

Program of the 131st esd International Scientific Conference –
"Resilience in an Unsustainable World: Shaping the Future"

esd Zagreb, Croatia, 18-19 December, 2025

Venue:

Hotel Dubrovnik, Ljudevita Gaja 1 (Gajeva 1), 10000 Zagreb, Croatia



VELEUČILIŠTE U KARLOVCU
Karlovac University of Applied Sciences



govcopp
universidade de aveiro
research unit in governance,
competitiveness and public policies



ENCGT
المدرسة الوطنية للتجارة والتسيير
Fakulteta za Poslovnu
Ecole Nationale de Commerce et de Gestion

First day, December 18th 2025

Individual arrival of delegates

09:00 – 09:30

Registration & Welcome Drink

09:30 – 11:00

**Opening Ceremony & Plenary Session One
Ban Jelacic Hall**

WELCOME ADDRESS

Domagoj Cingula, esd Organizing Committee

Igor Klopotan, esd Scientific Committee / Medijumsko Veleučilište u Čakovcu, Croatia

1. GREENLAND AS A POTENTIAL ELEMENT OF THE NEW GEOPOLITICAL ORDER

Zuzanna Przygoda, Mirosław Przygoda

2. KICKING TOWARD PEACE AND BUILDING SOCIAL CAPITAL: THE POTENTIAL OF CHINLONE AND NATION-BUILDING IN POST-CONFLICT MYANMAR

William J. Jones

3. OCCUPATIONAL SAFETY CULTURE AS A DRIVER OF ORGANIZATIONAL RESILIENCE: EVIDENCE FROM SERBIA

Tamara Radjenovic, Snezana Zivkovic, Slobodan Milutinovic

4. PUBLIC EXPENDITURES AS INDICATORS OF NATIONAL PRIORITIES: THE CASE OF CROATIA

Lorena Vokic Kvesic, Gabrijela Smoljanovic

5. INTERNAL MARKETING AS A TOOL FOR DEVELOPING EMPLOYEE ENGAGEMENT AND SUSTAINABLE ORGANIZATIONAL COMMUNICATION

Anja Dukic, Zrinka Blazević Bogar

6. WHEN THERE ARE GOOD EVENTS, THERE IS ALSO CULTURAL TOURISM

Marija Valcic, Nevenka Breslauer, Jadranka Herceg

11:00 – 11:30

Coffee Break

11:30 – 13:00

Plenary Session Two

7. EXPLORING ECONOMIC DRIVERS OF THE 2021 SURGE IN ARTISTIC ORGANIZATIONS IN CROATIA USING THE PUSH-PULL ENTREPRENEURSHIP FRAMEWORK

Filip Zivaljic, Marijan Josipovic

8. THE LOCAL COMMUNITY PERCEPTIONS OF THE IMPACT OF THE MASS TOURISM ON THE SUSTAINABILITY OF SPLIT AS A DESTINATION

Senka Borovac Zekan, Antonija Roje, Karla Juretic

9. ANALYSIS OF THE INVESTMENT STRATEGY OF MANDATORY PENSION FUNDS IN THE REPUBLIC OF CROATIA

Filip Beatovic, Ivana Dundek

10. THE LOCAL COMMUNITY PERCEPTIONS OF THE IMPACT OF THE MASS TOURISM ON THE SUSTAINABILITY OF SPLIT AS A DESTINATION

Senka Borovac Zekan, Antonija Roje, Karla Juretic

11. CRYPTOCURRENCIES AS A TOOL FOR PORTFOLIO DIVERSIFICATION

Visnja Juric, Tara Racki, Anita Grubisic

12. THE ROLE OF FOREIGN WORKERS IN CROATIA'S LABOR MARKET AND TAX SYSTEM

Lorena Vokic Kvesic, Manuela Rijic

13. CRISIS COMMUNICATION IN THE AGE OF HYBRID THREATS: STRATEGIC RESPONSES TO DISINFORMATION AND DIGITAL MANIPULATION

Zlatko Vidackovic, Iva Rosanda Zigo

CLOSING REMARKS

13:00 LUNCH



Second day, December 19th 2025

Free Time for Delegates