



UNIVERSITY OF ELBASAN "ALEKSANDËR XHUVANI"  
FACULTY OF ECONOMY

## PROCEEDINGS BOOK

# 5TH INTERNATIONAL CONFERENCE "FROM CHALLENGES TO OPPORTUNITIES: DEVELOPMENT OF TRANSITION COUNTRIES IN THE GLOBALIZATION ERA"

December 17, 2016, - Elbasan, Albania



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"ALEKSANDËR XHUVANI"  
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**"From Challenges to Opportunities: Development**  
**of Transition Countries in the Globalization Era"**

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FACULTY OF ECONOMY

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## PART II – ECONOMIC PAPERS

# SYNTHETIC INDICATORS FOR PUBLIC AND PRIVATE HEALTHCARE SYSTEMS: A CASE STUDY

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## ABSTRACT

The quality's levels of healthcare services play an important role in improving the society and the quality of life of citizens. In Italy, the national healthcare system uses a large set of service's indicators in order to increasing the quality and efficiency standard levels. Mostly, those indicators are used as dashboard, but often the dashboard complexity hinders the analysis speed. This paper has the aim of building a system of indicators for the public and private healthcare facilities evaluating the quality and appropriateness of services offered in primary care in order to rationalizing operations and optimize available resources. Through multivariate data analyses, such as Factor Analysis, we identified the set of indicators that best depict the main dimensions of healthcare quality, as well as the proper way in order to achieve an assessment model of performances. Those indicators are able to identify KPI (key performance indicators) that can provide global information on quality (composed by efficiency and efficacy), and also the relevance which each indicator plays in the healthcare service. The starting point of these synthetic indicators is a set of hospital data, all directly available in health facilities because they have administrative origin (our dataset is mostly deriving from Hospital Discharge Datasheet referring to the Apulian hospitals).

*Keywords: Efficiency Index; Performance; KPI; ACP, Factor Analysis.*

## INTRODUCTION

The healthcare provided to protect the health of citizens is a complex phenomenon that involves different assistive segments. Thus it is necessary to define system of

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# MULTIVARIATE DATA ANALYSIS TECHNIQUES FOR HEALTHCARE ORGANIZATIVE EFFICIENCY IMPROVEMENT

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## Abstract

The main way to reduce costs ensuring good healthcare standards and improving the benefit-cost ratio, in Italy as well as in other countries, is connected to organizational choices: by example, the organizational pertinence in hospitalization typology ("ordinary admission" vs "day hospital/day surgery"). This paper aims to investigate such type of efficiency in healthcare facilities by using multivariate methods of data mining, precisely logit regression, segmentation analysis, and neural networks, in order to assess the organizational appropriateness, evaluating the incidence of the day hospital and day surgery procedures and analysing their relevance in the health system, as well as their pertinence level. Starting by a set of hospital administrative data (deriving from Hospital Discharge Datasheet provided by all Apulian healthcare facilities), this study provides interesting results about the decisional mechanism of the Healthcare management, as well as the ranking of organizational efficiency in the health Apulian network. Further analyses could clarify how (and how much) these results can be extended to other territorial systems.

*Keywords: Health Care, Organizational Efficiency, Day Hospital, Classification Analysis, Neural Networks Analysis.*

## HEALTH CARE EFFICIENCY AND ANALYSIS TOOLS

This paper aims to identify some efficient algorithms in order to assess an aspect of health services' efficiency, i.e. the organizational appropriateness of health care

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# AUXILIARY INFORMATION IN NONRESPONSE AND COVERAGE ERROR PROBLEMS SOLUTION IN STATISTICAL SURVEYS

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## Abstract

The paper deals with the possibilities of using auxiliary information for solution the nonresponse and coverage error problems in statistical surveys. The nonresponse and coverage errors can lead to inaccuracies in the survey estimates. The weighting to reduce nonresponse bias, sampling variance and undercoverage error is analyzed. The weighting class adjustment and poststratification adjustments are described. The possibilities of their application are illustrated on the example of a statistical survey organized by a city council. The applied approach is compared with an approach not using weighting.

*Keywords: Statistical survey, nonresponse, undercoverage error, weighting class adjustment, poststratification adjustment*

## INTRODUCTION

The using of sample surveys for obtaining information needed for decision making expands considerable in the last years. Unfortunately, it is rarely possible to achieve total success in obtaining complete data from all of the units sampled. The problem of nonresponse was not so serious in the past. The influence of changes in society caused less respondent's compliancy to provide data. It is why the problem of nonresponse actually attracts the considerable attention. It is necessary to face up the greater nonresponse rate in the analyses of the data from statistical surveys. In many surveys it may take a considerable amount of effort and resources to achieve a response rate even as high as 50% of all units originally selected in the sample. The high nonresponse rate can considerably decline the quality of statistical surveys results.

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# IMPACT OF THE PUBLIC DEBT OF THE REPUBLIC OF MACEDONIA ON THE MACEDONIA EXPORT SECTOR

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## Abstract

The e competitiveness of the Macedonia export must be observed in the context of public and external debt of the Republic of Macedonia. Increased government spending generates public debt on domestic and foreign markets. State debt on the domestic market limits the private sector's access to capital. With high amounts of debt on foreign markets, the state affects the increase in the risk premium for Macedonia at the national level, which increases the price of money and reduces the return on investment. This in turn significantly affects the export sector and limits the financial capacity for technological innovation. Public debt has been growing fast since 1999, and rapidly since the crisis began in 2009. Borrowing is financing public spending not covered by revenue budget, which serves to maintain the current economic model based on state and para-state sector, existing from the expansion phase of the economy up until 2008, which relied on large infrastructure projects financed with public money. The decline in budget revenues during the crisis was tried to be replaced with higher tax burden, which resulted in a drop of competitiveness of the private sector and disturbances on the money markets.

*Keywords: public debt, export, competitiveness*

## INTRODUCTION

Both economic growth and social growth occupy a very important place among the general aims of economies. One of the vital priorities is that domestic production needs to be boosted in order to sustain such growth. To lift up domestic production, it is crucial to transfer capital stock into investments.

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# EVALUATING THE INSURANCE DEVELOPMENT-ECONOMIC GROWTH NEXUS IN ALBANIA

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## Abstract

This paper examines the impact of insurance market on the economic development in Albania. We use macroeconomic data for the period 2006-2015 in order to give answer to the research question on the nexus between the insurance market development and economic growth.

In our paper the dependent variable GDP per capita is analysed in relation with the following set of control variables; written gross premiums on life and non life insurance, government consumption, export and import of goods and services, human capital, and savings. Insurance premiums are used as a standard measure of insurance market development and in our research we disaggregate data for life and non life insurance.

The empirical results of our analysis are partially consistent with previous studies focused on developing countries. The correlation seems to be stronger between GDP per capita and the non life insurance which is predominant in the Albanian insurance market. The research findings are important for the Albanian policy makers in order to foster economic growth which is currently constrained with limited capital stock, and excessive foreign debt burden.

*Keywords: Insurance Market, Economic Growth, Granger Causality*

## INTRODUCTION

Insurance is a story as old as time. The development and increase of the insurance

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# EVOLUTION OF PERFORMANCE AUDITING IN PUBLIC SECTOR

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*"We will strengthen our independence with a weapon that no one could dare to take away from us: the knowledge of auditing that provides us independent ideas, opinions or analyses".*

Terence Nombembe, President of INTOSAI

## Abstract

Performance audit is an area new enough in the history of auditing. Its growth parallels the evolution of politics and public administration from one-dimensional focus on control of resources towards broader attention to accountability for outputs and outcomes. The causal relation between management's reforms and the developments in performance auditing may theoretically go in two directions: reform causes new audit practices or new audit practices cause the reform. Empirically, the relationship is mainly one directional: management reforms trigger an adoption of audit practices. On the audit side, new public management has influenced development of the audit. This evolution of auditing represents both: a means by which audit can continue to be relevant and a move towards fulfilling accountability role in governance.

The research of the paper author deals with performance auditing development including the relationship performance management and performance audit models. The use of logic models can help the audit to identify and set out the relationship between the socio-economic needs, to be addressed by the intervention and its objectives, inputs, processes, outputs and outcomes, which include results and impacts.

**Keywords:** audit, accountability, economy, efficiency, effectiveness, results.

## INTRODUCTION

The first point to rise is one of terminology differences. Different terms are used in various parts of the world. Reference is frequently made to "value for money

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# QUALITY OF EARNING: A LITERATURE REVIEW WITH A FOCUS ON INTEGRITY AND QUALITY ON ALBANIAN PRACTICE

ILVA ISA, KRISELA NGJELA

## Abstract

Albanian financial reporting system, as a relatively young system has undergone continuous efforts for its improvement. Integrity and quality have always been among the key focus areas. Different events, such as increasingly complex global business structures and the demand that the time for improvement in quality and integrity. We recognize that the current state of the financial reporting system and the profession is not perfect.

Earnings are at the forefront of the investing public's mind. Investors have the tendency to seek more information and ask more questions regarding the quality of financial reporting and a company's financial condition.

In order to have a better understanding of earning quality we will consider the investing public's needs and demands regarding the quality of financial reporting and understanding a company's financial condition in multiple aspects.

These include, but certainly are not limited to, the quality of earnings, liquidity, strength of the balance sheet, and transparency of an enterprise's financial reporting—each of which, while intertwined, is a separate, complex subject. The result of this paper will focus on how audit committee members, boards, management, and other financial statement users can better understand and assess the quality of earnings.

*Key words: earning quality, accounting choice and estimates, balance sheets.*

## WHAT IS THE QUALITY OF EARNINGS?

The quality of earnings is difficult to define and, although there are no definitive criteria by which to evaluate it, there are many factors that can be considered in

# IPA PROCUREMENT SYSTEM IN ALBANIA

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## Abstract

Albania benefits from the support of Instrument for Pre-accession Assistance (IPA) since 2007, even though its implementation was centralized to the Commission's services in Albania. The principal goal of the Albanian Government is achieving full indirect management of IPA assistance through its own institutional structures, being established and competent to perform the implementation of IPA financed projects. The aim of this paper is to analyze the current system of IPA indirect management in Albania, with a principal focus to the procurement system in place and its functioning. The paper will assess the current portfolio of procurement activities by which some findings will arise concerning the challenges faced and ways to mitigate them in future performance. For the purpose of writing the paper, we employed a combination of different methodology aspects that are based on content analysis of various governmental documents and research papers that are dealing with IPA funds and their usage in Albania. Also, we used administrative databases of the institutions involved in the implementation of IPA projects. The analysis made through this paper shows that despite a well-designed procurement system, Albania lacks the necessary human capacity to design/implement projects in addition to a high percentage of turnover of staff already trained and qualified. The new introduced rules for procurement of IPA funds need to be embraced by the staff of institutions benefiting from IPA and clear distinction from national procurement rules should be noted.

*Keywords: IPA financed projects; procurement; PRAG rules; EU assistance; indirect management*

# THE CONNECTION AMONG QUALITATIVE AND QUANTITATIVE METHOD

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PROF.ASSOC.DR GJERGJI SHQAU

DR. ALBANA MADHI

*Organizations raging by their work performance  
(Case study Albania Electrical Sector)*

## Abstract

The qualitative method is very important for the research fields because it provide the beginning of this process. Without the Qualitative methods the Quantitative one is difficult to conclude the final results. The aim of this article is to show the connection between the two methods and how they interact with each-other and how they can give concrete numbers. In this study in the system of different indicators on electrical sector are choose the most important ones. They are separated in two categories: the first one belong to technical indicators and the second one those of economical indicators. Although different and the same category those indicators are difficult be gathered. For this purpose, this article identifies the techniques followed in such a way that the indicators are collapsible between them though different in meaning. Then, this article shows how different results in the implementation of performance indicators of various subsidiaries, may open the possibility for sharing grant by one of the highest achievements of to those with the lowest.

*Keywords: indicators, technical, economic, qualitative, quantitative, branches*

## Methodology

- 1- The study of the recent coherent literature.
- 2- The selection of valuable materials for this study.
- 3- The collaboration with water-supply companies, branches and interviews realized with respective staff.
- 4- The collection of data (questionnaires, observation etc.)
- 5- The disposition and the quantitative analysis of data.
- 6- Statistical methods,excel,SPSS17,economeric programs "Microfit" etc.

## DECENTRALIZATION AND DEVELOPMENT: ALBANIA'S CASE?

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### Abstract

Fiscal decentralization is often considered as a proxy for decentralization as well as the economic growth is often considered as a proxy for development. Thus the present paper is intended to test the existence of link between these variables. The empirical study applies simple regression on data for Albania. Unfortunately, the empirical results do not prove a positive relationship.

**Key words:** fiscal decentralization, local expenditures, local revenue, economic growth

JEL: C33, H71, O40

### INTRODUCTION

The relationship between fiscal decentralization and economic growth as a subject of the empirical work is a relatively new phenomenon in the economic thought. Fritz and Eller (2004) note that while theoretical examinations started with the conceptual model of Tiebout (1956), and the publications of Musgrave and Oates, empirical analysis regarding the impact of economic growth on fiscal decentralization started at the end of the 1970s and estimations concerning the direct impact of fiscal decentralization on economic growth have only been conducted since the end of the 1990s (starting with the report of W. Oates (1996) and the article of Davoodi and Zou (1998).

The first contributions to empirical analysis on this topic have been made by Oates in 1996 and the collectives of Xie, Zou, and Davoodi in 1995 (published

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# IMPACT OF TOURISM INDUSTRY ON HOST COMMUNITIES: ANTALYA AND CANAKKALE CASES

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## Abstract

Tourism industry is not only an economic phenomenon but at the same time it is a social and cultural phenomenon because tourists and local enterprises and public are in relationship and interact with each other. Tourism industry has mainly economic, socio-cultural and environmental impacts on host communities. These impacts can be positive or also negative. It is difficult to measure impacts, depend on value judgments and they are often indirect and sometimes hard to identify.

This article consists of mainly two parts: In the first part, economic, socio-cultural and environmental impacts of tourism industry on host communities were examined in the light of literature. In the second part, a face to face survey was conducted with residents of Antalya and Canakkale provinces to reveal perceptions and attitudes of host communities about the impacts of tourism on the local community. Antalya is the most tourists receiving city in Turkey and all-inclusive system is implemented heavily. In Canakkale, tourism is a newly developing industry, and identified as one of the target sectors. It is possible to make comparison between these provinces due to their different characteristics. At the end of the survey, it is revealed that there are significant differences between perception and attitudes of local people who live in Antalya and Canakkale. Some findings are as below: The development of tourism increases the desire of people to learn a foreign language and to become acquainted with foreign cultures. Tourism improves social life of host communities, and contributes women in participating to labor force. The tourism industry provides a positive contribution to the solution of unemployment problem.

**Keywords:** *Tourism Industry, Impacts of Tourism, Sustainable Tourism Marketing, Local Communities, Antalya, Canakkale*

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# TRANSITION COUNTRIES' INTEGRATION INTO THE GLOBAL ECONOMY – MEASURED BY FDI AND TRADE FLOWS

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## Abstract

Globalization is a complex process of growing interdependence of countries resulting from the increasing integration of trade, finance, people and ideas in one global market. Among researchers there are different opinions regarding the positive and negative effects of globalization over the economic welfare of different groups of countries. In this paper globalization will be analyzed as an additional challenge and opportunity for transition countries, considering the different standpoints regarding this process.

This paper examines the Transition Countries' integration into the global economy over the last two decades, using the international trade and foreign direct investments (FDI) as dimensions of this integration. Beside the different standpoints, the transition countries have recognized the potential benefits of global integration, and most of them have significantly liberalized their trade regimes and financial flows resulting with greater trade and international financial integration. After more than twenty years of experience, it has become obvious that transition is a highly complex, difficult and lengthy process. There is no doubt that substantial progress has been made by the countries in the region in transforming their economies from centrally-planned to market-based economies, but the success of this process varies from country to country of the region.

Transition countries are in front of the new challenges and opportunities that further globalization process brings, considering the fact that this is a continuing process that could not be stopped.

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# SOCIAL ENTERPRISES IN A GOOD OPPORTUNITY TO KOSOVO'S ECONOMIC DEVELOPMENT

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## Abstract

The social economy is born and developed inside the market economy in order to help the social needs of individuals and society. Social enterprises are instruments of promoting social economy and are considered as a union of promoting social values of free enterprise. Social Enterprise performs economic activity but it is not established for profit.

Social enterprises will favour the employment of less fortunate groups of people, through the production of goods and services with social benefits or collective interest. Social enterprises are associations, foundations, organizations who work to create jobs for people in need, based on non-profit principles. The main objective of these companies is to employ groups and individuals in the social-economic problems. That will affect the growth of the employed population, thus enabling re-integration of this category. Based on the Law of these companies, it will create the necessary condition to encourage the development initiatives of productive activities in order to generate income to support their social services.

Profit is an instrument to achieve social objectives, which should be part of the mission for social inclusion, employment and reintegration of less fortunate groups. During the last decades, social enterprises, have grown rapidly being considered very important organizational form, efficient and contributing to economic and social development, to have a more equitable society as it provides an opportunity for all individuals, groups and communities regardless of their needs and opportunities. Social enterprises are a challenge of this new concept in Kosovo, such as the lack of legislation for social enterprises that are preventing the development of enterprises.

**Keywords:** *Social enterprises, Economy*

# EFFECTS ON GDP OF TRANSITION TO THE FREE MARKET IN THE FORMER COMMUNIST BLOC

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## Abstract

In this paper we are doing an outline of the performance of transition economies from 1989 to nowadays. Specifically, we examine the initial conditions of the transition countries after the communism fall and the way they recovered through these years. During the first decade, countries faced high inflation and recession, with values varying across countries. They were struggling to attain macroeconomic stabilization and place the basis of a market economy. There were several policies taken by the governments to reintegrate into the global economy, aiming the growth of the transition economies and upgrading their living standards. Depending on the initial conditions, external factors and reforms, the recuperation of each country was not alike. The beginning of the second decade encountered an even growth, mainly for the countries which became part of the EU. Contrariwise the end of the second decade, 2009, faced the euro-zone crisis, due to the inability of several Euro zone members of repaying the governmental debt without the support of third parties. This paper studies the GDP growth patterns of the former socialist economies through the transition era, noticing instability during the 1990's, a well-balance during the mid-2000's and a decline in 2009. A change from centrally planned to market-oriented economy has its own effects on the unemployment and inflation which are also part of our focus in this paper.

**Keywords:** former communist countries, transition economy, GDP, unemployment, inflation, EBRD transition indicators

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# ECONOMIC TRANSITION OF POST-COMMUNIST EUROPE

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## **Abstract**

The past 26 years have seen a dramatic transformation in Europe's former communist countries, resulting in their reintegration into the global economy, and, in most cases, major improvements in living standards. But the task of building full market economies has been difficult and protracted.

This analysis focuses on several factors that can contribute to sustainable micro and macroeconomic developments in post-communist Europe.

The results are important and demonstrate that the transition to a market economy is a transformation of legal and economic institutions, as well as of individual firms and households' incentives or behaviors.

Further on, this paper examines whether it is still relevant to consider the transition economies as a group, and points to key policy challenges going forward.

Research showed that liberalization of trade and prices came quickly, but institutional reforms in areas such as governance, competition policy, labor markets, privatization and enterprise restructuring often faced opposition from vested interests.

Therefore, this paper concludes that former communist countries may have a better future if they will accurately follow the reforms set forth by the European Union.

**Keywords:** *economy, former communist countries, economic transition, transformation*

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# TOURISM PROMOTION VIA WEBSITE OF TRAVEL AGENCIES IN SHKODRA CITY

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## **Abstract**

The present paper is a study on tourism promotion via websites of travel agencies in Shkodra city. This research paper is designed to determine website conditions of travel agencies by classifying them into advantages and disadvantages.

For this research was adopted a survey, designed to collect data and information. The survey focused the travel agencies in Shkodra city. Descriptive and comparative methodologies were used to analyse the data.

The major research finding was that the interest increase on tourism activities during the last years in Shkodra city has encouraged travel agencies to invest in promotion in order to achieve the objectives. Among important means of company promotion, website were a respond to the latest technological trends and competition challenge.

The results of study showed that the tourism promotion through internet helps travel agencies to reduce time and distance on reaching a very large audience globally, to inform, increase brand visibility, promote and compete for products and prices.

The study also indicated problems with some websites such as: limited information, e-commerce issue, poor content design etc.

Based on the findings, some recommendations were suggested to improve website content and design.

**Keywords:** *tourism, agency, promotion, internet, e-commerce, competition.*

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# THE ROLE OF E-BUSINESS IN INCREASING BUSINESS PERFORMANCE

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## Abstract

Innovation and adoption of new technologies have led to the improvement of productivity that generates economic growth and a higher standard of living in the developed global economy. Electronic business is becoming more and more necessary for businesses performance and also an accelerant for economic development. E-business concept has led to a new dimension of doing business and e-business technologies are becoming useful and attractive in the integration of supply-chain.

The purpose of this study is to analyse the impact of integrating e-business and information and communication technology (ICT) in a business in order to enhance its performance. The methodology is based on descriptive and analytical research. The study is not only descriptive but also explanatory using various primary and secondary data.

The information delivered on the internet, the access of public and the competitiveness have significantly increased the performance of businesses, their incomes, the quality of products and goods and the cooperation between different levels of the supply chain. Communications networks and integrated information systems have helped supply chain managers to improve their ability to plan, monitor and evaluate their processes.

Today, there is a huge consumer demand for e-business products and services that is expected to grow. Therefore, investment in e-business technologies should be encouraged and promoted in order that businesses and the whole economy can benefit from e-business potential. Adoption of e-business and investments in ICTs to increase competitiveness and productivity are very important, especially for countries as Albania, whose economy is in development.

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# **SOCIAL INSURANCE SYSTEM IN ALBANIA, PROBLEMS AND CHALLENGES**

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## **Abstract**

Providing insurance to major citizens is considered as a serious problem for every society. The determination of its level is significantly affected by several factors, such as the economic level, the demographic structure of the population, etc. During the past century, when the population structure was very young, almost the whole world implemented the social security system "Pay As You Go", based on the principles of solidarity and continuity of generations. It was a system that prevailed more than 100 years which was generally thought to have accomplished his mission.

One of the systems which is being successfully implemented today all over the world is the establishment of the Alternately System, consisting of more than two schemes (pillars): the obligatory governmental system PAYG, the private one, which presupposes a division of the contribution in two parts, the social contribution for the governmental PAYG scheme, the private individual contribution scheme and that of supplementary voluntary private system.

This study is undertaken in order to analyze our country's pension scheme. The study will be focused more on the way the scheme functions, various reforms carried out so far, the problems faced until now, and the economic impact.

## **OBJECTIVES**

- Analysis of the social security system to identify problems and challenges.
- Analysis of factors that affect the social insurance scheme and their impact on social and economic aspect.

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# DEVELOPING TOURISM UNDER IPA CBC PROGRAMMES – ALBANIA

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## Abstract

The European Union in different ways and through its financial assistance helps Western Balkans to develop and meet the standards needed to be part of it. IPA funding is one of the most important financial tools to increase the economy of these countries. IPA Cross-border co operation (CBC) programme, as an important part of EU funds give priority to the development of tourism in Western Balkans. Albania has been taking part in seven cross-border cooperation programmes till now and 8 others are planned in the years to come. Cross-border projects involve regional cooperation and require financial resources in the preparation of the project. We will try to explain the positive impacts of being or becoming a user of these programs in our country. We will also present some issues in order to give a modest help in increasing the benefits from these funds in Albania.

*Key Words: IPA CBC programmes, Albania, tourism, projects*

## INTRODUCTION

The European Union (EU) is the biggest economic, political and cultural alliance in the world. It develops mechanisms with the aim to strengthen economically, prospective members that aspire to be EU members. EU funds will enable the use of bigger financial resources and will create positive impact on economic development and especially on tourism development, but with a more complex system of functioning. That means that it is of great importance for candidate countries and potential candidates to build an entire system for improving the use of pre-accession funds which is not easy because these systems are totally

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# FROM CHALLENGES TO OPPORTUNITIES

## *Development of transition countries in the globalization era*

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*American Bank of Investments*

### **Abstract**

This paper analyses the effect of globalization process specifically in the banking system. The world banking system has gone through many transformations in the last several decades. There have been dramatic regulatory changes, advances in information and banking technologies, the widespread dominance and acceptance of the market economy by less open economies and the increase and integration of international financial markets institutions. While these transformations have provided an expanded opportunity set for banks, they have intensified the competitive pressure in the global banking arena as well. This paper analyses the determinants of banking system structure as measured by bank assets, number, branches, and employees for 26 developed OECD countries. The estimated regressions are then applied to 23 transition economies, to obtain benchmarks for the efficient structure of their banking systems. The actual and benchmark measures of banking structure are compared to evaluate the state of banking system development, including the computation of a measure of "banking system convergence". The results are objective and replicable multidimensional measures of banking system development for the transition economies.

**Keywords:** *Globalization, Commercial Banking, International , Markets, Banking systems, Banking structure, Transition economies, Developing economies, etc.*

### **INTRODUCTION**

The globalization is a controversial concept. It is not a new phenomenon but a continuation of developments that has been going on for some considerable time. There are "winners" and "losers" of globalization process and this applies both, to different countries in the world as well as to different groups of populations

# GLOBALIZATION AND THE FINANCIAL CRISIS

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MSC. MATILDA TOSKA<sup>52</sup>

## Abstract

Since the end of Second World War, the evolution of the global trading system is characterized by a continuous use of the rhetoric of "development".

Trade, by a simple tool to achieve the target in the post-war period until today has become an aim in itself, a panacea to solve as the wand all economic and social problems. Despite the advantages achieved by Western societies, the recipes offered by the banking and political system, from national and international institutions, trade liberalization has reached an absolute magnitude, which often transcends the specific economic and social situation in which there are various countries that have become an integral part of the global markets.

Nowadays, the Internet, television, mass-media and elsewhere give information about globalization, WTO, the global financial crisis.

Also, by chance, anyone of us has discussed with friends or has readied articles on the financial crisis of 2008, the bankruptcy of Lehman Brothers, the crisis which began in the US and then fell worldwide. Today, this crisis continues to have repercussions in different economies regardless has passed 8 years.

*Keywords: Globalization, the global financial crisis, emerging countries.*

## 1. GLOBALIZATION

### 1.1. Definition

Globalization is a process by which, the market, production, consumption, and the ways of living and thinking are related globally, thanks to constant flow of exchange, which this mutual connection attempts to unify.

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# EUROISATION OF THE MONETARY MARKET AND ITS IMPACT ON THE ALBANIAN ECONOMY

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## Abstract

After 1990, Albanian economy embarked on a path of an open market economy. Apartments, trade objects, property sales, plants and factories, land and other economic factors were privatized. Besides these, it was conducted the restructuring of state administration and the adoption of market economy laws that supported these changes. Significant transformations were made to the financial system. These emerging economies supported arising from privatizations. The banking system passed into a two-tier system. After 1997, it began the privatization of commercial banks, which ended in 2003. After 2003 there was no state-owned commercial bank in Albania. Total privatization was accompanied by the introduction of the euro and the dollar in the process of monetary circulation, deposits and loans. Currency appreciated quickly. It became dominant in the market. 2016 has occupied 50% of deposits and 60% of loans. These figures speak for euroisation monetary market. In the paper are given advantages and disadvantages of euroisation of the monetary market. Disadvantages caused the Central Bank's role in the decline of economic growth process. In a small economy and open market, with flexible exchange rates, monetary policies have a primary effect on economic growth. The analysis concluded that the disadvantages were the priority. Recommendation given to material: avoid following further monetary market euroisation, or money, or euro. Both have damaged the Albanian GDP growth, reducing the role of the Central Bank's appreciation and the economy. The methods used for this material are methods of description, analysis, comparison and synthesis.

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# CHALLENGES OF THE SERVICE - FEE CALCULATING IN THE PPP PROJECTS

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## Abstract

Today it is clearly evident that the governments, of every level, cannot complete all the growing needs of the population for the main services, by acting alone. The need to ask for asking support from another sector, for the completions of these services constitutes the necessity for collaboration with the private sector. The partnership of the public sector with the private one is one of the most promising forms for resolving different problems. This collaboration aims at recognizing the benefits that those two sectors can have, from the financial resources, the experience and professional knowledge per the base public services aimed for the whole citizens.

One of the most important problems of a PPP Project is the considering of service Fee mechanisms. Albania is now improving the legal frame to develop PPP projects not only from the central government but from the local Authorities too. The local Authorities have not still the capacities to solve the problems with the Fee calculating.

This Paper will consider the issues relevant to the Service-Fee mechanism:

Scope of services

Service-Fee payment structure

Structuring Services Fees based on :

Usage/demand

These issues will help the local Authorities in Albanian to understand the difference of the calculating Fees for different projects of the PPPs.

*Key words : PPP, Soft FM, Service fee-mechanism, opex, capex, etc.*

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# THE ROLE OF COMMERCIAL BANKS, FINANCIAL INSTITUTIONS AND MONETARY POLICY OF THE CENTRAL BANK OF ALBANIA. ALBANIAN CASE

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DR. VLADIMIR MICI<sup>62</sup>

## Abstract

Central Bank of Albania with its primary objective of price stability is to use the mechanisms related to economic growth, because it is associated with sustainable investments and reduce risk by conducting investment business. In this way it gives a great contribution to the physical and technological renewal of investment and gross domestic product. All central bank's monetary policy is transmitted from commercial banks, because of the role they play as a broadcaster of the political channels. They become visible by their creative role of money as the main institutions of the deposit and lending. They are also creative impact on the functioning of the securities market. The role of commercial banks may allow accelerating the process of implementing the monetary policy of the central bank. They can also affect the proper running of the funds that come as a result of policies undertaken by the Central Bank. Central Bank several years reflects its policy of continuous reduction of the interest rate as an instrument of its fundamental for giving impulse to the new economy and the latest data declarative assume a trend positive, after what almost recessive certified by almost zero inflation rate of 3 quarters in the years 2015 to 2016.

Doing a theoretical analysis, descriptive and comparative will reflect the role of commercial banks and other financial institutions to support and their role in implementing the monetary policy of the Bank of Albania and to give a response to the effect of monetary policy on the economy .

**Key words:** *transmission effect, the interest rate, monetary base, mandatory reserves, the Bank of Albania.*

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# USING WEB TECHNOLOGIES TO BUILD AN ON-LINE CENTRAL LIBRARY MANAGEMENT SYSTEM

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## Abstract

Nowadays, the use of web technology has become indispensable in many areas of life. A very effective usage of this technology is when a university provides online library services (e-Library), offering convenient and better management of its resources and time for students, professors and library administrative staff.

The purpose of this article is to develop an on-line information system for the management of a university library, aiming at solving all the problems encountered in traditional and non-electronic management systems. All information about the books and its borrowers will be stored in a centralized database and will be managed and accessed through a web application, implemented in Microsoft Visual Studio platform, using ASP.NET, C # and SQL Server. The system aims to improve the quality and reduce the time for many library activities, such as: new books registration, searching for an available book or borrowing a book from the library, compared with traditional methods and to reduce as much as possible human errors as well.

This project was developed in three phases. During the first phase, a thorough analysis of the existing library system was undertaken in order to define the functional and technical requirements for the implementation of the new system. The second phase consisted in designing and modeling the new software application. In the end, the new system was implemented and tested. The system can be accessed using most of the popular browser, such as: Firefox, Google Chrome, Internet Explorer and Safari.

**Keywords:** *Library Management System, e- Library, ASP.NET, efficiency*

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# FISCAL DECENTRALISATION IN EUROPEAN COUNTRIES

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## Abstract

The purpose of this paper is to overview the fiscal decentralisation of the European countries. The research covers 36 countries: the 28 member states (including United Kingdom), the five candidate countries (Iceland, Montenegro, the Former Yugoslav Republic of Macedonia, Serbia and Turkey) and three potential candidates (Albania, Bosnia and Herzegovina and Kosovo). The degree of fiscal decentralisation of each country is measured using quantitative synthetic indicators complimented by qualitative information. The overall information collected and assembled should offer a picture of a division of powers in the area of fiscal decentralisation in a way that is consistent and better qualifies the existing information available on the CoR website on Division of Powers. Qualitative information aims to illustrate country-specific features and institutional arrangements, which are often very rich and highly heterogeneous, but only quantitative standardized indicators can grant the basis for a rapid understanding of the essential features of a country. Quantitative indicators are based on data provided by Eurostat and the OECD. The analysis shows that there is a trend towards increasing fiscal decentralisation across most of the European countries from both the expenditure and revenue sides, albeit with heterogeneity across countries. The statutory classification of countries as federal or unitary only imperfectly reflects the effective degree of decentralisation, as significant decentralisation can also exist in formally unitary countries (for instance, Nordic countries). Across the EU, transfers slightly predominate over the taxes as main revenue source of subnational governments.

**Keywords:** *expenditure, revenue autonomy, transfers dependency, fiscal outcomes, government spending.*

# NEUROMARKETING AS A NEW ELEMENT IN THE SERVICE OF ALBANIAN BUSINESS

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## Abstract

Neuromarketing (emotional marketing) is a new element in the implemented marketing in Albanian market which presents some interesting dynamics. Originally used only in political marketing, today it is increasingly used by all Albanian businesses. In this paper, we try to analyze, through surveys conducted in several large companies, the psychological elements that influence Albanian customer loyalty for different types of products. Through factorial analysis of three factors: consumer expectation on the product, emotional satisfaction of purchasing and preliminary evaluation of the brand, this paper aims to highlight the fact that, repurchasing in Albanian market is primarily determined by psychological factors. The same conclusion is reached in the case of product change despite the difference in factorial correlation. The use of emotional marketing in the case of small businesses through advertising in the sale place, also shows positive effects in Albanian market.

**Methodology.** This paper is based on processing selective survey in order to identify the factorial effect, cause-effect, in attitudes towards phenomena such as customer loyalty. There are also used statistical data from official sources.

**Keywords:** "market emotional loyalty", "buy button", "neuromarketing" "eye-tracking".

## 1. INTRODUCTION

If the market has a king that everybody agrees upon, that is the money. It has also a queen that moves the money around, and that is the sale. Marketing is the

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# "THE IMPACT OF LOCAL TAXES AND FEES DURING THE TRANSITION, DEVELOPMENT EVALUATION OF INCOMES"

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## Abstract

"The impact of Local Taxes and Fees during the transition, development evaluation for income" aims to make available and accessible to others the management of the local government functioning, and specifically to assess one of the functions and its main priorities that is the managing of income, their distribution in order to meet the community needs and the effects that they will yield in the quality of life, environment and economic growth. Through research to identify the functions of local government that are tied directly to the interests of socio-economic and cultural conditions of each individual in the community, this paper will examine briefly the legal framework and institutional regulation of local taxes and fees, evolution of national fiscal policies over the years, problems in implementing fiscal changes, as well as organization, planning and implementation of revenue collection. The study is based on quantitative and qualitative data and analysis using information from reports, manuals and publications of official institutions, a concrete case study being the assessment of Durres Municipality statistical indexes Data for the past 3 years.

*Keywords: local taxes and tariffs, Durrës Municipality, legislation, budget*

## THE ORGANIZATION AND FUNCTION OF LOCAL GOVERNMENT

The integration of Albania into Euro-Atlantic structures, the development of reforms with trend to globalization, the progress of technological change and social values of competitive pressures, are dictating the fundamental socio-

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# THE INTEGRATION OF MANAGEMENT ACCOUNTING IN THE SUPPLY CHAIN MANAGEMENT

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## Abstract

In a global market characterized by rapid developments in information systems, the network of relations of the company with its suppliers and customers is integrated in an inextricable way with the company's final goals to be more efficient by lowering the costs and increasing their profits. Within this new perspective the cost drivers are not only located within the company's boundaries but in the whole supply chain from the suppliers to the customers. Cost reduction is cited to be one of the key objectives of the supply chain management (SCM). Eventually the supply chain (SC) and cost management are commonly studied together by researchers.

Traditional accounting practices often have been criticized as being unable to integrate a main framework of the total information data regarding the costs outside the company's boundaries, within the SC. Even that there is little evidence of the integration of accounting system aiming to optimize the entire SC from the cost perspective, there are various costing approaches such as activity based costing (ABC), target costing and balanced scorecard that can be used to successfully integrate the management accounting with the supply chain.

The purpose of this paper is to discuss the role that management accounting can have in the successful integration of SCM to minimize the costs. It describes the main management accounting tools that can be integrated into the SCM to efficiently control and measure the costs. The methodology used in the preparation of this paper will be that of the utilizing foreign literature, and the utilization of in depth interviews with selected target groups.

**Key words:** management accounting, supply chain, cost reduction, target costing.

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# NON- PERFORMING LOANS IN THE BANKING AND NON-BANKING SYSTEM OF ALBANIA

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## Abstract

Over the past decade, the credit quality of loan portfolios across most countries in the world remained relatively stable until the financial crises hit the global economy in 2007-2008. Since then, average bank asset quality deteriorated sharply due to the global economic recession. In this paper we in particular study the non- performing loans in the banking system of Albania. During 2015, the non-performing loans in the banking system compared to a year earlier fell by 4.58 percentage points, standing at 18.22% in December 2015, from 22.8% at the end of 2014. The fall in the non-performing loans portfolio, due to the loan loss write off from banks' balance sheets, provided the main impact to the drop of this indicator. The paper also presents certain indicator about non- performing loans in the non-banking system that is at lower levels compared with the banking system.

**Keywords:** Non- performing loans, banking system, portfolio, non-banking system.

## INTRODUCTION

On Albanian financial system, the banking system take main part as well as the leading process or bank loans constitutes the best form encountered in the Albanian financial services.

Banking sector continues to remain the main segment of financial intermediation in Albania. The weight that banking system takes in economy, expressed by the ratio of total assets to GDP, continues to remain at high levels despite the slight decline in 2015 to 91.33% compared with year 2014 who was 91.56%. The same

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## **OUTSOURCING, VALUE-ADDED CHAIN**

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### **Abstract**

The aim of this paper is a brief overview of the outsourcing and value-added chain treated as a reference to comparative advantages. We will see the added value chain that will be put into service of analysis of comparative advantages. The added value chain is the basic device to determine or diagnose comparative advantages as well as to add these advantages. The production history begins with the Industrial Revolution in the years 1780 -1830, which had a huge impact in all sectors of production. By the end of the XVIII century production it was mainly in two forms: agricultural production and craftsmanship. Artisanal production is identified with a production relatively slowly in time compared with industrial production and a product built specifically for the client based on the small courses the industrial revolution brought the notion of mass production of a given product, i.e., in thousands and products are identical. While before the industrial revolution a person must have craft skills to give life to a product, with the beginning of industrialism men, women and even children worked in production lines for extracting a certain product. Although, the process of Industrialization secured a hired great number of people also since the beginning the major of industrial firms with expanding of their activity had the trouble to find employees and more skilled workers. This phenomenon result with a rapid increase of income of workers employed in the industrial city compared to the farmers who were receiving so far as the agriculture and livestock. In the last two centuries the welfare of people is constantly increasing and with huge steps compared to the 1800's. At the same time in the last two centuries industry and later the technology has been advancing with giant steps from the establishment which means that the labor force should be walking with the pace of development and innovation. It was no coincidence that the industrial revolution was born in

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# THE DIGITAL JOB MARKET IN ALBANIA AND THE UNIVERSITY EDUCATION

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## Abstract

There are two opposite trends becoming obvious in the Albanian market: the young population, consequently young job supply and the low level of innovation in business. This discrepancy brings to a hard and slow-paced increase of the digital market. Our paper analyses the role of university education in the increase of digital job market, the means for realizing it and the trends of professions mostly preferred by the young generation. The study tries to evidence the gap between demand and supply in the digital job market, going through the analysis of individual talents' use in the universities from one side and the evolution of the university' curricula to adapt to labour market, from the other one. The study method involves an analysis of aggregate demand in the Albanian job market and the supply composed by products of university education. The questionnaires are used to investigate the job requirements of the employers and the students' desire to work, as well as the relation with their personal talent. New approaches are suggested in order to bring closer the knowledge received at school with the employers' requirements.

**Keywords:** *innovation, simulated formative education, diversification of university product, complementation, simulation of recruitment instruments in universities.*

## 1. INTRODUCTION

Historically, the change of job market structure is an important element of a country' economic development and it is closely related to all the factors of the economic progress. This below extraordinary anecdote reinforces the attestation:

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## **DUTY AND THE ROLE OF THE EXECUTIVES AS A LEADER IN EDUCATION**

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ELONA SHAHINI<sup>98</sup>, ARJAN GJINI<sup>99</sup>, DOLANTINA HYKA<sup>100</sup>

### **Abstract**

**Albert Einstein** said "Everybody is a Genius" enough to put it on favorable terms. But if you judge a fish by its ability to climb a tree, will live his entire life believing that it is a fool. Today more than ever times when expectations, content and relationships at universities have become more complex, decision-making need to be more cautious than it has been in a period when our country existed only state universities. Unpretentious judge that the material serves leaders of each level of management not only in education but also in other areas. The study was based on the description method.

**Key Words:** *Leader, Department, teaching, universities, learning, etc.*

### **Entry**

Already for each of us is clear that ensuring the quality of teaching is guaranteed only through an effective management of all the work that takes place at universities. Leadership spoken and asked to be dynamic as well as democratic. Only in this way he could give life our universities, by providing all stakeholders opportunities and new visions.

In a new modern university, with a European look, students and teachers have values, which must be discovered and implemented in order for everyone to give and develop to its maximum potential.

Researchers in the field of education and management theory point out that the first

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# GLOBAL CHALLENGES IN EDUCATION AND SKILLS OF GEOGRAPHY COURSE OFFERS

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## **Abstact**

Students today need new skills that will make them prepared to collaborate with others on a global level. They should be involved in finding creative solutions to new challenges. Within a global community, students should be trained to be opened and tolerant towards cultural communication and unfamiliar ideas. Geography is the case that by developing key competencies enables students to develop an understanding of natural and social characteristics of the geographical environment, the diversity of countries and regions in the world; people and cultures, and the interaction and interdependence of human relationships with the environment at local, national, regional and global.

To conclude this study I am based on observation of my students during the process of learning and study program with the object of the powers of the High School Geography.

This study reaches the following conclusions:

effects of the use of technology in education, are playing an important role and positive impact on the learning process.

digital learning is a flexible route that includes recognition of work experience in competency-based programs.

the case of Geography student develops critical and creative thinking, enrich their culture and are prepared to play an active role in a democratic society and feel equal in communication with people of other cultures.

**Keyword:** *global trend, global challenges, technology, competence*

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# THE DEVELOPMENT OF MOTIVATIONAL STRATEGIES, IN TEACHING – LEARNING PROCESS

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## Abstract

There are many techniques, strategies and methods that teachers can use to motivate their self and their students. In the same way, there are many methods that students can use to get motivated. This research is focused on classification of these motivational strategies. Generally, they include different, practical and theoretical methods used in class by teachers and students to get motivated. The methodology used was qualitative and quantitative. It gives a summary of motivational strategies development, in different target groups and at different periods of time. The way teaching process has improved through years by new teaching-learning techniques. The improvement of teaching process and students' adoption to different learning methods.

*Key words: motivation, creativity, methods, self-efficiency.*

## INTRODUCTION

*"The teacher has to have the energy of the hottest volcano, the memory of an elephant, and the diplomacy of an ambassador<sup>113</sup>".*

I choose to start my study exactly with this expression. The reason why I did so, is that it involves perfectly the idea of what is really a teacher. Usually, teaching is thought to be the easiest profession ever, but I don't agree. As new in this field I try to give my best and I am always searching new ways of teaching, motivating students, get motivated myself, learning new methods and techniques.

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<sup>113</sup> Jaime Escalante" *Becoming a teacher: Accepting the challenge of a profession*" (1991), page 150.

# THE IMPORTANCE AND IMPACT OF POLITICAL EDUCATION IN THE COUNTRY'S DEMOCRATIZATION

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## Abstract

According to the International Education Declaration for All, Article 1, noted that every person should be able to benefit from educational opportunities that respond in this ways to the basic needs of his learning. These needs must to survive, to stretch their capabilities, to live and work in dignity. Also should to fully participate in society, to improve the quality of life etc.

Education / political education in particular, should be given a big importance in our country, for the fact that Albania for more than 25 years is still in transition phase. Political education is considered as an instrument in political elites hands, to teach people about democracy and then to moved on the next stage of consolidating democracy.

This study will be done with qualitative research method, studying the relevant literature of the subject. The research work is based on the qualitative search information and where were used secondary sources. In this paper we will discuss the importance of education and political education, as well as the direct impact on country democratization because democracy was perfected and taught continuously from citizens and politicians.

**Keywords:** Education / political education, Democracy, Transition phase / consolidation phase, The political elite, Policymaking.

## INTRODUCTION

The International Education Declaration for All, Article 1, Chapter 1:

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# MOTIVES OF ENGAGING CHILDREN AT WORKS IN KOSOVO

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## Abstract

The key research problem in this regard is familiarizing with the causes and motives of engaging children at work; and knowing the factors influencing in spreading this occurrence which is of a large extent and very concerning, for the fact that this occurrence is being increased every day more and more.

The occurrence of studying these issues and familiarizing with the circumstances, also the impellent and motivating factors in this aspect, has affected the change of this situation to a large extent. The reason to choose this topic for research among others is the study method of this issue, since it is one of the most spread problems among children nowadays, because a number of them perform heavy duties and with destructive measures for their health as in the psychic aspect and also in that emotional one, but also in the bad construction of the child's personality.

However, on the occasion of knowing and studying of these circumstances today, we primarily have a better awareness as in this cases to the parents-family, social-cultural environment and also the society in general.

Our research problem in this case will be "causes and motives of engaging children at work". This will be our research focus in this regard.

*Keywords: familiarizing, circumstances, influencing, the parents-family, social-cultural*

## 1. Review / checking the literature

Purposely to efficacy of work in this regard, we have specified a measure of checking the literature so that it will have a wider dimension of inclusion of key

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# LEGAL ORDER, PUBLIC SECURITY AND NARCOTICS A CHALLENGE TO THE EUROPEAN FUTURE?!

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## Abstract

The importance and uniqueness of this article relies in creating a framework for a comprehensive understanding of the notion of public order and public security, as well as criminal offenses against them, in particular the production and sale of drugs and cultivation of narcotics.

Detailed analysis of the statistical data of illegal narcotics in Albania would serve to implement the appropriate measures by the Albanian legislator and law enforcement institutions within the legal protection of public safety and public order.

The study will aim to explain the meaning of legal order and public safety. What are the legal mechanisms that will ensure their legal protection? What is the meaning of narcotics and what are the different types of drugs? Where does the importance of the war against them consist in?

The author believes that these questions will be answered through an analytical overview of Albanian national legislation and doctrine as well as international mechanisms in the framework of the protection of public order and security from narcotics.

The paper aims to highlight the importance of legal order and public safety for the implementation in practice of the human rights and fundamental freedoms.

**Keywords:** Order; Security; Narcotics.

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# SERVICES FOR DOMESTIC VIOLENCE IN THE CONTEXT OF SOCIAL WORK PRACTICE BY FEMINIST THEORY

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## Abstract

The social worker of the shelter should be familiar with the process of domestic violence and forms of violence, consequences of violence and ways of assisting them. The research is in the context of achieving the overall objective of the concrete, to contribute to the improvement of services provided by the state for battered women. Through the application of qualitative research method aimed at the search conducted in the center of battered women retained in the estimated service Kamëz provided to abused women and their integration into society after emerging from the shelter. Relying on the theory of Social Work Feminist intended to be applied to a study of type ethnographic concentrated in the center on its history, data, operation, given a view of the center, the data that be obtained from documents, archives, and available data center. The data obtained through observation, focus groups and interviews mixed application of semi-structured and structured. Most of the respondents claim that they know and have used the shelter services, we can say that there is a generally positive assessment of the quality. We conclude that existing services are effectively enough, enjoyable and quality. Women emphasized that the state should intervene more to meet their needs, such as the need for an information and sensitization of about violence. Require an increase in economic aid from the state as well as necessary consider having more services psycho-social support and expanding and strengthening the role of social workers in shelters.

**Key Words:** Social Work, Feminist Theory of Social Work, Violence Against Women, Shelter

## INTRODUCTION

Shelters should be careful not to set rules, the only purpose of which is facilitating

# TRADITION IN THE DISTRICT OF ELBASAN

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## Abstract

The family is a dynamic structure, that changes and tries to adapt to the changes as well as to the inner and outer demands of the society. This is why family and its problems have been historically studied. So, these transition periods with powerful social and economical vortexes that Albania has passed after 1945, combined with the long Communist period and with the Period of King Zog, with a patriarchal and modern tradition, they have influenced the inner relationships of the Albanian families and especially elbasanase family.

**Keywords:** *Tradition, Elbasan, Family, economic, women*

## 1. Tradition in the District Of Elbasan

The family represents the social unit where the protection of its members is done with maximum effort, but at the same time, because of the negative feelings, it risks to be converted in the unit with high physical and psychic riskiness for its members. Problems in the family are historically considered even as a social problem because of the social consequences that it transfers to the society. This is why family and its problems have been historically studied. The family is a dynamic structure that changes and tries to adapt to the changes as well as to the inner and outer demands.

Therefore, with the increasing of the economic and social difficulties the family is involved to these vortexes by converting them to inner issues. "In front of such risks that have affected the social organization, the family looms from the society in such a way that collects a set of interactive mechanisms, while they return to

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# MOTIVATION (EXTERNAL / INTERNAL) AND ORGANIZATIONAL COMMITMENT AT EDUCATIONAL INSTITUTION EMPLOYEES

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## Abstract

Nowadays, it is known that motivation contributes on the general culture of work in an organization, and the findings also have shown that organizational commitment affects organizational effectiveness through motivation. Organizational commitment predicts many positive behaviors in the workplace, such as increased performance, productivity and efficiency. Due to this fact there is a growing interest to understand the relationship between motivation and commitment. Despite many researches on motivation and organizational commitment, the relations between different forms of motivation and organizational commitment in Albania have been studied very little. The main reason of this article is the lack of sufficient research to study the relationship between these two variables in our country and the impact they have on human resources within organizations / institutions in Albania. In this research is used the quantitative scientific research method. For data collection were used two questionnaires "Work Motivation Questionnaire" and the "Organizational Commitment Questionnaire". The study revealed that motivation and motivational factors influence the organizational commitment of teachers at work.

**Key words:** *organizational commitment, work motivation*

The purpose of this article is to contribute in terms of knowledge and provide a clear picture on motivation and external motivational factors and show the impact of educational institution employees on work commitment.

The objectives of this study are:

- To provide knowledge on motivation, external motivating factors and organizational commitment at work.

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# ADMINISTRATIVE CONTRACTS

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*2Vice Commissioner/ People's Advocate*

## Abstract

The administrative activity has been traditionally carried out through acts, as an expression of unilateral and authoritarian public power. Growing development of the economy as well as of the needs of the society, has urged the administration to adjust its operations in line with these developments. Thus, this activity started to be executed also through the contracts, as a means of approaching the state closer to private sector, softening in this way its ruling position and leaving more room to private activity. Such contracts today are known as "administrative contract" or "public contracts".

The term "administrative contract" is a new one for our jurisprudence and legal frame, and at the same time, an area less treated by doctrine. Although a new field, in practice problems have been quite a few and the concept of such contracts is not entirely clear yet.

Through this paper we will aim to bring to attention: the way in which our legislation describes such contracts; the position of the juridical system with regards to these contracts; the mentioning that the domestic and foreign legal doctrine does of the concept of "administrative contracts", as a contracts different from those of the private law.

**Keywords:** *administrative contract, public activity, jurisprudence, administrative act, private law, etc.*

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# **GIFT CONTRACT IN MACEDONIAN LAW**

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## **Abstract**

In this paper, under consideration, is the research of one of the institutes of contract law, that the contract of gift. The paper tries to give a complete picture of this legal institute, exploring obligation aspects of this institute, both through legislation, and through theoretical lectures. On the other side there are aspects of interweaving of this institute with some institutes from the inheritance law and property law. Further more the paper presents tax aspects of the contract of gift.

Contract law is celebrated for empowering private parties to enact customized legal rules. Anyone can summon state actors to enforce personally tailored laws that govern private agreements. Yet this unique power is obviously limited in scope and context, and it is important to consider where and why we draw these borders. One can write a contract that annuls tort liability, for instance, but criminal laws cannot be overruled by contract - even in a hypothetical lawless commune where everyone is willing to accede to the change.

*Keywords: Contract law, property law, contract of gift.*

## **INTRODUCTION**

In this paper, under consideration, is the research of one of the institutes of contract law, that the contract of gift. The paper tries to give a complete picture of this legal institute, exploring obligation aspects of this institute, both through legislation, and through theoretical lectures. On the other side there are aspects of interweaving of this institute with some institutes from the inheritance law and property law. Further more the paper presents tax aspects of the contract of gift

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# HUMAN RIGHTS IN EUROPEAN UNION

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## Abstract

The involvement of the EU has grown gradually from no provision of human rights up to determining them as main principles of the legal community structure. This is due to legal and political evolution of the EU, which has become a political actor that affects many areas (related with human rights). This process is affected too from the absence of any reference to the human rights in the European order challenging the legitimacy of the entire system. Today, the European Union is paying great importance to fundamental and human rights freedom.

An important step forward is the Charter of Fundamental Rights of the European Union, which provides and collects in a single act all the rights of European Union's citizens.

The purpose of this paper is to highlight means with which the EU intervenes to ensure fundamental rights. In this paper will be analyze the way of European Union, which although gradually, has "intervened" in the sector through a "political approach" pushing member states to coordinate their respective national legislation and by inviting other community institutions to supervise developments in the framework of fundamental rights.

This paper is based on research method, as basic methods of research in the development of this paper. It will be developed through primary and secondary data that are derived from different publications.

*Key words: European Union, Charter of Fundamental Rights, Human rights, Treaty.*

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# CORPORATE SOCIAL RESPONSIBILITY IN ALBANIA: THE CASE OF BANKERS PETROLEUM LTD

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## Abstract:

Globalization make possible that corporations, especially globally active ones, can play a key role in shaping not only the economy but society as whole<sup>222</sup>. In the flat world, with lengthy global supply chains, the balance of power between global companies and the individual communities in which they operate is tilting more and more in favour of the companies... As such these companies are going to command more power, not only to create value but also to transmit values, than any other institution on the planet<sup>223</sup>, as such the role of Corporate Social Responsibility (CSR) is becoming an increasingly important element on national and transnational policy agendas<sup>224</sup>. In the last two decades, as processes of both globalization and European Integration have continued apace, Albania as well as many other countries in the region has set out an ambitious path of combining political pluralism, open and competitive markets and a vibrant civil society. This led to an increased emphasis on CSR through which businesses seek to adapt their action in the light of their social and environmental impacts. Moreover, the implementation of CSR standards serves as a means to create competitive advantage to Albania businesses both regionally and at the wider European market<sup>225</sup>. For this reason the main purpose of this article is to give general information and understanding of CSR definition, principles and application in Albanian context.

**Keywords:** CSR, corporate responsibility, corporate accountability, corporate

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<sup>222</sup> Beck, Ulrich. *What Is Globalization?* (2000). p.1.

<sup>223</sup> Hohnen, Paul (2007). *Corporate Social Responsibility, An Implementation Guide for Business*. Canada. p.6.

<sup>224</sup> European Commission (2014). *Corporate Social Responsibility, National Public Policies in the European Union, Compendium 2014*. Luxembourg. p.7.

<sup>225</sup> OSCE. (2013). *Situation Analysis on Corporate Social Responsibility in Albania*.p.11.

# **"NATURAL AND CULTURAL HERITAGE, A VALUABLE OPPORTUNITY FOR DEVELOPMENT OF THE ELBASAN REGION"**

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## **Abstract:**

In the context of sustainable development challenges, the conservation and improvement of natural and cultural heritage should be the duty of each generation. It should be realized through the development and implementation of effective policies at national, regional and local levels. The object of this paper is the study of the role of natural and cultural heritage seen as a set of values of the physical and life environment inherited from generation to generation, in the social, economic, political and historical developments of the population of Elbasan region. For the realization of this study have been used several methods such as the direct observation, the indirect observation, the comparison method, the literature review, etc.

*Key words: Regional development, Natural heritage, Geographical position, Natural resources, Cultural heritage, Human systems.*

## **Geographical position, geomorphology, climate and bio-diversity in Elbasan.**

Elbasan is one of Albania's main cities. It is located in central Albania and it is the main centre of Elbasan district, which consists of Elbasan, Librazhd, Gramsh and Peqin. Elbasan city lies on the right side of the middle flow of Shkumbin River. In the East it is surrounded by Large and Small Krasta, in the North and North-West by the hills of olive groves in the West by Zaranika brook and South by the river Shkumbin. Elbasan is located between North geographic latitude 41 ° 27' - 40 ° 10' and East geographic longitude 20 ° 34' - 19 ° 03'. It is located at an average height of about 120 m. above the sea level<sup>242</sup>. The orogenesis of Elbasan region belongs to

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<sup>242</sup> *Akademia e Shkencave të Shqiperisë: Fjalor Enciklopedik Shqiptar. Tiranë 2009. Vëll. I, fq. 585.*  
*- The Albanian Academy of Science: Albanian Encyclopedic Dictionary. Tirana 2009. Vol. 1, p 585.*



# THE LEGAL ORDER, THE GLOBALIZATION AND THE REGIONALISM

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## Abstract

The purpose of this study is to explore the complex relationship between the legal order, the globalization and the regionalism (interacts and distinguishes). The respecting of the hierarchy of normative acts as an obligation that derives from "the principle of the rule of law and the coherence in legal system" is a challenge to country by liberal democracy as well as by new democracy. The regionalism challenges the globalization. The correct determination of the legal concept is the tool to avoid the dispute in the "institutional debate". Thus, the paper focuses on the legal order for certain context: European Union. The central phenomenon limits to the lack of explanatory principle of the structure of legal order . Furthermore, the doctrine in the European Union focuses statement that the transforming of the institutional system impacts on legal order. The European Union is in progress, so, the conclusion is temporarily.

*Keywords: Regionalism, European Union, challenge, legal order, structure .*

## 1. THE TRANSFORMATION OF THE INSTITUTIONAL SYSTEM

### 1.1. The solidarity as the value of collaboration among states

"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), Beyond considerations, signed and entered into force the Paris, Rome , Luxembourg – the Hague, Maastricht, Amsterdam, Nice, Lisbon Treaties in 1952, 1958, 1987, 1993, 1999, 2003, 2009. Furthermore, the establishing of the European Coal and Steel Community, the European Economic Community , the European Atomic Energy Community , the European Union, the expansion, [the withdrawal of the United Kingdom testify the specifying of the European Union].

## PRIVATE PROPERTY IN TRANSITION

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### Entry

Private property has its origins from ancient Rome. Strands of legal states face legal terms. Such terms are noted in Athens and ancient Rome. At that time, the legal terms which meant private property used were: PROPERTY, those rights which defend the economic interest of parties and accounted in cash<sup>250</sup>. The real rights in ancient Rome form the most important category of absolute rights and knew the owner full or limit power over an item. These real rights guarantee a quick dominant on the item without the intervention of other persons. Such *numerous clauses*<sup>251</sup> could be considered as the rights provided by law and cannot create other. Anciently known two types of property scheme: 1. *Luspublicum*<sup>252</sup> public or state law 2-*lusprivatum* the private or individual rights. In ancient Rome, the items that were owned by a recognized term owner *Res pontrimania*<sup>253</sup>, who enjoyed three rights on the property: 1-*lus vtendi* the right to ownership the property, 2-*lus fruendi* the right of civil inquire, 3-*lus abutenti* the right of alienation of property<sup>254</sup>

The right of property is seen as an abstract idea of an object being linked with the name of a person, related by a rule saying that the company supports the individual decision as a choice, which see any disagreement about how should object be used<sup>255</sup>. Private property as a right had many issues in Europe of Monarchies. In this period this right belonged only to kings and aristocratic class society and

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<sup>253</sup> *Roman Law, Prof.as.dr Arta MANDRO, f.229*

<sup>254</sup> *Jerome Waldram" Right to Private Property' 'Oxford University Pers.NY York USA 1988 page 39*

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# AN OVERVIEW ON THE STOCK EXCHANGE LEGISLATION IN ALBANIA

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INA RAMA<sup>273</sup>

## Abstract

Our country has a legal framework generally complete and well built, in terms of securities trading. The Law "On Securities" remains the legal basic, which examines the legal concept and the trading of securities in the primary and secondary market. Mainly based on this law, The Financial Supervisory Authority has issued a series of regulations that define at a more detailed way, the type of securities, the right of companies to conduct transactions concerning them and the licensed markets to perform this trade.

Trading of securities, can carry out by multilateral electronic platforms and based on the regulated market of securities, recognized as stock exchange. The law "On Securities" and FSA regulations define which are the legal criteria applicable to companies that want to apply and be licensed to set up a stock exchange. The stock exchange, works based on some principles that the Law "On Securities" has proscribed and in regulations of the FSA. We can mention the negotiation on the price of sale or purchase, transparency, use at the appropriate form specified by law, the privileged information, the obligation to inform the public and duty to avoid price manipulation, the principle of remedy in cases of damage caused by the lack of information etc.

The activity carried out within the framework of the functioning of a stock exchange, should be licensed by the Financial Supervisory Authority and closely be monitored by it. The law also provides the establishment of a register of securities, such as pre-condition for the establishment and functioning of the stock exchange.

This register, which is maintained and set up by a company in itself, is the electronic document in which, are registered all securities that should to be listed and quoted on the stock exchange later. The Registry has an important function concerning the trade of securities. The register does clearing and settlement

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of securities, after carrying out financial transactions on the stock exchange. Actually, it is the place where a financial transaction agreed on the securities on stock exchange, comes to the end and materialize, through registration of transfers of ownership of securities.

## 1. STOCK EXCHANGE SECURITIES

The development of the capital market since its origins, has conditioned the creation and development of regulated markets for securities trading. The society has considerate the securities transactions as a new efficient and flexible form for investment, which has allowed the public to be part of the cooperation with big companies as well as, to profit the benefit from this agreement. Currently, in our country, there is not a functional stock exchange, licensed by the Financial Supervisory Authority, yet.

In 2003, the Tirana Stock Exchange has been established as a joint stock company with sole shareholder Albanian state. The TSE never managed to become a proper functioning market on which the transactions of all securities would be carried out.

Currently, that joint stock company is out of order and has been closed by the Financial Supervisory Authority by, suspending the license of operation in 2014. Bank of Albania is the only institution that holds a legally regulated mechanism for trading of governmental securities, mainly government bonds and treasury bills

As is well known, an important part of the global economy has supported its development on this form of financing. This phenomenon has affected not only the developed countries but also those less developed. The examples below could draw our attention to the fact that, we need to hurry in order, to set up a stock exchange in Albania.

### 1.1. Stock exchange in Kurdistan

An informal country, which is not recognized by more than 95% of countries in the world, has set up a functional stock exchange, although there is still no functioning state and there are not strong institutions even in more important fields. This, has not prevented the state, to create the stock exchange, in order to give business opportunities for finding the necessary capital to grow because, they know that only good business is the engine for development<sup>274</sup>.

### 1.2. Stock exchange in Somalia

Although one of the countries with extremely poverty in the world, a victim of decades of wars or mass diseases like AIDS, malaria etc, in December 2015 has established its stock exchange<sup>275</sup>.

<sup>274</sup> See link Kurdistan Stock Exchange. <http://www.erbil-esx.com/>

<sup>275</sup> See link: <http://www.somalistockexchange.sol>

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