

# CONFERENCE **ABSTRACT**

December 19–21, 2025  
Toronto, Canada



## CONNECTING CANADA WITH AFRICA



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## **Abstract Book**

*December 19-21, 2025 Toronto, Canada*

**Format: Electronic Book**

**ISBN: 978-1-997875-17-8**

**Venue**

**Hilton Toronto Airport Hotel & Suites**

**December 20, 2025**

**Toronto, Canada**



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## Welcome

As Conference Chair, I am honored to welcome all participants to the conference organized by **Global Conference Alliance Inc.**, to be held on **December 19-21, 2025, in vibrant Toronto, Canada.**

This conference offers a remarkable platform for connecting and networking with delegates from around the world across diverse fields such as management, marketing, international business, human resource management, accounting, finance, entrepreneurship, digital marketing, information technology, nursing, healthcare, HRM leadership, social science, engineering, business, and economics. Attendees will engage with dynamic presentations showcasing innovative research and practical applications across both basic and applied disciplines.

In addition to the academic and professional benefits, the event also presents a wonderful opportunity to explore Toronto—a dynamic city known for its cultural richness, modern skyline, and iconic landmarks such as the CN Tower, Royal Ontario Museum, and the Distillery Historic District. It provides an inspiring backdrop for meaningful dialogue and collaboration.

Thank you for choosing to participate in this prestigious gathering. The diversity of our attendees is certain to foster enriching discussions, spark new collaborations, and advance our collective efforts in research and professional growth.



**Dr. Afzalur Rahman**  
CEO & Conference Chair  
**Global Conference Alliance Inc.**  
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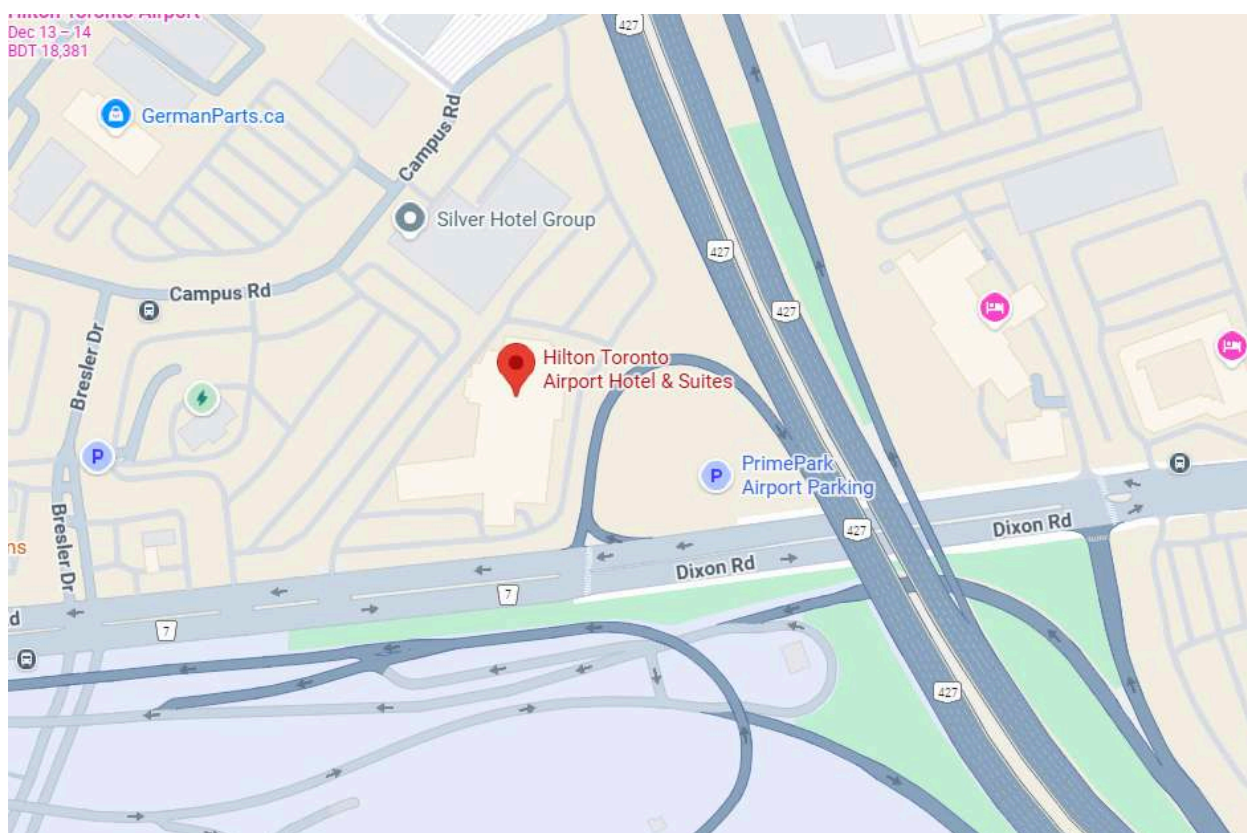
## Conference Venue

### **Hilton Toronto Airport Hotel & Suites**

**Meeting Room - Pearson boardroom**

**5875 Airport Road, Mississauga, Ontario L4V 1N1**

#### **Directions:**



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### Public Transit:

The Hilton Toronto Airport Hotel & Suites – Pearson Boardroom, located at 5875 Airport Road, Mississauga, Ontario L4V 1N1, is easily accessible via public transit. Participants can take MiWay buses, GO Transit, or the TTC connecting from nearby stations. The venue is a short drive from Pearson International Airport, and several bus stops are located nearby for convenient access.

### Driving & Parking:

The hotel is conveniently reachable by car via Airport Road, Highway 401, or Highway 407. Limited on-site parking is available for guests, and additional public parking lots can be found in the surrounding area. Street parking may be available, but please check local signage and regulations before arrival to ensure a smooth experience.

### Accessibility :

Hilton Toronto Airport Hotel & Suites is a fully accessible facility designed to accommodate all guests. The venue features wheelchair-accessible entrances, elevators, and accessible washrooms. Its central location ensures excellent connectivity by car or public transit, making it easy for participants of all needs to attend comfortably.

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## **Disclaimer**

- Please note that all our conferences are multidisciplinary. In addition to the main topic, other topics may also be discussed during the scheduled sessions.
- It is mandatory to confirm your attendance prior to the conference to guarantee your seat and catering arrangements.
- Registered participants may either attend the entire event or choose to attend only their specific sessions.

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## Conference Schedule

### December 19-21, 2025 Toronto, Canada

**Disclaimer:** Please note the main conference day is 20th December, 2025 and the conference will be held at **Hilton Toronto Airport Hotel & Suites**. If you need any help on the 19th December, 2025, please let us know by reaching out to our Hotline & Whatsapp number +1 672-971-2088. Otherwise, we are eager to have you on board on the conference day.

- **Friday, December 19, 2025** – Arrival of the participants in **Toronto, Canada**
- **Saturday, December 20, 2025 (Conference Day)** – Registration, opening speech, keynote speech, and technical sessions:
- **Registration will start from 01:00 PM, Gate Closes at 1:30 PM**

Activity List, Saturday, 20th December, 2025 (Conference Day)	Time
Registration and Lunch	1:00 PM - 1:30 PM
Opening Remarks by Conference Chair	1:30 PM - 1:40 PM
Ice Breaking Session	1:40 PM - 1:50 PM
<b>Technical Session 1: Arts, Education and Humanities</b> Author Presentation: Avril Adonna Nerissa Edwards	1:50 PM - 2:15 PM
<b>Technical Session 2: Human Rights, Immigration, and Refugees</b> Author Presentation: Doukoure Ansoumane	2:15 PM - 2:40 PM
<b>Break</b>	2:40 PM - 2:45 PM
<b>Technical Session 3: Arts, Education and Humanities</b> Author Presentation: Nasir Ali	2:45 PM - 3:10PM
<b>Break</b>	3:10 PM - 3:15PM
<b>Technical Session 4: Business Management and Economics, International Business and Marketing; Strategic Management and Planning; Accounting and Financial Management</b> Keynote Speech by Dr. Afzalur Rahman	3:15 PM - 3:40 PM
<b>Technical Session 5: Human Rights, Immigration, and Refugees</b> Keynote Presentation by Amish Passi (Virtual)	3:40 PM - 4:05 PM
Photo Session and Certificate Giving Ceremony	4:05 PM - 4:30 PM
Closing Remarks	4:30 PM - 4:50 PM
Testimonials	4:50 PM - 5:00 PM

- **Sunday, December 21, 2025** – Optional City Tour (City tour is optional and subject to availability. Participants wishing to join must confirm in advance, as an additional fee applies. To book, please send your request to [contact@globalconference.ca](mailto:contact@globalconference.ca))

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## Conference Committee

### Keynote Speech



**Dr. Afzalur Rahman**

*Doctor of Business Administration – DBA in International Business (USA)*  
*Certified International Trade Professional – CITP (Canada)*  
*Former Professor of Business Management – Douglas College (Canada)*

Dr. Afzalur Rahman is the CEO of Global Conference Alliance, where he leads a team of professionals dedicated to delivering premier academic training, conference hosting, and event planning services to scholars and researchers worldwide. With more than 15 years of experience in higher education and international business, he is deeply committed to fostering knowledge exchange, cross-border collaboration, and innovation across disciplines.

In addition to his role at Global Conference Alliance, Dr. Rahman is the CEO and President of the Canada-Africa International Business Chamber of Commerce, an organization focused on strengthening economic ties, trade partnerships, and investment opportunities between Canada and African nations.

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He is also the founder and CEO of Universal Training Corporation, a multidimensional training institute based in Vancouver, Canada. Dr. Rahman holds a Doctor of Business Administration in International Business, an MBA in Finance, and a Bachelor of Commerce in Business Administration and Management. He is a Certified International Trade Professional (CITP) and a Chartered Professional in Human Resources (CPHR), underscoring his extensive credentials and expertise.

Dr. Rahman has a rich background in academia, having taught at multiple universities in Canada, the United States, China, and Bangladesh. His teaching experience includes positions at Douglas College, the University of British Columbia, and several other institutions. He has also published numerous articles in peer-reviewed journals, with research interests that include international marketing, human resource management, business strategy, and global entrepreneurship.

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## *Keynote Speech*



**Amish Passi**

*Sessional Faculty – Operations Management  
University Canada West*

Amish Passi is a faculty member at University Canada West with over 14 years of industry experience in operations, project management, supply chain, procurement, and marketing. He teaches Operations Management, blending real-world insights with interactive learning through case studies and simulations. With a Master's in Project Management, he is now pursuing a DBA focused on using Generative AI to improve operational decision-making. His goal is to empower students with the skills and mindset needed to lead in a data-driven world.

As a keynote speaker, he is passionate about sharing practical insights that connect academic learning with real-world impact.

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## **Committee Members**

- **Dr. Afzalur Rahman**, Former Professor of Business Management – Douglas College
- **Dr. Michael Henry**, Thompson Rivers University, Canada; Dean, School of Business & Economics – Adviser
- **Masum Billah Bhuiyan**, Founder of Giant Marketers  
IT Entrepreneur || Public Speaker || Business Coach || Digital Marketing Expert
- **Mr. John O’Fee**, KC, Thompson Rivers University, Canada - Business Law and Human Resource Management
- **Dr. Erika Skita**, Instructor, Granville College in Vancouver, Canada
- **Dr. Dushyant Gosai**, Colorado State University-Global Campus, United States - Accounting
- **Mr. Simon Parker**, Douglas College, Canada - Marketing and International Business
- **Dr. Ahmed Hoque**, Vancouver Island University, Canada - Economics and Banking
- **Dr. Emrul Hasan**, The University of British Columbia, Canada -Finance
- **Dr. Murat Eroglu**, Faculty Member, Adelphi University, USA
- **Ms. Marisa McGillivray**, Economist at Statistics Canada Consumer Prices Division
- **Mr. Quazi M. Ahmed**, IFC/World Bank Group Certified Master Trainer
- **Mrs. Yasmin Jahir**, Software Engineer
- **Dr. Imtiaz Ahmed**, Assistant Professor, Department of Electrical Engineering and Computer Science, Howard University, Washington, DC, USA
- **Husnu Saner Narman**, Faculty Member at Marshall University

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## Authors' Presentation Review

**Saturday 20th December, 2025**

Name and Affiliation	Title
<b>Mario Eid Niaze Ghabious(Author)</b> <i>Shu Te University</i>	<b>Harnessing Fintech-Enabled SME Financing to Boost Export Competitiveness: A Case Study of Egypt's Post-Pandemic Trade Recovery</b>

Name and Affiliation	Title
<b>Sandy Francis Peris(Author)</b> <i>State University of Bangladesh</i>	<b>Integrating Green Practices Along With the Mediating Role of Green Brand Image in Achieving Green Competitive Advantage: From a Literature Review to a Conceptual Framework</b>

Name and Affiliation	Title
<b>Nasir Ali(Author)</b> <i>School Education Department Government of Punjab</i>	<b>Advancing Digital Equity in Rural Pakistan: A District-Level Framework for Inclusive, Technology-Enhanced Education</b>

Name and Affiliation	Title
<b>Muhammad Atiq-ur-Rehman(Author)</b> <i>Universiti Sains Islam Malaysia</i>	<b>The Impact of Martial Law on the Judiciary in Pakistan</b>

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Name and Affiliation	Title
<b>Avril Adonna Nerissa Edwards(Author)</b> <i>Central China Normal University</i>	<b>Lifelong Learning for Teacher Mentors: Applying Andragogy to Guide Effective Mentorship Training</b>

Name and Affiliation	Title
<b>Doukoure Ansoumane(Author)</b> <i>Ministère De L'administration Du Territoire Et De La Décentralisation</i>	<b>L'afflux de demandeurs d'asile et réfugiés Libériens, Sierra léonais et Ivoiriens ainsi que leurs protection et assistances en Guinée</b>

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## **Instructions for Oral Presentation**

**Saturday 20th December, 2025**

**Devices provided by the conference organizer:**

- ❖ Laptop (with MS-Office and Adobe Reader)
- ❖ Projector and Screen

**Materials provided by the presenters:**

- ❖ PowerPoint or PDF files (files should be copied to the conference laptop at the beginning of each session)

**Duration of each presentation:**

- ❖ Regular oral presentation – 10 minutes including Q&A
- ❖ Keynote speech – 20 minutes

## **Instructions for Publication**

All accepted papers in the Conference will be published in the online conference proceedings:

**Title:** Conference Abstract December 19-21, 2025 Toronto, Canada

**ISBN:** 978-1-997875-17-8

**Format:** Electronic book

## **Instructions for Participants**

To attend the conference, please ensure you bring a printed invitation letter and a valid photo ID (such as Passport, Driving License, or any government-issued ID with a photo) on the day of the event. Admittance to the conference will not be granted without these documents. We greatly appreciate your cooperation.

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## Authors' Presentation Schedule

**Saturday 20th December, 2025**

Name and Affiliation	Title & Abstract
<p><b>Mario Eid Niaze Ghabious(Author)</b> <i>Shu Te University</i></p>	<p><b>Harnessing Fintech-Enabled SME Financing to Boost Export Competitiveness: A Case Study of Egypt's Post-Pandemic Trade Recovery</b></p> <p><b>Abstract :</b> The COVID-19 pandemic disrupted global trade and severely strained small and medium-sized enterprises (SMEs) in emerging markets. This paper examines how financial technology (fintech) innovations in Egypt have enabled SME financing that catalyzed a robust post-pandemic export recovery. Using a case study approach, we review literature on SME finance and fintech, analyze trade and fintech sector data, and assess policies and initiatives implemented in Egypt. We find that fintech-driven financing – such as digital lending, payments, and supply-chain finance – helped Egyptian SMEs restore and expand their export capacity after 2020. Egypt's merchandise exports rebounded from USD 29.3 billion in 2020 to USD 52.1 billion in 2022, a 77% surge that outpaced pre-pandemic levels. Concurrently, Egypt's fintech sector experienced unprecedented growth, with fintech startups increasing from just 2 in 2014 to 112 by 2021. Fintech lenders have channeled billions of dollars in credit to underserved businesses, easing the funding gaps that traditionally impeded SME export competitiveness. The analysis discusses key fintech modalities (digital credit platforms, e-payments, crowdfunding, etc.) and how they alleviated financing constraints for exporting SMEs. Drawing on Egypt's experience, the paper offers policy recommendations for scaling fintech-enabled SME finance in other emerging markets. These include strengthening digital infrastructure, supportive regulations, public-private fintech partnerships, and capacity-building to ensure SMEs can leverage fintech for trade growth. The findings suggest that fintech innovations, under the right</p>

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	<p>policy environment, can significantly boost SME export performance and are scalable drivers of inclusive trade recovery in the post-pandemic global economy.</p> <p><b>Keywords:</b> Fintech, SME finance, exports, competitiveness, Egypt, COVID-19 recovery, emerging markets, digital lending, financial inclusion, trade finance.</p>
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Name and Affiliation	Title & Abstract
<p><b>Sandy Francis Peris(Author)</b>  <i>State University of Bangladesh</i></p>	<p><b>Integrating Green Practices Along With the Mediating Role of Green Brand Image in Achieving Green Competitive Advantage: From a Literature Review to a Conceptual Framework</b></p> <p><b>Abstract:</b>  In the last few years, green practice in business has received significant focus in academic and practical fields to adapt to the changing scenario towards sustainability. The importance of adapting green practices is recognized all over the world. Considering that, this paper developed a conceptual framework to explore the interrelated roles of green knowledge management, green market orientation, and green innovation as independent variables that influence a firm's green competitive advantage, with green brand image serving as a mediating variable. Utilizing the natural resource-based view (NRBV) theory, this paper also emphasizes the significance of integrating ecological considerations into organizational strategies to attain a sustainable competitive edge. According to the NRBV, adapting the green practice in all possible ways in business operations can provide a competitive advantage for the business, which will be the ultimate success factor for the future sustainable business. However, studies on these topics are still limited in understanding the scenario in a better way. The main objective of this paper can be separated into two categories. While the other serves as a guide for possible future research, the first offers a conceptual foundation for this area of study. This paper offers insights and suggestions from previous research to the government, corporations, policy makers, and stakeholders. The study also includes the key summaries and reviews on this subject. Furthermore, this study argues that academics should concentrate on achieving green competitive advantage and sustainable business performance because there aren't many studies on green competitive advantage, green practices, and other pertinent topics.</p> <p><b>Keywords:</b> Green knowledge management, Green market orientation, Green innovation, Green brand image, Green competitive advantage</p>

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Name and Affiliation	Title & Abstract
<p><b>Nasir Ali(Author)</b>  <i>School Education Department Government of Punja</i></p>	<p><b>Advancing Digital Equity in Rural Pakistan: A District-Level Framework for Inclusive, Technology-Enhanced Education</b></p> <p><b>Abstract</b>  Educational inequity in rural Pakistan continues to limit opportunities for millions of children, particularly in districts such as Mandi Bahauddin in Punjab, where inadequate infrastructure and teacher shortages have created deep learning gaps. This study introduces a district-level framework that integrates technology with pedagogy to transform rural education through three interconnected strategies: teacher empowerment, digital inclusion, and community engagement. Teachers participated in structured workshops and peer mentoring designed to build digital teaching capacity, while low-bandwidth blended learning modules and cost-effective ICT kits were introduced to classrooms serving over 3,400 students across 12 government schools. At the same time, parents and school councils were mobilized to take stronger roles in accountability and oversight, ensuring sustainability of reforms. The results demonstrated measurable improvements in literacy and numeracy outcomes, increased teacher confidence in integrating ICT, and higher student engagement with blended learning. Unlike isolated school-based projects, this model is embedded at the governance level, allowing scale-up across districts and long-term impact on educational equity. Presenting these findings at GCAEH 2025 will showcase how innovative approaches from rural Pakistan can contribute to global discourse on inclusive, technology-driven education, while strengthening the conference’s mission to highlight strategies that empower underserved learners worldwide.</p> <p><b>Keywords:</b> Educational Equity; Digital Inclusion; Teacher Training; Rural Education; ICT in Learning</p>

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Name and Affiliation	Title & Abstract
<p><b>Muhammad Atiq-ur-Rehman(Author)</b>  <i>Universiti Sains Islam Malaysia</i></p>	<p><b>The Impact of Martial Law on the Judiciary in Pakistan</b></p> <p><b>Abstract</b>  Martial law, despite its nomenclature, fails to align with any recognized definition of law. Whether considered from a natural school, positive, realist, historical, or social standpoint, martial law does not conform to the essential characteristics that define law. Upon closer examination, it becomes evident that, on academic, practical, and philosophical grounds, martial law does not fall within the purview of law.</p> <p>From a realistic perspective, the parameters that typically attribute the classification of "law" are notably absent in the context of martial law. When a legal system lacks these fundamental elements, it cannot be rightfully deemed as law. However, for the purpose of this research, the term "martial law" will be retained.</p> <p>Martial law, characterized by its imposition through force, subjects a nation to governance by coercion, often wielding the metaphorical 'stick' over its citizens. In this imposition, fundamental rights are inevitably violated, with restrictions extending to the realm of journalism and the suspension of constitutional rights. This societal transformation, where the 'stick' becomes the arbiter, resembles an empire metamorphosing into an untamed wilderness. The principles of democracy bleed, and the judiciary, typically a guardian of justice, is subjugated to the role of a captive.</p> <p>The judiciary stands as the sentinel of fundamental rights in any nation, tasked with the dual responsibility of delivering justice to its citizens and safeguarding their fundamental rights. Among these rights are the freedom of opinion, freedom of expression, and democratic freedoms, all of which are essential pillars of a just and equitable society. However, the imposition of martial law poses a formidable threat to</p>

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	<p>these rights, extinguishing the flame of democratic freedom and silencing expressions of opinion, speech, and writing. Consequently, the protection and provision of fundamental rights come to an abrupt halt, rendering the judiciary impotent in its role.</p> <p>Perhaps even more concerning is the transformation of the judiciary into an instrument of martial law, a phenomenon observed in two distinct forms: the archaic form and the modern variant. The modern manifestation, characterized by its veiled nature, presents a more insidious threat. Unlike the overt imposition of martial law in the archaic form, the modern version sees the military or army surreptitiously wielding influence over the judiciary, effectively placing the judiciary under the shadow of armed authority. This subtle manipulation results in a deviation from the judiciary's original objectives, a perilous circumstance for the institution.</p> <p>This deviation marks not only a failure but also the potential destruction of the system within a country. The consequences are severe—judicial stagnation, arbitrary dispensation of justice by the military, suspension of fundamental and constitutional rights, disruption of democratic processes, and the stifling of freedom of opinion. Each of these issues collectively undermines the judiciary, causing it to stray from its intended goals. Such a deviation proves detrimental to any society and nation, jeopardizing the very foundations upon which justice and democracy thrive.</p> <p>Keywords: Martial Law, Judiciary, Justice, Rights</p>
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Name and Affiliation	Title & Abstract
<p><b>Avril Adonna Nerissa Edwards(Author)</b>  <i>Central China Normal University</i></p>	<p><b>Lifelong Learning for Teacher Mentors: Applying Andragogy to Guide Effective Mentorship Training</b></p> <p><b>Abstract</b>  Effective professional development is essential for organizational growth and employee retention, yet traditional, one-size-fits-all training models often fail to meet the needs of adult learners. This paper argues that a structured mentorship program, grounded in the principles of lifelong learning and andragogy, represents a powerful strategy for cultivating a skilled, adaptable, and committed workforce. It begins by establishing the theoretical framework, exploring how lifelong learning has become a professional imperative and how andragogy, the art and science of helping adults learn, ensures that professional development is relevant, self-directed, and immediately applicable. The paper then synthesizes empirical research to demonstrate that investing in formal mentor development yields significant, multi-faceted benefits. For mentees, structured mentorship accelerates competency, improves job satisfaction, and increases retention. For mentors, the process enhances leadership capabilities, deepens subject matter expertise, and fosters a sense of professional renewal. Finally, for the institution as a whole, a robust mentorship culture strengthens organizational knowledge transfer, improves performance, and builds a more resilient and collaborative community. The paper concludes that structured mentorship is not a peripheral perk but a core strategic investment that benefits all stakeholders and is fundamental to building a thriving, learning-centered organization.</p> <p><b>Keywords:</b>  mentorship, professional development, andragogy, lifelong learning, employee retention, organizational culture, leadership development, structured mentoring</p>

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Name and Affiliation	Title & Abstract
<p><b>Doukoure Ansoumane(Author)</b>  <i>Ministère De L'administration  Du Territoire Et De La Décentralisation</i></p>	<p><b>L'afflux de demandeurs d'asile et réfugiés Libériens, Sierra léonais et Ivoiriens ainsi que leurs protection et assistances en Guinée</b></p> <p><b>Abstract</b>  Tout au long de l'histoire, des êtres humains ont dû abandonner leurs foyers et rechercher ailleurs la sécurité afin d'échapper à la persécution, aux conflits armés, à la violence politique, à l'intolérance et au changement climatique. Aucune région du monde n'a été épargnée par ce phénomène. D'ailleurs, la plupart des religions respectent l'asile, le refuge et le sanctuaire pour les en détresse. Dans l'ancien Testament, le livre des Nombres montre Dieu chargeant Moïse de désigner six (06) cités qui soient les lieux de refuge, « à la fois pour les enfants d'Israël, pour l'étranger et pour celui qui séjourne parmi eux » (35 :9-15). Dans le nouveau Testament, l'Evangile selon saint Mathieu décrit le Christ enfant et sa famille comme des réfugiés fuyant en Egypte. Le Saint Coran mentionne clairement l'importance de la notion d'asile en Islam : « ceux qui ont cru et qui ont choisi l'asile et ont lutté pour la foi et ceux qui leur ont donné aide et asile, ce sont ceux les vrais croyants » (8 :74). La révocation de l'Edit de Nantes en 1685 qui a contraint 250.000 Protestants français (les Huguenots) à fuir leur pays, a inauguré la tradition moderne de l'asile en Europe(1).</p>

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