing resilience in EU member states to counter activities below the threshold of war. Regarding China, Europe's military posture gets more complicated: only France can project power in the Indo-Pacific. Here, EU member states should instead closely observe Chinese activities in the European vicinity (like China's naval base in Djibouti).

A similar picture emerges in the economic and technological dimensions. While depending on Russia for a limited number of natural resources (foremost hydrocarbons), the EU member states' economic interdependency with China is much more intense. From globalised supply chains to foreign direct investments to its importance as an export market, China's entanglement with Europe's economies increases the confrontation's political and economic price. While Germany, for example, supports sanctions against Russia, even though it suffers disproportionately heavily compared to most other Western countries, doing something similar in response to a Chinese offence would cause more intense discussions.

Politically, diverging costs and benefits across EU member states will, thus, continue to drive their calculus and individual differential engagement with China and Russia. A new German government will likely be tougher on China and Russia if both Greens and Liberals join it, but the overall three-pronged approach of unity, resilience, and compartmentalisation remains valid. First, unity in the domestic and European political realm still is a German policy goal – although within boundaries, as seen with Nord Stream 2. Either the Conservatives or Social Democrats, both supporting the pipeline, will also be in power over the following years. The second pillar of strengthening societal and economic resilience against political and economic inroads in Europe will gain in importance, seen for example in the sceptical stance of Liberals and Greens towards the CAI. Most importantly, though, compartmentalisation will continue to characterise German foreign policy towards challengers, as all parties in Germany stress that regional and international problems like arms control or climate change require a dialogue with both Russia and China. A new German government will likely put a bit more emphasis on unity and resilience than on compartmentalisation than the current one does, but it remains a question of degree, not one of principle.

Keeping the Flock Together

The real question is if external pressure from a less benign international environment will bring EU member states closer together or whether actors like China and Russia, but also diverging European views on the transatlantic relationship, will enhance internal divergences in the EU and its member states. If so, such divergences will paralyse the EU's capacity to act. For now, the latter scenario, unfortunately, seems more likely. Viewed from Berlin, it sure looks like the price to pay to keep the EU together increases. Nevertheless, the European project and close transatlantic ties will remain at the heart of German foreign policy.

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THE CROSS IS A SYMBOL OF EUROPE ⁴**ABSTRACT**

Europe is suffering from a strange fad: they believe that a sterile passion for a “universal culture”. In the view of the European liberals the greatest European value is borderless openness to everyone. The EU import homeless migrants with outrageous arbitrariness and conducts daily propoganda aimed at the mass resettlement of mostly Muslim population outside Europe.

Europe over past millennium has been characterised by its resistance to the conquest of Islam. Christianity remained the only continent until the population of America. Thanks to Christianity we reached the greatest intellectual achievements. The cross is the appropriate symbol of Europe. Christianity is the common heritage of all Europeans. The identity of our continent is based on refusal of Islamic dominance and respect for tradition

Keywords: the value of the European Union, liberal universal culture, Christian religion in Europe, the symbol of Europe,

JEL Classification: M10, E60, G01

Nowadays, it is already a political inaccuracy to talk about a European identity evolving from the history of the peoples of Europe. The technocrats of the European Union do not even want to hear about it, because the Union as we know it today is, in fact, the enemy of those who are being judged. Its leaders love neither the continent nor the peoples who live on it. For them, the current state of Europe is only a transitional stage for a beautiful new world in their globalization project. Their goal is to eradicate the uniqueness of Europe in the pots of the global crucible. The leaders and executors of the union are like the medieval alchemists: they look for gold where it is not and cannot be.

As it now operates, the EU is a quarrelsome ideological enemy of all the nations of our continent, as it rejects a true European identity based on specific human content and the very foundations of civilization. The main ideologues and technocrats in the EU are spending their time erasing as much as possible the past of our continent from the memory of new generations and drawing a different identity, a new identity, to the clutches of their universal delusions.

The grandiose of the union are suffering from a strange fad: they believe that a sterile passion for a “universal culture” is enough to create a European identity. In their view, our greatest European value is borderless openness to everyone. And that is where our European specificity comes into play. According to EU spokespersons, it is up to us Europeans to embrace the universal humanity of the globe, because 'we have no way of life', moreover, it is forbidden to wish for 'our own existence'. Any European initiative that is not based on the "principles of universal morality" that they enforce and subversive is prohibited.

As it forces us to have an identity that rests only on abstract values, the European Union, as it now appears, is nothing more than a tasteless and scaled-down edition of the United Nations. In addition, it disarms itself and disarms itself in the 21st century. before the great powers of the twentieth century, such as China and India. These civilizations are proud of their past, delicate in their self-identity, and do not yield any stealthy universality to their own well-conceived interests. The uncritical worship of non-Europeans from

⁴ Based on the paper issued in the Hungarian Magyar Nemzet (Hungarian Nation)

See at <https://magyarnemzet.hu/velemeney/2022/02/a-kereszt-europa-jelkepe>

elsewhere, combined with various forms of self-contempt, which the European Union carries out on a daily basis with its despised citizens, would be contemptible for the inhabitants of other continents.

Trapped in the insane ideology of universality, the EU imports immigrant immigrants with outrageous arbitrariness and conducts a daily propaganda aimed at the mass resettlement of mostly Muslim populations outside Europe. The machinery of the Union weighs on us: the essence of European identity is the unconditional acceptance of otherness and the constant and courteous adjustment to it.

Needless to say, there is a European identity that the EU would systematically deprive of the children of our continent. The most important element of this self-identity is precisely what Europe has given the world: the intellectual and material civilizational achievements of Christianity, from which the peoples of other continents today benefit.

Europe over the past millennium has been characterized by its resistance to the conquest of Islam. Christianity remained the only continent until the population of America. Had he surrendered to Islam, the history of mankind would have taken a different direction. The scientific and technical revolution that flourished from the soil of the Christian religion would not have become a direct or indirect treasure for mankind. We would not have known the degree of economic and intellectual development that European Greens today despise so easily. We would have no faint idea of the quality of individual and intellectual freedom. All this sprang from the duality of the worldview of the Christian religion, which distinguished between spiritual and secular power and separated them. No other world religion has been able to do this. If Europe had become a Muslim religion - which threatened it on several occasions - we would never have known about the industrial revolution and the benefits of development. The Western world would still be underdeveloped, relying on the work of a peasant living in difficult, often inhumane conditions. Hunger, malnutrition, disease would continue to struggle with the horror of high child mortality and low average life expectancy. Without economic and intellectual development, there would be no individual freedom to which we are so delicate today and which is now being turned against itself by Atlantic civilization.

The amazing scientific, technical, economic and social achievements would not have taken place if Europe had not expelled the Muslim invaders who had invaded us in Sicily, southern Italy, Spain, southern France and much later. in the image of the Turks in the Balkans and Central Europe. They were last defeated during Vienna in 1683, then during Buda in 1686, in the 11th century. It was initiated by Pope Ince with the help of a Christian coalition, the Holy League, to then push them back to the area where they came from. If Europe had not remained a Christian, there would never have been a secular society, freedom, tolerance, economic development, a rise in living standards on this continent. Everything that is good and commendable in our results comes directly or indirectly from European Christian civilization.

The cross is the appropriate symbol of Europe. Indirectly, thanks to Christianity, we need one of Europe's greatest intellectual achievements, the need for objectivity. Europe has given us, among other things, a modern conception of history, archeology and sociology. Thus, it became possible for this inquisitive, curious, and understanding Christian civilization to delve into the study and understanding of Muslim or Hindu art as well as its own.

We Europeans, including atheists, agnostics and anti-Christian hatred, are all creatures of two thousand years of Christian culture. If the operators of the European Union were interested in the truth, if they had had the courage, the center of the constellation of their flag would have been honoured with a cross, as the Swiss did. By the way, the cross can also be a symbol of secularization, as secularization is typically a feature of Christian societies. There is no equivalent to this concept in Arabic. In addition, Christianity first distinguished between politics and religion.

In conclusion, Christianity is the common heritage of all Europeans, and this religion is the basis of our identity. Only adherence to it can unite Europe against another attempt to conquer Islam.

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**QUO VADIS EU?
 INPUT OF THE GLOBAL ROUND TABLE TO THE CONFERENCE ON THE
 FUTURE OF EUROPE,
 31 MARCH 2022.**

ABSTRACT

The Global Round Table welcomes the Conference on the Future of Europe. Three ERENET Members – Prof. Mirjana Radovic from Belgrade, Prof. Zsuzsanna Szabó from Tirgu Mures and Dr. Antal Szabó, Scientific Director of the ERENET Network sent individual remarks and suggestions to the joint recommendation. In this ERENET PROFILE will shall publish these individual remarks and suggestions.

Keywords: future of Europe, historical differences of the European countries, Carnegie Report,

JEL Classification: E66, H50, L52, O43

BACKGROUND

The **European Union (EU)** is a political and economic union of 27 member states that are located primarily in Europe. The union has a total area of 4,233,255.3 km² and an estimated total population of about 447 million. An internal single market has been established through a standardised system of laws that apply in all member states in those matters, and only those matters, where the states have agreed to act as one. EU policies aim to ensure the free movement of people, goods, services and capital within the internal market

In addition to the countless similarities between the histories of European countries, there are major historical differences:

- (i) Some European countries become colonial powers and become wealthy. As an extreme example is the France monetary policy towards Africa. Luigi Di Maio, Italy's former deputy prime minister stated that French-based CFA franc currency works as an enabler and makes barriers for the development. "France is one of those countries that by printing money for 14 African states prevents their economic development and contributes to the fact that the refugees leave and then die in the sea or arrive on our coasts."⁵
- (ii) have in the past engaged in the export of "Western culture" to other parts of the World; some of these exercised "genocide". They became colonial powers and wealthy. Some have since tried to embrace multiculturalism with various degrees of success, depending on the divergence of the underlying values;
- ii. In the 20th Century some European countries have experienced dictatorships of fascism and / or communism, and have thereby also been exploited. Hence, they may not have engaged in experiments of questioning fundamental European societal values;
- iii. A large proportion of some European nation's populations unwittingly and unwillingly live in more than one country.

⁵ See at <https://www.brookings.edu/opinions/how-the-france-backed-african-cfa-franc-works-as-an-enabler-and-barrier-to-development/>. The CFA franc was created in December 1945 when the French government ratified the Bretton Woods Agreement and became the currency of les colonies françaises de l'Afrique or the CFA ("French Colonies of Africa"). The French Treasury guaranteed the currency under a fixed exchange rate dependent on the deposit of 50% of CFA franc reserves into the French central bank.

In the 3rd year of the world-wide pandemic the ship of the EU is rolling on the world ocean and loosing its significance in the world economics due to several warning symptoms like uncontrolled migration, decrease in the annual birth-rate, faith against the Covid battlefield, exaggerated emphasis on idealistic blindness like gender, LMBTQ, depravation of children, attack on Judeo-Christian roots, hedonistic behaviour of the society, climate change, US military influence on Europe and world-wide. These are against the clear EU goals aiming at „Peace between the Member States”.

The Carnegie Report beside the Brexit and migration identified three major challenges in Europe, the “Big 3s” like climate change, aging population and digital revolutions. ⁶

The EU faces 4 persistent problems. These are the **pandemic, economy, climate change and cohesion.** ⁷ All these problems and effects are going to require Europeans to adapt in ways that we are only beginning to understand.

One direct consequence of the pandemic has been an unprecedented slump in the economy, which Ursula von der Leyen plans to counter with an equally unprecedented reconstruction program. The European Commission is creating an EURO 750 billion recovery fund, which will be focus of EU economic policy for some years to come.

With a majority of EU citizens claiming to have suffered economic losses as a result of the pandemic, expectations of the EU and this recovery program are high. But it also carries risks, as member states will incur more debt and inflation will rise with higher demand. The debate about how to deal with this sharp increase in debt in all member states has already begun.

TASK FOR THE FUTURE

The main importance task for the future is the Scenario “Going less but more efficiently.” The basic aims of the European Union within its borders have to be strengthen and taken into consideration in the next decade, namely:

- promote peace, its values and the well-being of its citizens
- offer freedom, security and justice without internal borders, while also taking appropriate measures at its external borders to regulate asylum and immigration and prevent and combat crime
- establish an internal market
- achieve sustainable development based on balanced economic growth and price stability and a highly competitive market economy with full employment and social progress
- protect and improve the quality of the environment
- promote scientific and technological progress
- combat social exclusion and discrimination
- promote social justice and protection, equality between women and men, and protection of the rights of the child
- enhance economic, social and territorial cohesion and solidarity among EU countries
- respect its rich cultural and linguistic diversity and
- establish an economic and monetary union whose currency is the euro.

⁶ see <https://carnegieeurope.eu/2019/05/07/what-are-europe-s-top-three-challenges-not-brexite-not-migration-not-populism-pub-79070>.

⁷ DW: The EU's 4 persistent problems still dogging the bloc,
<http://www.dw.com/en/the-eus-4-persistent-problems-still-dogging-the-block/a-59154492>

The European Council at its meeting in Brussels on 20 June 2019 set out 4 priority areas in its 2019-2024 strategic agenda to guide the work of the EU institutions over the next 5 years. The strategic agenda focuses on four main priorities:

- protecting citizens and freedoms
- developing a strong and vibrant economic base
- building a climate-neutral, green, fair and social Europe
- promoting European interests and values on the global stage

The main priorities of the European Council in the field of protecting civilian and freedoms include effective control of the external borders

- fighting illegal migration and human trafficking through better cooperation with countries of origin and transit
- agreeing an effective asylum policy
- ensuring proper functioning of Schengen

The set of main priorities are noble and appropriate. However, the EU practice are opposed to the desirable goals. Let have a look in three major facts, which are opposed to the aims:

First: Brussels and the EU since 2015 – when the **mass migration processes began** - did not protect Europe's borders from illegal immigrants, mainly Muslims, and did not help those countries which had defended their Schengen borders. So far, Hungary has spent about HUF 600 billion on border protection, which the EU did not support with a single penny. Only HUF 6 billion was provided for the development of the human capacity of border protection agencies. It is now clear that border guards are working. Even if we cannot wait for an apology for the fact that Hungary was branded a fascist, it is a good chance to reimburse the expenses related to border protection.

Brussels relying the the UN resolution of 2018 intend to open the borders considering that migrants have right to live verever they wish. It is merely about setting off a which for better life. What kind of hypocritical approach, jingoism obscure humanism is this. If it is the case, we do not need EN, we do not need borders and nations, let make a which-like melting pot. Brussels is endangering the integrity, culture, religion, customs and way of life of Europe, endangering the values of civilization that Europe has accumulated over the centuries.

If the Western European countries the deficit in population decrease wish to replace by migrant, they can do it by making State agreement with certain emitting Government similar to the German-Turks agreement following the II World War. **The distribution of illiterate lazy workshy has to be stopped, because it is not democratic** and it is again the wish of the Central-and Eastern European EU Members.

Second: there is a sharp ideological disagreement between the old Western European multicultural countries and the old traditional family model mased on Christian value. Central and Eastern Europe rejects the LGBTQ ideology, which forces Member States to adopt the gender propaganda as a condition of the rule of law. Because rejecting this progaranga – which is not accepte by the Aquis de Communautieres, brussel béaclmails these countries and do not provide financial support as agreed. Brussels is advancing the forms of life represented by sexual minorities into an almost normal, accepted, traceable way of behaving, thus shattering the traditional family model that has been the basis for Europe's demographic survival and growth for centuries.

Brussels and the European Commission withdraw the financial support we need from EU funds from Hungary and Poland, citing problems with the rule of law. The verdict is outrageous because it is clear that the EU, under the umbrella of the EU's liberal, globalist mainstream rule of law, now wants to blackmail Hungary and Poland financially and bring it to a standstill to either accept the globalists' "values" or worldview. our existence within the Union.

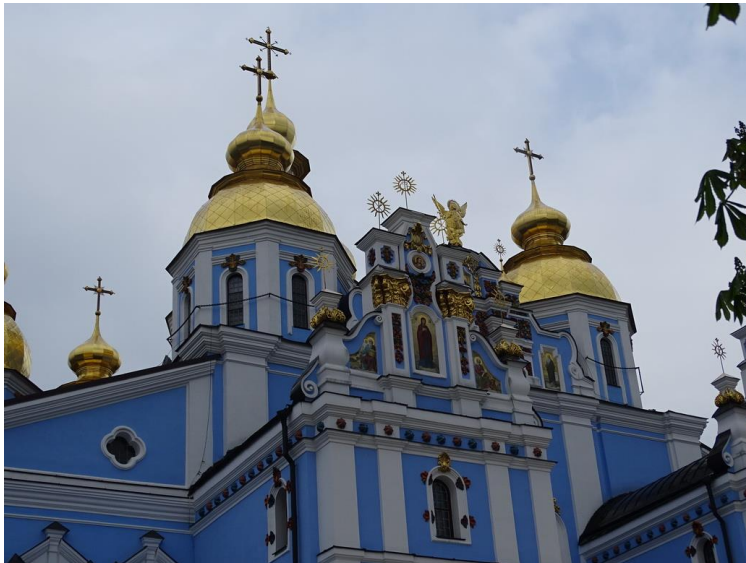
It is time to think over HUNGEXIT and POLEXIT!

As **Tamás Fritz** Political Scientist, Research Adviser to the Center for Fundamental Rights in Hungary Brussels accused Brussels, especially the European Union and the mainstream elit of the European Parliament for destroying peace and equity between the Member States, their democracy and national sovereignty. ⁸

First of all, starting from the root of today's troubles: I blame Brussels for adopting the Treaty of Lisbon with the Member States until 2009, which, in fact, had failed to do so in 2004-2005, following the failure of the European constitution in the French and Dutch referendums in 2004-2005. aimed at creating a federalist Europe.

The European Union fights war against the national countries. Poland and Hungary are trying to form a joint front against the threat of European Commission sanctions for perceived democratic backsliding. The European Commission has no right to criticize the legislation of national Governments. Why no accept the diversificates and multiculturalism? Europe is not a melting pot like the United State. It is a colourful mosaic with different nations with their legislation, culture, religions and customs.

The goal of Hungary and Poland remains to make the Union equal as far as possible. The primary importance is the word equal! But! we see, that Brussels wants to overthrow the current Government in the elections, which it no longer really hides behind, our word must be raised, because by leading the union, the Union is destroying exactly the values for which it was created. Out of this it follows that main focus should be done on strengthening of each of these aims one by one, on respecting and accepting the ambition of each Member States.



Kijiv, St Michael's Golden Dome Monastery

Photo © by Dr. Antal Szabó

⁸ Tamás Fritz: I accuse the European Union. Magyar Nemzet, 20.02. 2022
<https://magyarnemzet.hu/velemeney/2022/02/vadolom-az-europai-uniot>

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UNITY IS STRENGTH - NETWORKING INTENTIONS AMONG AGRICULTURAL SMEs**ABSTRACT**

Agriculture has been facing numerous challenges owing to rapid changes in the environmental factors, such as globalisation. In order for Hungarian agricultural SMEs to be able to take advantage of the opportunities offered by novel technology, it would be of utmost importance to work together in well-functioning organizations, to identify, codify and share the necessary knowledge that the young generation can easily acquire. However, codified knowledge is not sufficient; the experience of older farmers is also essential. The change of generations within agricultural SMEs is a process that cannot be avoided. Knowledge management within the family is only a part of the necessary process, according to international literature formal education is also deemed to be significant. An extensive questionnaire -based research has been used to look into the expectations of both older and younger generations and farmers with different qualifications. Results were analysed with the help of SPSS22 software. In line with the findings presented in the article, expectations towards a well-functioning agricultural cooperation are different based on the age (generation) and the relevant formal education of the farmers.

Keywords: networking, agricultural SMEs, networking intention

JEL Classification: D83, L14, O13, Q16

INTRODUCTION

Family-owned businesses make a significant contribution to the functioning and stability of the local economies (Tobak, et al., 2018) In Europe, 55-90% of companies are family businesses, while in Hungary, almost 58% of the SME sector is family business that is considered to be a high ratio. Hungarian family businesses typically operate in labor-intensive sectors, with almost two-thirds operating in agriculture, trade or hospitality. Their high share in agriculture can be explained by the fact that those involved in agricultural production are the more likely to pass on the traditions to the next generation (Csákné, 2013).

There is a huge pressure on agricultural enterprises as they expect ever-increasing production due to technological improvements, but an even more expanding demand due to globalization and population growth. Efficiency can be achieved through cooperation, modern management and sustainable production (Szűcs, 2018).

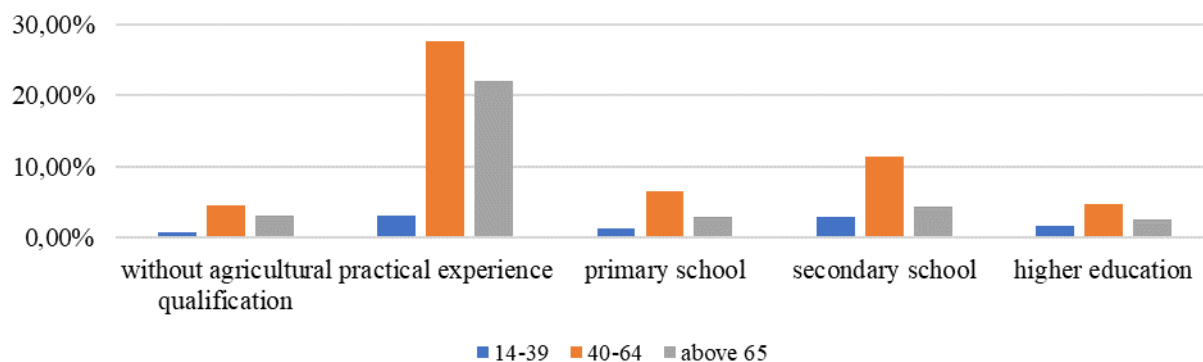
Plenty of European (Dedehayir, et al., 2016); (Ginkel, 2018); (Muriqi, et al., 2019), American (Park & Kim, 2018), and Hungarian (Takácsné György & Benedek, 2016); (Naárné, et al., 2014) researchers have tackled the positive cost-cutting and profitability effects of agricultural improvements.

In our previous research (Szűcs & Nagy, 2019) we have already dealt with the mechanization of Hungarian agriculture, in which we have stated that in order to take advantage of the opportunities provided by precision agriculture, and thus to achieve efficient production, there is a great need to change the attitude

of farmers. Size related disadvantages specific to domestic agriculture could also be addressed through the sharing of machinery, which could contribute to the spread of modern, high-performance machinery.

KNOWLEDGE SHARING IN AGRICULTURE

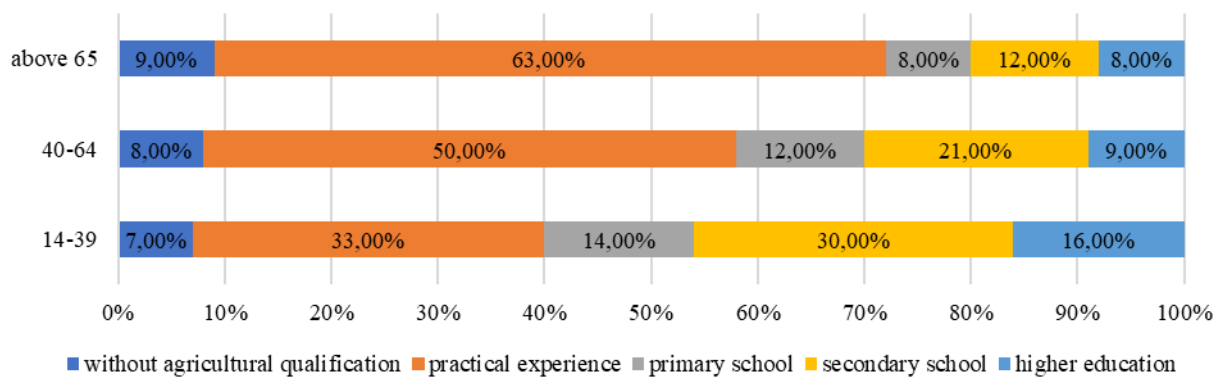
In the questionnaire of the farm structure censuses the questions regarding the agricultural labour force were given a high importance, since is very important who manages the farms, with what qualifications and with what kind of future plans (KSH, 2021). In 2020, half of the agricultural managers were 40 years of age or older based on practical experience (1. Figure).



1. Figure: Age distribution of economic managers based on the data of the 2020 agricultural census

Source: (KSH, 2021), own edition

According to the data of the KSH, younger agricultural managers have a higher proportion of specialized qualifications than older farmers (2. Figure).



2. Figure: Distribution of the level of education of the economic management age groups based on the data of the 2020 agricultural census, Source: (KSH, 2021), my own editing

Numerous international literature deals with the significance of practical education and consider it important that farmers be equipped with entrepreneurial skills. (Sherrard & Alvarado, 2017); (Tauschitz, 2017). The acquisition of knowledge is considered particularly important because it is absolutely necessary for efficient production (Jordaan & Taylor, 2014); (Mabaya, et al., 2014); (Sherrard, 2014). International publications also report that agricultural education focuses too much on theoretical, technical and scientific aspects.

Sharing experience is also an essential condition of the efficient operation of agricultural SMEs, because it is no longer sufficient to manage farms on the basis of the agricultural experience of the predecessors. (Varga, et al., 2017). Older farmers have not acquired their knowledge in formal educational systems, but within their families, where the older members have taught the young people by getting them

involved in the daily work; they have grown up/into farming with their parents and grandparents. (Varga, et al., 2017).

There is a need for technical and IT knowledge, which elder generation does not possess, labelled intelligent farming (Wolfert, et al., 2017); (Blok & Gremmen, 2018), precision farming (Eastwood, et al., 2017), or digital agriculture (Shepherd, et al., 2018); (Bögel, 2018), or even agriculture 4.0 (Rose & Chilvers, 2018); (Egri, 2019).

The survival of agricultural farms is hampered not only by the low level of specialization of farmers, but also by the fact that the stratum that has learned farming from its parents and family members is becoming more and more aging. For young people, agricultural work no longer or rarely appears as a career model, so there are only few who learn to farm on their parents' farm and then continue the tradition. More and more farmers want to put their knowledge obtained at school to practice.

Cooperation between fresh farmers with theoretical knowledge and those with practical experience is also hampered by the fact that farmers of different generations have difficulty understanding each other. (Lazányi, 2015). The innovation required for effective operations is almost always created through common thinking and cooperation between the members of the organization. A knowledge network is a system of connections between network actors, the primary purpose of which is to share the knowledge held by the actors and thereby create new knowledge. (Baksa & Báder, 2020). Properly functioning interpersonal knowledge sharing ensures that the wide range of knowledge present in organizations is available in the right place and at the right time (Ergün & Avcı, 2018); (Park & Kim, 2018)- in particular for those elements of knowledge which, by their nature, have little codification.

More and more people are realizing abroad that by using such cooperation models, agricultural producers can build joint capacities to compensate for their size disadvantages and market positions, and can jointly manage the acquisition of inputs, the use of capacities, and sales channels. (Szűcs & Lazányi, 2018).

In Hungary, the aging of farmers engaged in agricultural activities and those leading the companies operating in the sector is an occurrence more and more prevalent, retiring farmers and company managers are rarely replaced by young people, which is not helped by the lack of social acceptance of the agricultural sector. (Ember & Mihálovits, 2007); (Privóczki, et al., 2017). However, two-thirds of domestic family businesses still do not address the idea of succession (Bogáth, 2016); (Noszkay, 2017); (Krankovits, et al., 2020), and the issue of succession is one of the most difficult tasks to happen (Bracci & Vagnoni, 2011).

GENERATIONS IN THE AGRICULTURE

Numerous studies on consumer behaviour and the labour market have examined the different attitudes of generations (Tari, 2010); (Tari, 2011); (Bessenyei, 2016), which prompted us to address the different attitudes of farmers due to generational differences in our research. The different attitudes of the four generations present in the labor market (Baby Boom, X, Y and Z) and the forthcoming Alpha generation make it difficult to change generations in agriculture (Meretei, 2017).

A larger proportion of the oldest generation (1944-1964) has already retired and a smaller proportion will soon. This generation does not want to grow old, they are actively living. “Boomers” want to control, they think they know everything better, and they act independently on this self-confidence (Tari, 2010). They do their work with humility; they are characterized by discipline, respect, and perseverance. In their case, the most important task of human resource management is knowledge management (Nedelko & Jevšenak, 2019); (Bencsik, et al., 2020); (Bencsik, et al., 2019).

The Hungarian X generation (1965-1979) perceives that there is no longer a lifelong employment, there is a constant change that needs to be kept up to date. Managing uncertainties is extremely important for the generation, they are highly qualified, and dealing with uncertainties is crucial for them. (Lukovszki, 2015); (Bessenyei, 2016). Although this generation is an independent, resourceful and self-sufficient generation that is willing to sacrifice its privacy for its work, freedom and responsibility are valued in the workplace. (Bencsik, et al., 2019).

Generation X is no longer able to keep up with the pace of current change, and their digital competencies fall short of those required by Industry 4.0 (Karácsony, 2019).

Most of the workers in today's SMEs are members of Generation Y (1980-1994), born in the age of the information revolution and globalization, who have no doubt about their own abilities. Technical innovations are not a challenge but an opportunity for them, and they gain their knowledge not only from their predecessors, but also from each other and the World Wide Web, and they are already teaching their parents to use the latest technology. (Twenge, et al., 2010); (Soulez & Soulez, 2011). With the help of the internet, they can carry out their tasks from anywhere in the world, it is important for them to have a pleasant environment and to make their work an experience for them. They like to work in a team, they value the team atmosphere and the trust between the members (Alshaabani & Benedek, 2018).

Representatives of the (1995-2015) generation are conscious young people, with leadership ambitions, a high degree of freedom, and unique communication that other generations often do not understand. Generation is the latest generation of organizational members. They have special abilities and skills that they acquire outside the school, in a self-regulating way, or acquire them online, learning from their own age group. (Pregolato, et al., 2017); (Krajcsák, 2018); (Karácsony, 2019).

They are in constant contact with each other and with the World Wide Web. They discuss their decisions with their friends; they can find out about the internet. They don't want to be better than others, they want to achieve common goals with them (Tari, 2011); (Benkő, et al., 2013); (Molnár, 2015). They are afraid of mistakes, of falling because their lives are an open book - the sphere of work and private life is dual, appearing in both physical and cyberspace (Ali & Szikora, 2017). For the Y and Z generations, the world of the Internet, social media, and smartphones is an important segment for their employers as well, such as collaboration anytime, anywhere, instant feedback, open and flexible communication, and data-centric decisions. willingness and ability to (Lazányi & Szűcs, 2021).

The age gap greatly affects co-operation, and it can be difficult for both the younger and older generations to work together. (Bessell, et al., 2017). Based on the agricultural micro-census conducted by the CSO in 2016, the majority (more than 40%) of the management positions were selected from Generation X, however, one-third were still represented by Generation BB and a quarter by Generation Y. To a negligible extent (slightly more than 3%), representatives of Generation Z have also appeared in the management of the company, so a huge reorganization in agriculture is expected in the next 10 years. Due to the problem of generational change, special attention needs to be paid to the younger age group in terms of both their training and communication. (Lazányi & Szűcs, 2021).

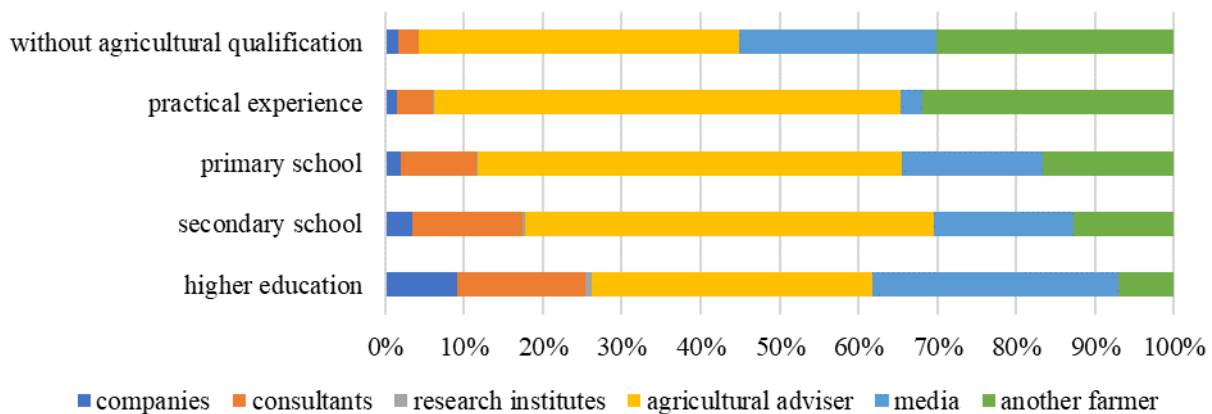
The sharing of experience is extremely necessary, among other things, because today it is no longer enough to take over the practical experience of our predecessors. (Varga, et al., 2017). In order to be able to apply modern technology, it is necessary to acquire appropriate technical and IT knowledge (Eastwood, et al., 2017); (Takács, 2017); (Bögel, 2018). In addition, however, it is important that farm managers have the appropriate economic and entrepreneurial skills (Hágen & Marselek, 2017); (Kassai, 2020). This knowledge can be acquired in education within the framework of the Bologna system (Magda, et al., 2017); (Hamza, et al., 2018); (Kapronczai, 2018) or even in a way organized for specific needs (Czakó, et al., 2019). For agriculture, precision farming can mean the future, which can mean both increasing incomes and reducing the burden on the environment. The technology is fundamentally expensive, not yet widespread, and farmers use only a few technological elements on a step-by-step basis, and as a precaution, the technology covers only part of their agricultural land. (Popp, et al., 2018).

With a higher level of agricultural training, the proportion of farmers who know to consult companies and consultants (KSH, 2021), 3. Figure) is growing.

RESEARCH MATERIAL AND METHOD

The aim of our research was to show that, based on generational differences and different levels of education, the expectations of a well-functioning organization also differ. We wanted to carry out the primary research by developing a large-scale questionnaire-based research. The research was carried out in the framework of a comprehensive research that examined the operation of Hungarian agricultural companies, the characteristics of entrepreneurs and the willingness to cooperate. The first phase of the research was targeted

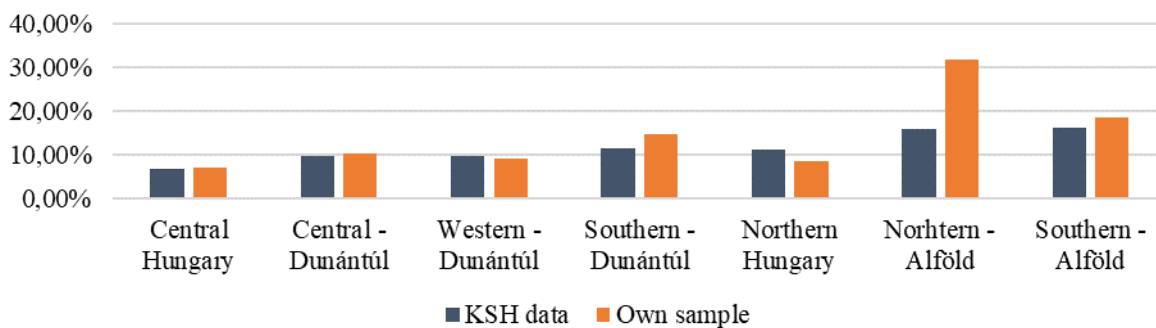
sampling, where farmers working in agriculture from all over the country were contacted. After data cleansing, a sample of 435 respondents was formed.



3. Figure: Distribution of the acquisition of missing knowledge by qualification in 2020

Source: (KSH, 2021), my own editing

According to the data of the data of KSH, 72% of those employed in agriculture are men, hence the sample can be considered representative in terms of the gender of the respondents. Our aim to reach all regions of the country also proved successful, which is illustrated by the following graph. The Northern Great Plain region is slightly over-represented, the inclusion of the other six regions can also be considered representative (4. Figure); (KSH, 2019).

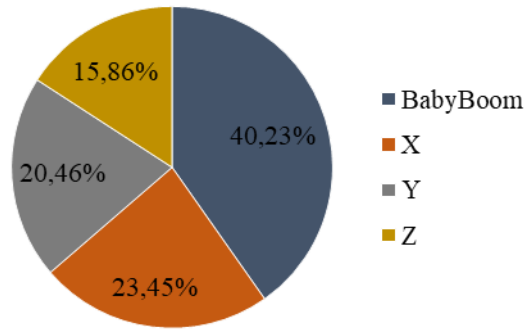


4. Figure: Distribution of respondents by region

Source: (KSH, 2019)and own source, own editing

The largest share of the respondents came from the baby boom generation, which can also be considered representative in terms of the KSH census. Generations X and Y were almost equally represented in the questionnaire, while generation Z was slightly overrepresented based on the 2016 agricultural census (5. Figure).

According to literature, members of the Baby Boom generation have mostly retired or are in the process of retiring. Generations X and Y are highly educated generations. Eliminating uncertainties is very important for Generation X, and Generation Y is extremely good at handling technical innovations since they were born in the age of the IT revolution. The way of thinking of a generation is very different from that of other generations, so they are explored in a number of studies to get a better understanding about their attitudes, choices and behaviour.



5. Figure: Generation distribution of respondents

Source: own compilation

RESEARCH RESULTS

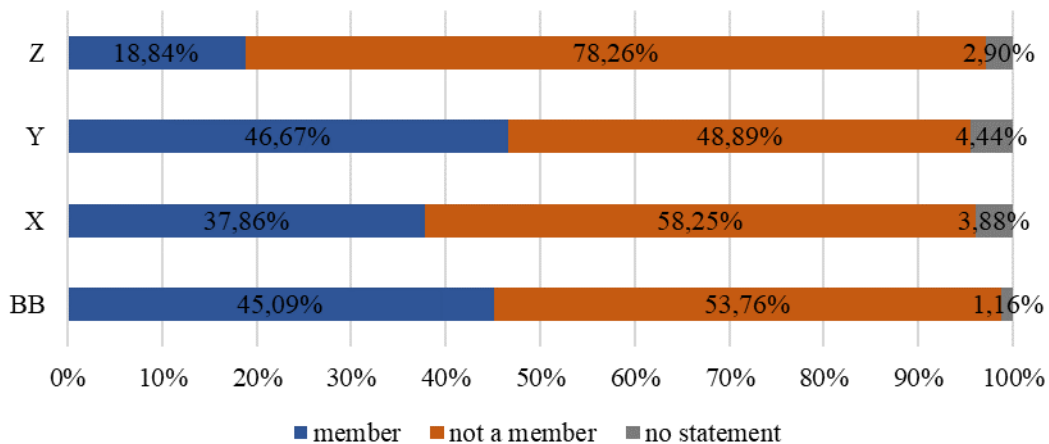
Two hypotheses were formulated during the study:

H1: Different generations have different expectations of a well-functioning organization

H2: Farmers with relevant qualification have different expectations regarding a well-functioning organization than those who do not have formal agricultural education

In order to test the above hypothesis T-tests were used. The confidence interval was determined at 95% in all cases, the p value was considered significant below 0.05. SPSS 22.0 software was used for all analyses.

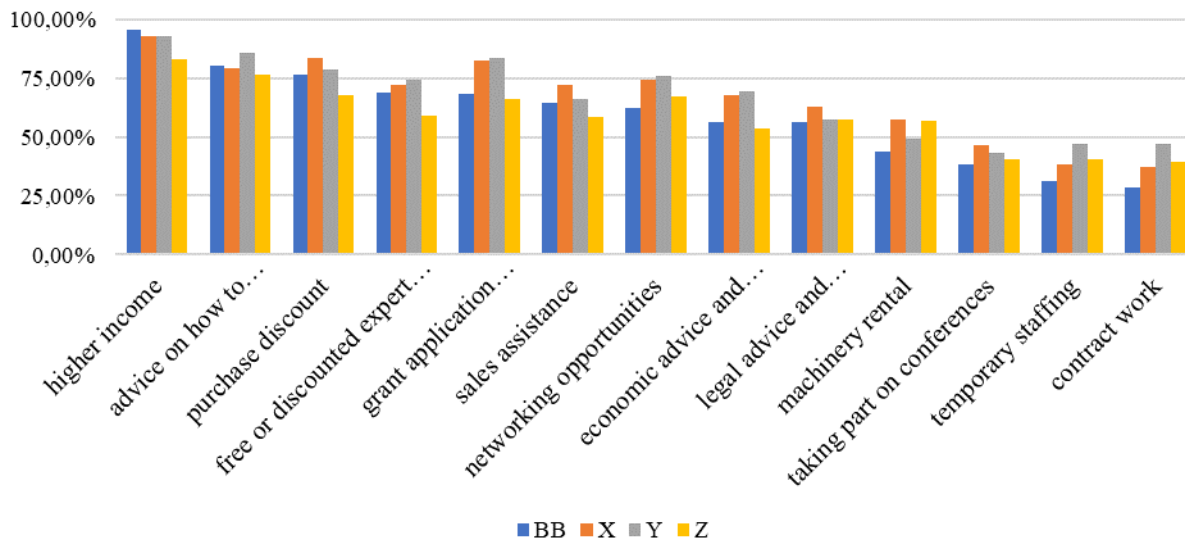
In line with the H1 hypothesis we supposed that different generations have different views regarding membership in specialised agricultural networks, associations, and collaborative leadership activities. We first examined whether farmers have already joined any agricultural networks and, if so, why. After that we sought an answer to the question of what the different generations expect from a possible cooperation. The distribution table shows that less than one-fifth of the members of the youngest generation have joined a network so far, while the other generations have taken this step in about two-fifths (6. Figure).



6. Figure: Network membership by generation

Source: own resources

During the examination of the hypothesis, 13 factors were identified in terms of expectations related to a well-functioning organization (1. higher income, 2. advice on how to increase the average yield or reproduction, 3. free or discounted expert advice, 4. taking part on conferences, 5. purchase discount, 6. sales assistance, 7. grant application opportunities, 8. economic advice and representation, 9. temporary staffing, 10. contract work, 11. machinery rental, 12. legal advice and representation, 13. networking opportunities. Respondents were able to rate the factors on a 5-point Likert scale: In the categories ‘not at all important’, ‘not very important’, ‘neutral’, ‘essential’ and ‘very important’ (7. Figure).



7. Figure: Distribution of factors classified as relevant and important by different generations

Source: own resources

A simple distribution of the answers of different generations on the factors illustrates that there are no significant differences between Generations BB and Z, and that in some cases the issues considered important by Generations X and Y differ from the responses of the other two generations, such as networking opportunities or provision services.

Utilising t-test of the sample, the generations were compared in pairs. As a result, there was a significant difference for seven topics indicated in 1. Table: Relevant data from the t-test of expecting a well-functioning organization in the SPSS. In the case of the tender opportunities, the comparison of the BB generation with the X generation on the one hand and the Y generation with the Z generation using the t-test showed a significant difference. Regarding temporary employment, there was a significant difference for the first time when comparing the BB and X generations, which remained in the comparison with the Y generation, but not with the youngest, Z generation. In terms of contract workers, the t-test also showed a significant difference in the same relations. When comparing the BB and Z generations, there were significant differences in two other cases - for acquisition of the knowledge needed for a higher income, and for free or discounted counselling. In the latter topic, the t-test of generations Z and X also showed a significant difference.

Finally, a comparison of generations X and Z showed a significant difference in terms of purchasing discounts and economic advice and representation (1. Table: Relevant data from the t-test of expecting a well-functioning organization in the SPSS).

1. Table: Relevant data from the t-test of expecting a well-functioning organization in the SPSS

What do You expect from a well-functioning network?		Levene's test		t-test				
		F	Sig.	t	df	Sig.	average	standard error
tender opportunities	BB and X *	13,454	0.000	-2,169	251	0.031	-0.18312	0.08441
	Y and Z *	18,362	0.000	2,492	142	0.014	0.24068	0.09659
contract workers	BB and X *	0.319	0.573	-2,090	250	0.038	-0.21137	0.10113
	BB and Y *	0.882	0.349	-2,516	238	0.013	-0.27287	0.10847
contract workers	BB and X *	0.224	0.637	-2.279	247	0.024	-0.22937	0.10064
	BB and Y *	0.854	0.356	-2,905	236	0.004	-0.31111	0.10709
for higher income advice	BB and Z *	44,173	0.000	3,281	215	0.001	0.24608	0.07501
free or discounted expert advice	BB and Z *	12,573	0.000	2,075	215	0.039	0.21776	0.10494
	X and Z *	10,053	0.002	2,026	154	0.045	0.23904	0.11801
purchase discount	X and Z *	25,831	0.000	2,730	154	0.007	0.26175	0.09587
economic consultancy and representation	X and Z *	7,765	0.006	2,190	153	0.03	0.26004	0.11873

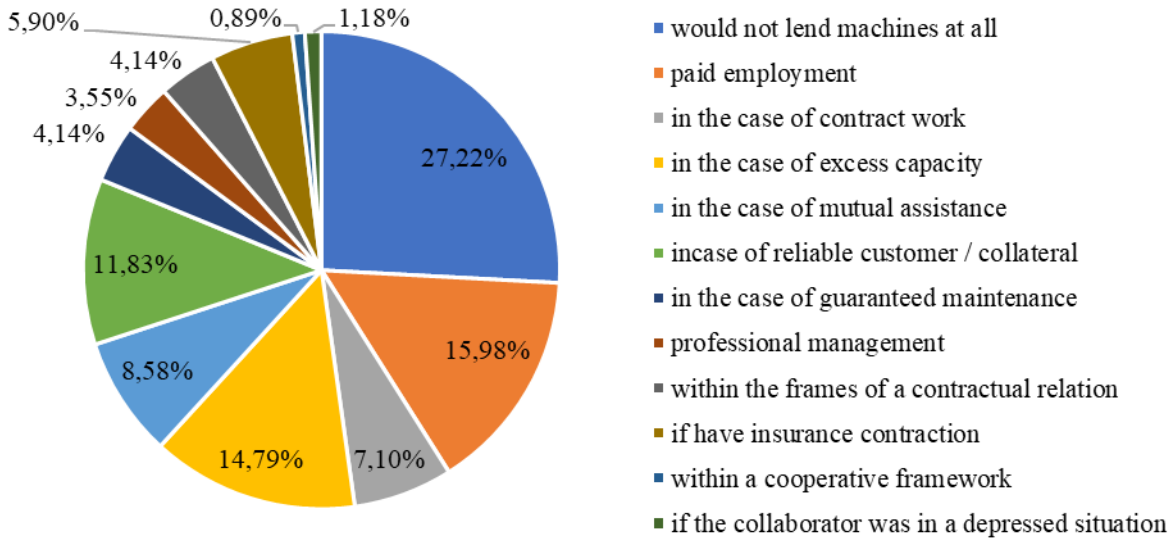
* equal variances assumed

Source: own resources

It has been reported in the literature that Generations X and Y are a highly educated generation, and reducing uncertainty is an important factor for Generation X. Also in the light of our own research data, it can be seen that there are significantly more respondents from Generation X or Y who have identified expectations that may facilitate a possible collaboration. In the light of the literature and statistics, hypothesis H1 was accepted.

With the second hypothesis, we wanted to examine the different attitudes arising from the differences in education, during which the assumption was that Hungarian farmers have different opinions depending on whether they have a formal agricultural education or not.

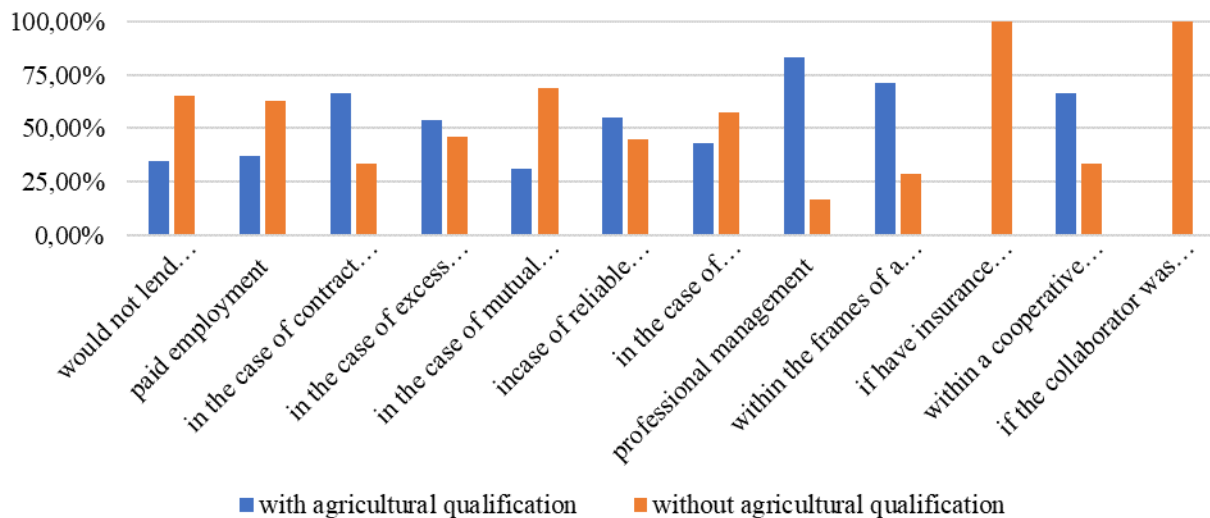
As a first step to test the hypothesis, we examined the conditions under which the farmers would be willing to participate in shared machine use. Regarding the distribution of conditions, as displayed in figure 8., the highest proportion (27.22%) indicated that they would not lend their machines at all. For above 10%, the condition on the basis of which they would be willing to cooperate are the case of adequate compensation, excess capacity or a reliable customer / collateral was indicated. For the other conditions, producers responded below 7% (8. Figure).



8. Figure: Distribution of the conditions of shared machine use among the respondents

Source: own resources

Taking into account the qualifications of the respondents, the picture has become a bit more nuanced (Conditions of common machine use as a function of education).



9. Figure: Conditions of common machine use as a function of education

Source: own resources

In the case of non-agricultural graduates, in addition to emotional responses, such as “in the case of mutual assistance”, “if the collaborator was in a depressed situation”, rational arguments were high, as in the case of adequate compensation or insurance, and a relatively higher percentage has replied that they would not lend their machines at all. Among those with a relevant degree of higher education, the proportion of responses that required some level of training, such as in the case of “paid employment”, “professional management”, “within the frames of a contractual relation” or “within a cooperative framework” was high, hence they tend to be more focused on how to reduce their risks.

Table 2 below only contains data form the t-test that proved to be significant.

2. Table: T-test of factors related to machine sharing

Do you have an agricultural qualification? / Under what circumstances would you be willing to provide contract work or rent your farm machinery?		Levene test		t-test				
		F	Sig.	t	df	Sig.	average	standard error
Not at all	*	33,644	0.000	3,682	213	0.000	0.235	0.064
In case of excess capacity	*	18,621	0.000	-2,082	213	0.039	-0.107	0.051
Handled by a specialist	*	22,938	0.000	-2,274	213	0.024	-0.062	0.027
Within a contractual framework	*	33,113	0.000	-2.677	213	0.008	-0.080	0.030

* equal variances assumed

Source: own resources

The t-test in the SPSS showed significant differences between four responses: “under no circumstances”, “in case of excess capacity”, “if managed by a professional” and “within a contractual framework”. In the case of “under no circumstances” answers, there were significantly more people who did not have an agricultural degree, and in the case of the other responses, there were significantly more people who had an agricultural degree.

Respondents rated their expectations regarding a well-functioning network on a five-point Likert scale, of which important and very important responses were marked in very similar proportions (roughly 50-50%). The t-test in SPSS showed a significant difference in 11 cases out of the 15 aspects to be evaluated. A series of studies report that changes are needed in agricultural education. Our research also underlines that in 11 of the 15 aspects rated, significantly more respondents with agricultural degree considered the marked expectations more important. From the 11 factors, we would like to highlight the help provided in sales, the opportunity to build contacts and the informal exchange of experience, which can greatly facilitate the successful operation of a possible producer cooperation. Table 3. only contains the relevant data.

3. Table: T-test of expectations for a well-functioning organization in the SPSS system among respondents as a function of education

Do you have an agricultural qualification? / Ideally, what would you expect from a well-functioning organization?		Levene test		t-test				
		F	Sig.	t	df	Sig.	average	standard error
Advice for higher income	*	33,038	0.000	-2,768	315,000	0.006	-0.15015	0.05424
Advice on increasing the average yield or reproduction	*	36,303	0.000	-2,862	313,000	0.004	-0.17611	0.06153
Free or discounted expert advice	*	26,497	0.000	-2,699	315,000	0.007	-0.20437	0.07572
Conference participation	*	0.555	0.457	-4,586	312,000	0.000	-0.40917	0.08922
Sales assistance	*	24,561	0.000	-3,450	313,000	0.001	-0.27015	0.07830

Application opportunities	*	47,388	0.000	-4.116	315,000	0.000	-0.27953	0.06792
Economic consulting and representation	*	19,497	0.000	-4.131	312,000	0.000	-0.32952	0.07976
Temporary staffing	*	0.234	0.629	-3,073	312,000	0.002	-0.27747	0.09029
Contract work	*	0.345	0.558	-3,052	310,000	0.002	-0.27056	0.08865
Opportunity building	**			-1,985	305,850	0.048	-0.15091	0.07603
Casual exchange of experience	*	5,600	0.019	-2.869	315,000	0.004	-0.22679	0.07905

* equal variances assumed

** equal variances not assumed

Source: own resources

In light of the above results hypothesis 2 was also accepted.

SUMMARY

The situation of Hungarian agriculture is an evergreen topic not only for farmers, but researchers as well. It has been stated in several studies that successful production cannot be created and sustained without cooperation (due to, among other things, the fragmented wine case system typical of Hungarian economies). Globalization is urging change, as more and more efficient farming is needed on the same land. Two extremely important parameters play a role in agricultural change, besides, but not unrelated to technology, generational change and education.

In our study, we wanted to point out how the different attitudes affected by these two factors influence the expectations for a well-functioning agricultural cooperation. In the research related to the study, we formulated two hypotheses: the first focused on different attitudes due to generational differences and the second on different attitudes due to differences in education.

Generations X and Y are a highly educated generation, and reducing uncertainty is an important factor for Generation X. Also, in the light of statistics, it can be seen that there are significantly more respondents from Generation X or Y who have identified expectations that may facilitate a possible collaboration.

Our hypothesis H1, according to which a different attitude towards a well-functioning agricultural cooperation appears due to generational differences, has been accepted in the light of the literature and statistical data.

A series of studies report that changes are needed in agricultural education. Our research also shows that in many aspects those respondents who have an agricultural are more conscious about the potential threats of joining a network and are also more aware of the potential risks of sharing their machinery with others. We consider it important to highlight their need for help provided in sales, the possibility of networking and the informal exchange of experience, which can greatly facilitate the successful operation of a possible producer cooperation. Hypothesis H2 was also accepted in light of the results.

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INSTITUTIONAL PROFILE



SMALL BUSINESS CHAMPION NETWORK TO ENABLE SMEs TO THRIVE IN GLOBAL ECONOMY

Paris, 20/01/2022

A new ICC Small Business Champions Network aims to enable the voice of small businesses and empower SMEs to thrive in the global economy.

Small- and medium-sized enterprises (SMEs) are the lifeblood of our economies. They account for the vast majority of businesses worldwide and are important contributors to job creation and global economic development. At a time when the global economy is still reeling from the effects of the health crisis, the ICC Small Business Champions Network will form a new informal advisory group to support the development of ICC's global and regional work in market intelligence, public policy advocacy, and in the delivery of practical products and services that meet the needs of SMEs.

On the launch of ICC Small Business Champions Network, ICC Secretary General John W.H Denton AO said:

“SMEs are the bedrock of local economies and, as we look ahead, SMEs will increasingly generate the job opportunities of tomorrow and the innovation needed to build a stronger and more sustainable global economy. As the institutional representative of over 45 million businesses in over 100 countries, ICC is in a uniquely position to channel the voice of the real economy and our growing network of Small Business Champions will help leverage the insights and experience of inspirational SME leaders that are committed to building a more resilient, sustainable and inclusive economy.”

Meet the ICC Small Business Champions

The ICC Small Business Champions manage pioneering SMEs, from different sectors and geographies, that are engaged in cross-border trade and share ICC's core values and mission of making business work for everyone, every day, everywhere. The ICC Small Business Champions possess both the breadth of expertise and the depth of knowledge to successfully address the issues that matter to the SME community and constitute a diverse forum that can engage constructively with the wider ICC network and work with senior policy makers across global and regional forums.

The ICC Small Business Champions Network is currently composed of:

- Victoria Alonsoperez, Founder and CEO, Chipsafer
- Victor Dosoretz, Founder and CEO, Mantra Group

- Jürgen Lindenberg, Co-Owner, Lindy
- Josie Morris, Managing Director, WoolCool
- Rohit Mehrotra, Managing Director, NMK Textile Mills India
- Anna Nordlander, Founder, Acnor AB
- Pinaman Owusu, Founder and CEO, ADJOAA

Anna Nordlander, Founder, Acnor AB said:

“The ICC Small Business Champions Network is a brilliant initiative to spotlight the specific challenges facing SMEs and make sure that their voices are heard at all levels where policies are being made. I am immensely honoured to be part of the group and look forward to working together with ICC to help SMEs thrive, locally as well as globally.”

Josie Morris, Managing Director, WoolCool said:

“MSMEs are vital to the globally economy and it is important that they are represented in equal measures to the larger organisations. Through this network we hope that we can provide this representation to ensure that the interests and voice of such key entities are reflected, heard and acted on.”

Rohit Mehrotra, Managing Director, NMK Textile Mills India said:

“I am extremely excited about the launch of the ICC Small Business Champions initiative and look forward to providing a meaningful contribution to this initiative. I am very fortunate to be on the board and look forward to working with other distinguished members to strengthen the SMEs globally.”

Victoria Alonsoperez, Founder & CEO, Chipsafer said:

“I am very honoured and excited to be part of the ICC Small Business Champions Network. The global pandemic has intensified the SMEs struggle to access capital, resources, and talent, especially, for the latter two, it is very hard to compete with big companies. It has also brought opportunities with digital tools enhancing productivity and normalizing ways of working that can adapt to people’s needs. I will be glad to work with the ICC Business Champions on finding ways to help SMEs go through some of the challenges they face and find new opportunities to innovate and grow, while also being socially and environmentally responsible.”

WHAT ARE THE KEY PRIORITIES FOR THE ICC SMALL BUSINESS CHAMPIONS NETWORK?

- **Address the SME finance gap to help small businesses access the funding they need to seize new business opportunities.**

The finance gap has proved particularly pervasive and acute for SMEs, excluding large swaths of the economic fabric from tangible market opportunities. The inability to access capital negatively impacts millions of SMEs worldwide and undermines their ability to trade and grow. The ICC Small Business Champions Network will support ICC as it engages with like-minded organisations to identify the policy levers and solutions that can help unlock new opportunities for SMEs.

- **Promote the use of digital technologies to help SMEs access global markets and facilitate international trade.**

Accelerating digital uptake by SMEs is essential for economies to recover from the pandemic and build the foundations for future resilience. Digitalisation is a powerful driver of SME success, enhancing their capacity to anticipate, react and adapt to economic shocks. Armed with these new tools, SMEs are often in a better position to seize business opportunities in global markets, which will, in turn, enable SMEs to scale up, accelerate innovation, and create the jobs of tomorrow.

- **Foster more sustainable business models to ensure small businesses take a leading role in climate and environmental action.**

Businesses of all sizes understand the urgent need of taking strong action to generate sustainable growth and reduce the environmental impact of human activities. By implementing more sustainable business models, SMEs can gain a competitive edge, manage business risk, grow their brand, and enhance access to capital. The ICC Small Business Champions Network will provide insights to both the private and public sector on how to ease the SMEs transition towards more sustainable business models.

Victor Dosoretz, Founder & CEO, Mantra Group said:

“We aim to support SMEs based on our concrete first-hand experiences by understanding specific regional needs and deliver practical products for SMEs.”

In 2022, the ICC Small Businesses Champions Network will be taking a leading role across several initiatives linked to the topics above and will ensure that the voice of small businesses resonates with all stakeholders as we collectively take action to build a more inclusive, resilient and sustainable economy that can unlock the full potential of the global SME community.

Source: https://iccwbo.org/media-wall/news-speeches/small-business-champions-network-to-enable-smes-to-thrive-in-global-economy/?_cldee=Zy5zdG9ldkBiY2NpLmJn&recipientid=contact-bc68234fa3abe811a97b000d3ab38525-dfee6e52ea5f4220a420961b9cd23dcd&esid=086aa400-e572-ec11-8943-000d3add6fbf

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NEWS

FRENCH PRESIDENCY OF THE COUNCIL OF THE EU 2022



On 1 January 2022, France has taken over the presidency of the Council of the European Union for six months. This presidency is built around the concepts of "**Recovery, Strength and a sense of Belonging**". The Program is available at the following link:

<https://presidence-francaise.consilium.europa.eu/en/programme-of-the-presidency/>

The programme for the French Presidency has **three ambitions**:

- **A more sovereign Europe:** by strengthening the Schengen area, protecting European borders, controlling migration and improving the asylum policy, in line with Europe's values and its international commitments; by building a stronger Europe which is more capable of action in the fields of security and defence; by taking action for the prosperity and stability of its neighbours, particularly through its engagement in the Western Balkans and its renewed relationship with Africa; and by bringing forth solutions to global challenges.
- **A new European model for growth:** to make Europe a land of production, job creation, innovation and technological excellence; in which economic development is aligned with climate goals; that supports innovation and the growth of European digital players and sets its own rules for the digital world; and that offers high-quality, high-skilled and better-paying jobs.
- **A humane Europe:** that listens to the concerns expressed by its citizens through the Conference on the Future of Europe; that defends the rule of law and upholds its values; that takes pride in its culture, trusts in science and knowledge, and is committed to fighting discrimination and securing a future for the next generation.

These priorities follow on from the achievements of the Slovenian Presidency and are in line with the broader programme of the trio of presidencies co-developed with the upcoming Czech and Swedish presidencies. These priorities are based on the European Commission's work programme for 2022. They were developed in close collaboration with the President of the European Council, the European Parliament and the High Representative of the Union for Foreign Affairs and Security Policy. The European Economic and Social Committee, the European Committee of the Regions and social partners were also consulted. Implementation of the programme will take account of developments in the ongoing public health situation.

EVALUATION CONFIRMS SME DEFINITION WORKS WELL FOR THE VAST MAJORITY OF THE EU'S 23 MILLION SMEs

Published on: 29/09/2021

The Commission published the findings of an evaluation concluding that the current definition of small and medium enterprises (SMEs) is still fit for purpose.

Having SME status can facilitate businesses' access to EU and other types of funding and support measures while often allowing for less burdensome administrative procedures. The report recommends maintaining the current SME definition, as it continues to provide a stable framework that does not discourage SMEs from scaling up. It also confirms that the definition still reflects current economic circumstances and is well-suited to support the Commission's SME and broader economic policy objectives.

The existing definition provides a solid basis for the bulk of EU companies and is the preferred option of the large majority of SMEs.

While the evaluation raised particular issues that a change of definition would not properly address, the Commission will continue to tackle these by fully exploiting recent initiatives.

RELEVANT INITIALITIES

The 2020 Communication on [digitalisation of justice in the European Union](#) stresses the importance of digital tools for businesses to access information, interact with authorities and enjoy access to justice. At the same time, it highlights authorities' and legal professionals' need for appropriate tools to communicate, exchange or submit documents securely cross-border.

The 2020 [SME Strategy for a sustainable and digital Europe](#) and 2021 [Updating the 2020 New Industrial Strategy: Building a stronger Single Market for Europe's recovery](#) include the commitment to consult and assess the need for additional company law measures to facilitate cross-border expansion and scale-up by SMEs.

The 2021 Communication [2030 Digital Compass: the European way for the Digital Decade](#) sets out digitalisation objectives. They stress the importance of providing key public services online (with a target of 100% of such services available online by 2030) and creating connected public administrations, applying the [once-only principle](#).

The upcoming report on the functioning of [the Business Registers Interconnection System \(BRIS\), required by Directive 2012/17/EU](#), will pave the way for better linking of business registers.

The upcoming European single access point for financial and non-financial information publicly disclosed by companies ([ESAP](#)) will provide better access to relevant company information.

NEXT STEPS

Together, the initiatives provide alternative means to address the issues raised during the evaluation. These include companies and managing authorities utilising digitalisation's potential to assess SME status, better application of the 'only once' principle, more linking of business registers and better information on ownership.

The Commission will also work on more guidance on applying the definition rules adapted to the audience (companies and managing authorities) and perform thorough analyses of companies too large to fit the definition yet not considered a 'large' enterprise. An external study will assess the specific challenges these companies meet once they 'outgrow' the SME-phase. It will identify their needs and examine

whether these are already addressed by general policy measures, taking into account the already existing support in areas such as state aid and equity finance (EIB support for small mid-caps and the Fund of Funds). The industrial strategy also provides tailored support measures.

Source:

https://ec.europa.eu/growth/content/evaluation-confirms-sme-definition-works-well-vast-majority-eu%E2%80%99s-23-million-smes_en



UNESCO calls for better oversight of private education to reduce inequalities UNESCO's Global Education Monitoring (GEM) Report warns of growing inequality and exclusion due to high costs of private education and weak regulation by states. It advocates five measures to ensure the provision of quality education for all.

Paris, 10 December – 40% of pre-primary pupils, 20% of primary pupils and 30% of secondary and tertiary students are now educated in non-state schools worldwide. However, UNESCO's new Global Education Monitoring (GEM) Report shows that many countries lack adequate regulations on private education or the capacity to enforce them, undermining quality and potentially widening the educational divide between rich and poor.

The Report analyses non-state actors across all education systems, ranging from schools run by faithbased organizations, NGOs, philanthropies and for-profit commercial entities, to all those involved in the provision of services to the education sector. Many countries let these schools, most of them not registered, operate without any oversight.

It reveals that only 27% of countries explicitly prohibit profit making in primary and secondary schools, which runs counter to the vision of 12 years of free education for all. Over half of countries prevent student admission procedures in schools. Only 7% of countries have quotas that enhance access to schools for disadvantaged students through initiatives. Only half have regulations on private tuition.

Consequently, households in least developed countries spend a disproportionate amount of their income on educating their children. Households account for 39% of education expenditure in low and lower-middle-income countries compared to 16% in high income countries.

The Report, entitled *Who Chooses? Who Loses?*, demonstrates that, at the same time, public education in low-income countries comes with considerable hidden costs. Analysis of 15 low and

middle-income countries shows, for example, that school uniforms and supplies accounted for almost two-fifths of households' educational expenditure.

This requires 8% of families in low- and middle-income countries to borrow money to pay for their children to go to school. "In some countries such as Uganda, Haiti, Kenya and the Philippines, 30% of families have to borrow to afford their children's education. The impact of COVID-19 has squeezed family budgets further, making school fees and other expenditures unaffordable for many", Manos Antoninis, Director of the Global Education Monitoring Report explains.

"Minimum standards have to be set by governments across state and non-state schools to make sure that the most disadvantaged students have equal opportunities to benefit from quality education", says Audrey Azoulay, Director General of UNESCO. "Equitable financing mechanisms are urgently needed. Those living in more disadvantaged contexts shouldn't be penalized", she underscores.

UNESCO urges countries to evaluate the regulations they have in place and presents five recommendations to place equity at the heart of their actions:

1. Increase efforts to guarantee free, publicly funded access to a year of pre-primary and 12 years of primary and secondary education for all children and young people. But one in three countries are devoting less than 4% of gross domestic product or less than 15% of their total public spending to education – the internationally agreed minimum benchmarks.
2. **Establish quality standards that apply to all state and non-state education institutions** as parallel systems with different expectations, material and working conditions have a negative effect on building a coherent education system for all learners.
3. **Strengthen government capacity to monitor and enforce regulations.** In practice, many rules are poorly designed or weakly implemented, leaving the door open for misconduct. Governments need to build a relationship of trust with non-state providers, encouraging them to register, eliminating arbitrariness in rules and communicating the right incentives for them to run their schools effectively for learners' benefit.
4. **Encourage innovation for the common good and bring together all actors who develop them.** Governments should work in partnership with all actors to learn, compile and evaluate good practices, provide resources enabling practitioners to exchange experiences, and pilot and scale up good ideas.
5. **Protect education from narrow vested interests.** Maintaining the transparency and integrity of public education helps safeguard the most disadvantaged learners.

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About UNESCO's GEM Report

The Global Education Monitoring Report (GEM Report) is developed by an independent team and published by UNESCO. It has the official mandate of monitoring progress in meeting the Sustainable Development Goal on education, SDG 4.

Source: <https://en.unesco.org/gem-report/>

A GUIDE TO FOSTERING ENTREPRENEURSHIP EDUCATION

Five key actions toward a digital, green and resilient Europe

Europe needs more people who tackle pressing societal challenges: above all the **twin transition to a digital and green society as well as pandemic recovery**. Entrepreneurship education (EE) can unleash the potential of Europeans to master climate change and digitisation and to build a more resilient society. In order to enhance European cooperation and strategy building in EE, the European Commission implemented the project “Peer-Learning Activities in Entrepreneurship Education and in Women’s Entrepreneurship” (2018–2021). This Guide is a final output of the project. The target group is decision makers in governments, schools and higher education, civil society, and business – on local, regional, national, and European level. The project identified five main areas where decision makers could become active:



- training educators,
- ensuring stakeholders’ cooperation,
- sharing knowledge,
- raising awareness of EE benefits as well as
- conducting research and analysis about EE.

These areas are interlinked and mutually reinforce each other: Develop EE competence of leaders and teachers in education institutions: Increased uptake of EE depends on the degree to which entrepreneurship competences of teaching staff and leaders at schools and in higher education are developed through both initial and continuous teacher training. In addition, a pan-European peer-to-peer network of EE teachers could reinforce training. Encourage cooperation of EE stakeholders about policies and curricula: Scaling up EE requires collaboration between multiple stakeholders at local, national and European level. Governmental bodies, education institutions, businesses, and civil society actors could link up to develop strategies, policy agendas, and EE curricula. A strong European platform for EE would be helpful.

Communicate what EE is and what benefits it brings: Show how EE builds the necessary competences for the future success of students at all ages. Education institutions, parents, government officials and the wider community need to better understand what EE is and what its benefits are: EE is about learning how to turn ideas into reality for the benefit of society. Measure and compare EE practice and impact in pan-European research: Collecting and analysing data about EE shall support evidence-based policy-making. It will allow EE to contribute to key policy agendas: the Green Deal, a digital Europe, the European Skills Agenda, and the social

economy. Share EE knowledge and experience to enhance teaching and learning: EE stakeholders could increase their efforts to share insights on how to improve EE teaching and learning. They could build local communities of practice as well as national and international networks. They can draw from each other's knowledge, methods and content, including innovative digital approaches such as artificial intelligence. Moreover, mechanisms like the European Semester, the Next Generation EU Recovery fund, and European funding instruments can support EE take-up.

Source:

<https://op.europa.eu/en/publication-detail/-/publication/734447fa-58a7-11ec-91ac-01aa75ed71a1/language-en/format-PDF/source-246062167>

PEER-LEARNING ACTIVITIES IN ENTREPRENEURSHIP EDUCATION AND IN WOMEN'S ENTREPRENEURSHIP

Extract from Executive Summary

Contract SME/COSME/2017/021

October 2021

This report results from a series of workshops as well as related online communities and surveys of participants supported by the European Commission (EC) under contract EASME/COSME/2017/021, Peer-learning activities in entrepreneurship education and in women entrepreneurship. It summarises discussions engaging representatives of governments, schools, higher education institutions, businesses, and civil society from countries of the EC's COSME programme. Findings from literature complement workshop results. The authors are **Stefan Lilischkis** (empirica), **Minna Melleri**, **Jarle Tømmerbakke** (JA Europe) as well as **Christine Volkmann** and **Marc Grünhagen** (Bergische Universität Wuppertal).

This Executive Summary is a final output of the project Peer-Learning Activities in Entrepreneurship Education and in Women's Entrepreneurship, implemented 2018 to 2021. The project organised six highly interactive workshops with experts from all over Europe. Three workshops focused on Entrepreneurship Education (further abbreviated as EE), three on Women Entrepreneurship (further abbreviated as WE). Altogether, the project involved over 300 experts. The recommendations in this Summary are derived from the workshops as well as related online communities and surveys of participants. Literature reviews complemented personal experience with empirical insights. The report recommends the following key actions to foster EE and WE in Europe.

Entrepreneurship education:

- Develop EE competence of leaders and teachers in education institutions.
- Encourage cooperation of EE stakeholders about policies and curricula.
- Communicate what EE is and what benefits it brings.
- Measure and compare EE practice and impact in pan-European research.
- Share EE knowledge and experience to enhance teaching and learning.

Women's entrepreneurship:

- Raise acknowledgement and awareness about the importance of WE.
- Improve access to finance for female entrepreneurs.

- Ensure life-long entrepreneurial learning especially for women.
- Build a pan-European umbrella organisation and network for WE.
- Collect and analyse data about women's entrepreneurship.

KEY ACTION TO FOSTER ENTREPRENEURSHIP EDUCATION IN EUROPE

EE is essentially about problem-solving and the four Cs: communication, collaboration, creativity, and critical thinking. The workshops showed that EE can unleash the potential of Europeans to build a green, digital, and more resilient society. The workshop participants worked out actions to foster EE in Europe. They identified **five areas** to become active: training educators, stakeholders' cooperation, awareness raising, EE research as well as sharing EE knowledge. These areas mutually reinforce each other.

Moreover, **European mechanisms** can support EE take-up: the European Semester, the Next Generation EU Recovery fund, and European funding instruments such as the European Social Fund.

The **European Entrepreneurship Competence Framework (EntreComp)** was a reference point throughout the project. EntreComp includes 15 competences in three areas that describe what it means to be entrepreneurial: "Ideas and opportunities", "Resources" and "into action".

In the future, the communities of practitioners and researchers around EntreComp as well as digital and environmental competences could move closer together to tackle the digital and green transitions.

- **Develop EE competence of leaders and teachers in education institutions:** Increased uptake of EE depends on the degree to which entrepreneurship competences of teaching staff and leaders at schools and in higher education are developed through both initial and continuous teacher training. In addition, a pan-European peer-to-peer network of EE teachers could reinforce training.
- **Encourage cooperation of EE stakeholders about policies and curricula:** Scaling up EE requires collaboration between multiple stakeholders at local, national and European level. Governmental bodies, education institutions, businesses, and civil society actors could link up to develop strategies, policy agendas, and EE curricula. A strong European platform for EE would be helpful.
- **Communicate what EE is and what benefits it brings:** Show how EE builds the necessary competences for the future success of students at all ages. Education institutions, parents, government officials and the wider community need to better understand what EE is and what its benefits are: EE is about learning how to turn ideas into reality for the benefit of society.
- **Measure and compare EE practice and impact in pan-European research:** Collecting and analysing data about EE shall support evidence-based policy-making. It will allow EE to contribute to key policy agendas: the Green Deal, a digital Europe, the European Skills Agenda, and the social economy.
- **Share EE knowledge and experience to enhance teaching and learning:** EE stakeholders could increase their efforts to share insights on how to improve EE teaching and learning. They could build local communities of practice as well as national and international networks. They can draw from each other's knowledge, methods and content, including innovative digital approaches such as artificial intelligence.

KEY ACTION TO FOSTER WOMEN'ENTREPRENEURSHIP IN EUROPE

The workshops clearly showed that Europe needs to acknowledge the social and economic importance of women entrepreneurs. Women's entrepreneurship (WE) is an underutilised source of sustainable growth, job creation, and social well-being. Statistics show that women are underrepresented in entrepreneurship in many respects. With the challenges of the digital and green transition as well as recovery from the pandemic, WE should be reinforced as a viable career option – not only for young females.

The workshop participants suggested to focus on five themes that decision makers should target: awareness raising, access to finance, entrepreneurial learning, collecting data, and an umbrella organisation. Similar to EE, the five actions reinforce each other mutually. For example, promoting entrepreneurship as a career path requires role models, sufficient funding, and networks. Moreover, just as for EE, European mechanisms can also help foster WE.

- **Raise awareness about WE and acknowledge the importance of women entrepreneurs:**
A European-wide media campaign could promote women's entrepreneurship. Grass root organisations could guide the campaign. A task force of women entrepreneur champions formed by representatives from all European countries would drive the campaign by sharing good practice and real-life stories. Inclusiveness and gender equality could be at the centre of all promotional and legislative activities.
- **Ensure life-long entrepreneurial learning, especially for women:**
Experiencing entrepreneurial education early at school creates the conditions for developing entrepreneurial competences, choosing entrepreneurship as a career path and adopting an entrepreneurial mindset. Schools and universities could implement compulsory entrepreneurship education with a gender-sensitive approach. Life-long learning opportunities and training centres could be put in place for different age groups.
- **Improve access to finance for women entrepreneurs:**
Setting up a women's entrepreneurship funding platform that offers finance, technical assistance and networks would help women entrepreneurs start and grow their ventures. Equally important is that financial literacy could become an integral part of the school curricula and a cornerstone for women's entrepreneurship focused educational programmes, such as financial management and investment readiness.
- **Build a pan-European umbrella organisation and community for WE:**
Building a strong European woman's entrepreneurship network depends largely on the grass root organisations. An overarching umbrella organisation can provide guidance and support for cooperation. The members could make WE gate or a similar organisation a middle link between grassroots organisations and policy makers at EU and national levels and complement services offered by existing organisations. Stakeholders should continue to advance WE as a policy priority on EU level.
- **Collect and analyse data about women's entrepreneurship:**
There is a need for comparable, gender disaggregated women's entrepreneurship data at the European and national levels to allow for analysis and evidence-based decisions. Initially, there could be a stock-taking of what data is available and what data is needed followed by a refinement of official data collection and the launching of targeted empirical studies

Source: chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Fwww.miamisic.org%2Fsite%2Fwp-content%2Fuploads%2F2022%2F02%2FPeer-learning-in-EE-and-WE.pdf&clen=2135094&chunk=true

JOINT DECLARATION OF THE HUNGARIAN CHURCHES IN THE PROTECTION OF MARRIAGE, THE FAMILY AND HUMAN DIGNITY

Fourteen religious communities, including the Reformed, reaffirmed the biblical position: marriage is between a woman and a man. The resolution will be published in full.

God created man in his own image; He created him in the image of God, making them male and female. God has blessed them, and God has said to them, “Reprove, multiply, fill the earth” (Gen. 1:27-29).

The biblical position was also emphasized by Pope Francis during his visit to Budapest, confirming that the sacrament of marriage is realized between a man and a woman. Also in the Jewish tradition, the sanctification of the woman-man relationship by marriage is the foundation of human dignity. We, the representatives of the undersigned Catholic, Protestant and Orthodox churches, as well as the Jewish communities, in preparation for Christmas and in the light of the candles of Hanukkah, also reaffirm their commitment to marriage, family and human dignity. the importance of Christian values.

Budapest, 9 December 2021

Hungarian Catholic Episcopal Conference

Reformed Church of Hungary

Hungarian Lutheran Church

Baptist Church of Hungary

Hungarian Pentecostal Church

Methodist Church of Hungary

Serbian Orthodox Diocese of Buda

Universal Patriarchate of Constantinople – Hungarian Orthodox Exarchate

Bulgarian Orthodox Church of Hungary

Romanian Orthodox Diocese of Hungary

Hungarian Diocese of Russian Orthodox Church (Moscow Patriarchate)

Hungarian Unitarian Church District of Hungary

Association of Jewish Communities in Hungary

United Hungarian Jewish Community

Source: <https://www.archyworldys.com/joint-declaration-of-the-hungarian-churches-in-the-protection-of-marriage-the-family-and-human-dignity/>



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