

DIMENSIONS OF EMPLOYEES PROTECTION IN ALBANIAN CORPORATIONS AND HARMONIZATION WITH EU

Blerta Aliu
European University of Tirana
ALBANIA

ABSTRACT

This study focuses on the Involvement of stakeholders in decision-making of corporations. The topic is very interesting and current, in an European market which is increasingly occupied by corporations, and it seems difficult, in the Albanian context, as a country in transition. Latest academic theories referring the management of companies imply a major role of human resources, as an intellectual or physical capital and a key stakeholder. Therefore, we will refer to these theories to analyze the issue in question. It is necessary to make a comparison between EU theoretical contexts, intertwined with legal aspects, to pass in the Albanian analysis. The purpose of the study consists in the identification of strategies to implement corporate social responsibility to groups of internal or external interest (classified by affinity with the corporation). At this point, the use of case law gets a special importance. The research question of this study is: How much are employers into Albanian corporations protected informed, integrated and valued? The hypothesis is: Corporate social responsibility is seen generally in the philanthropic point of view, so in charity or social activities, but not in the guarantee of human resources. Finally, human resources, often, find difficulties in the working conditions but also, in the selection and training conditions or the relation of payment with performance. Results from a juridical analyses show problems with contract enforcement, but especially immediate and abusive contract disposals.

Keywords: Corporate Social Responsibility(CSR); Employee Theories; EU Gender Discrimination; Abusive Contract Disposal.