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Abstract:xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx
(10-point Times New Roman, single spaced type, justified)
Keywords: (10-point Times New Roman, justified)
JEL CODES: (10-point Times New Roman, justified)

1. Introduction (11-points Times New Roman 11, Bold, left aligned, numbered)

Section titles should be Times New Roman 11-point boldface, initially capitalized, flush left, with one blank line before.
xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx
(11-point Times New Roman, normal, single spaced type, justified)
The text is fully-justified as in the present template (A4 size page, Top -2 cm, Bottom - 6,5 cm, Left -2 cm, Right - 6 cm, Gutter - 0 cm, Header - 0 cm, Footer - 7,5 cm).
All printed material, including text, illustrations, and charts, must be kept within the paper margins.

2. Literature review and theoretical background (TE Roman 11, Bold, left, numbered)

2.1. Subsection (11-point Times New Roman, left aligned)

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(11-point Times New Roman, justified)

2.2. Subsection (11-point Times New Roman, left aligned)
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Please use decimal system of headings with no more than 3 levels.
Footones can be used only to give additional information; they should not consist of a reference citation. They are numbered consecutively.
Citations in the text should follow the referencing style used by the American Psychological Association. You are referred to the Publication Manual of the American Psychological Association, Sixth Edition, ISBN 978-1-4338-0561-5. More information can be found at: https://www.apastyle.org/.
Examples:
- Consumer research spans many disciplines (Thomson, 2001);
- Consumer research spans many disciplines (Ferguson, 2012, pp. 64–67);
-This result was verified and extended by Smith (2010);
-In this study, we used Purring's (2012) Charisma and Tenacity Survey (CATS) rather than Barks and Howls's (2013) Directions of Generosity survey;
-These effects were extensively studied (Martin, 1999; Klein et al., 2001; Smith&Kohl, 2008);
-These effects were extensively studied (Minor, 2001; see also Adams, 2000; Sartre, 2007);
-Stewart et al. (2010) state that the event resulted in thousands of participants flocking to the National Mall in support of the cause;
-He also has interest in the watercraft during the Pleistocene (Bednarik, 2003c) and the figurines of Africa (Bednarik, 2003b).

3. Methodology and Case study or legislation data

Figures and tables must be placed inside the text. Under the tables, drawings, figures etc., their source should be indicated; if they should present results of the authors' work, this will be indicated as "self research" or "self processing". We prefer self designed tables, diagrams and figures instead of scanned pieces scanned from other works.
All tables must be numbered by using Arabic numerals. Tables should always be cited in consecutive numerical order. For each table, please supply a title explaining the components of the table, in italics and bold. Identify any previously published material by giving the original source in a form of a reference beneath the table body. If there are notes concerning the tables, these should be inserted immediately after the table.
Figures should be high resolution with descriptive headings. Their titles should be in italics and centred above the figures. All figures are to be numbered using Arabic numerals. Figures should always be cited in text in consecutive numerical order. Figure parts should be noted by lowercase letters (a, b, c etc). If an appendix appears in you article and it contains one or more figures continue the consecutive numbering of the main text.

Some examples:

Table 1 The list of variables

	Variables
K1	leadership
K2	relationships development and maintaining
K3	focus on results and processes
K4	ability to motivate
K5	learning from own errors
K6	influencing of others
K7	decisions taking
K8	strategy setting
K9	ethical behaviour

Source: author's view

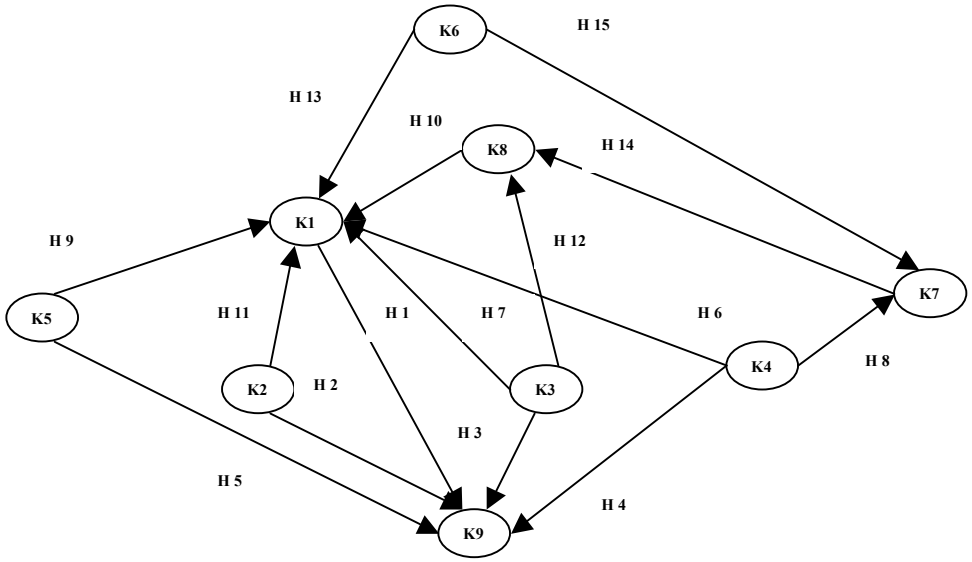


Figure 1 The hypothesized model of competencies

Source: author's view

4. Empirical results and comments regarding the case study and/or legislation

Please make reference to the case study and/or jurisprudence in the Methodology section.

5. Conclusions

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xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx

Acknowledgements

In this section you can acknowledge any support given which is not covered by the author contribution or funding sections. This may include administrative and technical support, or donations in kind (e.g., materials used for experiments).
E.g.: The authors thank the anonymous reviewers and editor for their valuable contribution.

Funding

Please add: "This research received no external funding" or "This research was funded by NAME OF FUNDER, grant number XXX" and "The APC was funded by XXX".
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Author Contributions

For research articles with several authors, a short paragraph specifying their individual contributions must be provided. The following statements should be used "conceptualization, X.X. and Y.Y.; methodology, X.X.; software, X.X.; validation, X.X., Y.Y. and Z.Z.; formal analysis, X.X.; investigation, X.X.; resources, X.X.; data curation, X.X.; writing—original draft preparation, X.X.; writing—review and editing, X.X.; visualization, X.X.; supervision, X.X.; project administration, X.X.; funding acquisition, Y.Y.". Authorship must be limited to those who have contributed substantially to the work reported.
E.g.: ON and FCD conceived the study and were responsible for the design and development of the data analysis. AB and SJ were responsible for data collection and analysis and also for data interpretation. GD was responsible for the literature review section.

Disclosure Statement

Declare conflicts of interest or state "The authors declare no conflict of interest." Authors must identify and declare any personal circumstances or interest that may be

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Examples:

Markusen, A. R. (1996). The economics of postwar regional disparity. In S. S. Fainstein & S. Campbell (Eds.), *Readings in urban theory* (pp. 102–131). Cambridge, MA: Blackwell.
Maclean, H. (1932). *Nursing in New Zealand: History and reminiscences*. Retrieved from http://www.nzetc.org/tm/scholarly/tei-MacNurs.html Accessed on day/month/year

Journal article
Author, A. A. (Year).Title of paper. *Full title of Journal*, Volume (Issue), pp.pages
Examples:
Jacoby, W. G. (1994). Public attitudes toward government spending. *American Journal of Political Science*, 38(2), 336-361.
Fearon, J. D., & Laitin, D. D. (2003). Ethnicity, Insurgency, and Civil War. *American Political Science Review*, *97*(01), 75. doi: 10.1017/S0003055403000534

Online journal
Author, A.A. (Year). Article title. *Full title of Journal*, Volume (Issue), pp. Page(s). doi:# or Retrieved from URL Accessed on day/month/year
Example:
Poiger, U. G. (1996). Rock 'n' roll, female sexuality, and the Cold War Battle over German Identities. *The Journal of Modern History*, 68(3), 577. doi:10.1086/245343

Conference Proceedings
Author, A. A. (Year).Title of paper. *Proceedings of...*, pp.pages
Example for printed Proceedings:
Game, A. (2001). Creative ways of being. In J. R. Morss, N. Stephenson & J. F. H. V. Rappard (Eds.), *Theoretical issues in psychology: Proceedings of the International Society for Theoretical Psychology 1999 Conference* (pp. 3-12). Sydney: Springer.
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Author, A.A. (Year) (a letter).Title of paper. *Journal's name*, Volume (Issue), pp.xx-xx.
Examples:
Apergis, N., Payne, J.E. (2011a). The renewable energy consumption–growth nexus in Central America. *Applied Energy* 88(1), 343–347.
Apergis N, Payne JE. (2011b). On the causal dynamics between renewable and nonrenewable energy consumption and economic growth in developed and developing countries. *Energy Systems,* 2(3-4), 299–312.

Example of references list:

1. Anderson, K.A. (2017). Skill networks and measures of complex human capital. *Proceedings of the National Academy of Sciences of United States of America*, 114 (48), 12720–12724.
2. Bugge, M. M., Hansen, T., Klitkou, A.(2016). What is bioeconomy? A review of the literature. *Sustainability*, 8 (1), 1-22.
3. Chen, P., Ibbotson, R.G., Milevsky, M.A., Zhu, C.X. (2006). Human Capital, Asset Allocation, and Life Insurance. *Financial Analysts Journal*, 62 (1), 97-109.
4. Čiutienė, R., and Railaitė, R. (2015). A development of human capital in the context of an aging population. *20th International Scientific Conference Economics and Management. Procedia - Social and Behavioral Sciences*, 213, 753 – 757.
5. Clark, T.S., and Linzer, D.A. (2012). *Should I use fixed or random effects?*. http://polmeth.wustl.edu/files/polmeth/clarklinzerrefemar2012.pdf> (Accessed 27 February 2019).
6. Hsiao, C. (2002). *Analysis of Panel Data*, New York: Cambridge University Press.
7. Mazza, L., ten Brink, P. (2012). Supporting briefing-Green economy in the European Union. UNEP. Retrieved from: https://ieep.eu/uploads/articles/attachments/071ec7ac-3e08-4d92-8b26-45a2254489c3/KNOSSOS_Green_Economy_Supporting_Briefing.pdf?v=63664509783 Accessed on 2 October 2018

Appendix (if applicable)