



JOSSCI

INTERNATIONAL JOURNAL OF NEW HORIZONS
IN THE SOCIAL SCIENCES

International Academic Reviewed Journal

Vol 2 Issue 1
February 2025

www.jossci.com

ISSN: 3023-6614



INTERNATIONAL JOURNAL OF NEW HORIZONS IN THE SOCIAL SCIENCES

Academic Journal

Volume 2

Issue 1

February 2025

www.jossci.com

info@jossci.com





INTERNATIONAL JOURNAL OF NEW HORIZONS IN THE SOCIAL SCIENCES

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ISSN: 3023-6614

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Dear Readers,

It is with great enthusiasm and a sense of purpose that we present to you the latest issue of the International Journal of New Horizons in the Social Sciences (JOSSCI). As we continue our journey in the ever-evolving landscape of academia, we remain steadfast in our commitment to fostering intellectual growth, innovation, and the dissemination of groundbreaking research.

JOSSCI stands as a beacon of knowledge, bridging diverse disciplines within the social sciences and beyond. Our journal is more than a publication; it is a dynamic platform where scholars from around the globe converge to share insights, challenge conventional paradigms, and explore the frontiers of human understanding. By embracing both established and emerging fields of study, we strive to reflect the vibrant and multifaceted nature of contemporary academic inquiry.

At the heart of JOSSCI lies a dedication to excellence. Each article published in our journal undergoes a meticulous peer-review process, ensuring that only the most rigorous, ethical, and impactful research reaches our readers. We take pride in offering a space where innovative ideas and evidence-based findings can flourish, contributing to the collective advancement of knowledge.

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The success of JOSSCI is a testament to the unwavering support of our academic community. To our esteemed authors, reviewers, and editorial team, we extend our deepest gratitude. Your expertise, dedication, and passion for scholarship are the driving forces behind this journal's continued growth and impact. Together, we are building a legacy of knowledge that will inspire future generations of researchers and practitioners.

To our readers, we invite you to engage with the thought-provoking articles in this issue, each of which has been carefully curated to provide valuable insights and spark meaningful dialogue. Whether you are a seasoned academic or an emerging scholar, we hope that JOSSCI serves as a source of inspiration and a catalyst for your own intellectual pursuits.

As we look to the future, we remain committed to our mission of advancing the social sciences and contributing to the betterment of society. We are confident that, with your continued support, JOSSCI will remain at the forefront of academic excellence and innovation.

Thank you for being part of this journey. Together, let us continue to explore new horizons and illuminate the path toward a brighter, more informed world.

Lecturer Phd. Mustafa OF
Kocaeli/Türkiye, February 2025

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ÖZGÜR İRADE VE DETERMİNİZM: İNSAN KARARLARININ FELSEFİ TEMELİ

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ÖZET: Özgür irade ve determinizm, felsefenin en köklü ve tartışmalı konularından biridir. Özgür iradenin varlığı, bireylerin kendi eylemlerinden sorumlu olup olamayacağı sorusunu gündeme getirirken; determinizm, evrendeki tüm olayların neden-sonuç ilişkileri çerçevesinde zorunlu olarak gerçekleştiğini savunur. Bu bağlamda, insan kararlarının ne ölçüde özgür olduğu sorusu, hem felsefi hem bilimsel yaklaşımlarla ele alınmıştır.

Bu çalışma, özgür irade ve determinizm arasındaki felsefi çatışmayı literatür taraması yöntemiyle incelemektedir. Antik çağlardan modern döneme kadar bu iki kavram arasındaki ilişki, etik, metafizik ve bilimsel bağlamlarda değerlendirilmektedir. Epikür, Stoacılar, Kant, Hume ve Schopenhauer gibi filozofların görüşleri ele alınmış; ayrıca nörobilim ve çağdaş etik tartışmalarındaki yeni yaklaşımlar incelenmiştir. Literatürde, özgür iradenin varlığını savunan yaklaşımlar ile determinizmin kesinliğini öne süren görüşler arasındaki temel farklılıklar ortaya konmuştur. Sonuç olarak, özgür irade ve determinizm arasındaki bu felsefi çatışmanın, insan kararlarının anlamı ve ahlaki sorumluluk bağlamındaki önemini koruduğu görülmüştür. Bu tartışmaların, günümüz bilim ve felsefe dünyasında yeni ufuklar açtığı vurgulanmıştır.

ANAHTAR KELİMELEER: Özgür İrade, Determinizm, Ahlaki Sorumluluk, Metafizik, Etik Tartışmalar

FREE WILL AND DETERMINISM: THE PHILOSOPHICAL BASIS OF HUMAN DECISIONS

ABSTRACT: Free will and determinism are one of the most deep-rooted and controversial topics in philosophy. While the existence of free will raises the question of whether individuals can be responsible for their own actions; Determinism argues that all events in the universe necessarily occur within the framework of cause-effect relationships. In this context, the question of the extent to which human decisions are free has been addressed with both philosophical and scientific approaches.

This study examines the philosophical conflict between free will and determinism with the method of literature review. From ancient times to the modern period, the relationship between these two concepts is evaluated in ethical, metaphysical, and scientific contexts. The views of philosophers such as Epicurus, the Stoics, Kant, Hume and Schopenhauer are discussed; In addition, new approaches in neuroscience and contemporary ethical debates are examined. In the literature, the main differences between the approaches that defend the existence of free will and the views that put forward the certainty of determinism have been revealed. As a result, it has been seen that this philosophical conflict between free will and determinism remains important in the context of the meaning of human decisions and moral responsibility. It has been emphasized that these discussions have opened new horizons in today's world of science and philosophy.

KEYWORDS: Free Will, Determinism, Moral Responsibility, Metaphysics, Ethical Debates

Gönderim Tarihi: 25.01.2025
<https://doi.org/10.5281/zenodo.14962754>

Kabul Tarihi: 25.02.2025

1. GİRİŞ

Özgür irade ve determinizm, insanlık tarihinin en eski felsefi tartışmalarından biri olarak günümüzde de geçerliliğini korumaktadır. Özgür irade, bireylerin kendi eylemlerini seçme kapasitesi olarak tanımlanırken, determinizm tüm olayların neden-sonuç ilişkileri doğrultusunda kaçınılmaz bir şekilde gerçekleştiğini öne sürer (van Inwagen, 1983). Bu iki kavram arasındaki çatışma, yalnızca metafiziksel bir problem değil, aynı zamanda ahlaki sorumluluk, bireysel özgürlük ve etik tartışmalar bağlamında da merkezi bir rol oynamaktadır (Kane, 2005).

Felsefi açıdan, özgür irade ve determinizm arasındaki bu karşıtlık, tarihsel olarak Epikür ve Stoacılar gibi antik filozoflardan modern dönemin düşünürleri olan Kant ve Hume'a kadar farklı şekillerde ele alınmıştır. Özgür iradenin savunucuları, bireylerin karar alma sürecinde özerkliğini vurgularken, determinist görüş, tüm kararların doğa yasalarına veya biyolojik zorunluluklara dayalı

olduğunu savunmaktadır (Schopenhauer, 1999). Bu bağlamda, özgür iradenin varlığı ya da yokluğu, insan eylemlerinin anlamı ve ahlaki sorumluluğun temelini sorgulamaya açar.

Günümüzde bu tartışma, nörobilim ve bilişsel bilimlerin sağladığı yeni bulgularla daha da karmaşık bir hale gelmiştir. Özellikle Libet'in deneyleri, bireylerin bilinçli kararlarının beyin tarafından önceden belirlendiğine dair güçlü bir argüman sunarak determinizmi destekleyen bir perspektif kazandırmıştır (Libet, 1985). (Libet'in deneyleri, bireylerin bir hareketi yapmadan önce bilinçli kararlarından önce beyinlerinde belirli elektriksel aktivitelerin ortaya çıktığını göstererek, özgür irade ve bilinçli karar verme süreçlerini sorgulayan deneylerdir). Bununla birlikte, çağdaş düşünürler arasında özgür iradenin nörolojik temellerine ilişkin tartışmalar sürmektedir (Dennett, 2003).

Libet'in deneyleri, bireylerin bir hareket yapmaya karar verdiklerini bilinçli olarak fark etmelerinden yaklaşık 200-500 milisaniye önce beyinlerinde "hazırlık potansiyeli" adı verilen bir elektriksel aktivitenin başladığını ortaya koymuştur. Bu bulgular, bireylerin bilinçli kararlarının, beyinde bilinç dışı süreçlerle tetiklenen bir olaylar zincirinin sonucu olabileceğini öne sürerek özgür irade kavramını derin bir şekilde sorgulamaya açmıştır. Ancak, Libet, bilinçli iradenin yine de bu süreçlere "veto" etme kapasitesine sahip olabileceğini öne sürmüştür (Libet, 1985). Bununla birlikte, çağdaş düşünürler arasında özgür iradenin nörolojik temellerine ilişkin tartışmalar sürmektedir. Örneğin, Dennett (2003), özgür iradenin yalnızca bireysel nörolojik süreçlerle sınırlı olmadığını, daha geniş bağlamda insan davranışının dinamik bir bileşeni olarak ele alınması gerektiğini savunmuştur. Bu tartışmalar, özgür irade, determinizm ve bilinç arasındaki ilişkiyi anlamaya yönelik hem felsefi hem de bilimsel çabaların merkezinde yer almaktadır.

Bu çalışmada, özgür irade ve determinizm arasındaki felsefi çatışma, hem tarihsel perspektiften hem de çağdaş bağlamlardan hareketle literatür taraması yöntemiyle ele alınacaktır. Antik Yunan'dan modern felsefeye uzanan bu tartışma, yalnızca metafizik bir problem olarak değil, aynı zamanda etik, ahlaki sorumluluk ve insan eylemlerinin anlamı bağlamında da önemli bir yere sahiptir. Epikür ve Stoacılar gibi antik filozoflardan, Kant ve Hume gibi modern düşünürlere kadar uzanan tarihsel görüşler, bu iki kavramın farklı açılardan ele alındığını göstermektedir. Günümüzde ise bu çatışma, özellikle nörobilim ve bilişsel bilimlerdeki yeni gelişmeler ışığında farklı bir boyut kazanmıştır.

Bu bağlamda çalışmanın temel amacı, özgür irade ve determinizm arasındaki ilişkiyi kapsamlı bir şekilde incelemek, literatürdeki farklı yaklaşımları karşılaştırmalı olarak değerlendirmek ve bu iki kavramın insan kararlarının felsefi temelindeki rolünü ortaya koymaktır. Ayrıca, modern tartışmalarda nörobilimsel bulguların determinizm lehine sunulan argümanlara nasıl katkıda bulunduğu ya da özgür irade savunucularının bu bulgulara nasıl karşılık verdiği de ele alınacaktır. Bu şekilde, günümüz felsefi ve bilimsel tartışmalarına ışık tutulması ve insan kararlarının anlamına dair daha geniş bir perspektif sunulması hedeflenmektedir.

2. METODOLOJİ

Bu çalışmada, özgür irade ve determinizm arasındaki felsefi tartışmayı ele almak için literatür taraması yöntemi kullanılmıştır. Literatür taraması, belirli bir konuya dair mevcut bilgi birikimini sistematik bir şekilde incelemeyi ve analiz etmeyi amaçlayan bir araştırma yöntemidir (Snyder, 2019). Bu yöntemde, konu ile ilgili geçmişten günümüze kadar yapılan belli başlı çalışmalar, kitaplar ve makaleler incelenmiş, bu eserler arasındaki temel benzerlikler ve farklılıklar karşılaştırmalı olarak ele alınmıştır.

Araştırma sürecinde, Google Scholar, JSTOR, SpringerLink ve ResearchGate gibi çevrimiçi akademik veri tabanlarından yararlanılmıştır. Özgür irade ve determinizm kavramlarıyla ilgili alıntı yapılan klasik eserler ile modern çalışmalar seçilerek çalışmaya dahil edilmiştir. Epikür, Stoacılar, Kant ve Schopenhauer gibi düşünürlerin özgür irade ve determinizm üzerine görüşleri, tarihsel bir bağlamda incelenmiştir. Ayrıca, Libet'in deneyleri gibi çağdaş nörobilimsel bulguların, bu felsefi çatışmaya getirdiği yeni perspektifler ele alınmıştır (Libet, 1985).

Araştırma kapsamına dahil edilen kaynaklar, tematik bir yaklaşımla sınıflandırılmış ve analiz edilmiştir. Bu temalar şunlardır: Özgür iradenin tarihsel ve metafizik temelleri, determinizm ve bilimsel yaklaşım, modern etik tartışmalarında özgür irade ve determinizm. Çalışmanın amacı doğrultusunda, literatürdeki farklı görüşlerin bir araya getirilmesi ve bu iki kavram arasındaki ilişkiye dair kapsamlı bir değerlendirme yapılması hedeflenmiştir.

3. KAVRAMSAL ÇERÇEVE

Özgür irade ve determinizm, felsefe tarihinin en köklü ve tartışmalı meselelerinden biri olarak karşımıza çıkmaktadır. Özgür irade, bireylerin kendi eylemlerini özgürce seçebilme kapasitesine sahip olup olmadıkları sorusunu gündeme getirirken; determinizm, evrendeki tüm olayların neden-sonuç ilişkisine dayalı bir zorunlulukla gerçekleştiğini savunur. Bu iki kavram, sadece metafiziksel bir tartışma alanı oluşturmakla kalmamış, aynı zamanda ahlak felsefesi, etik, insan davranışlarının psikolojik temelleri ve bilimsel açıklama çerçeveleri gibi geniş bir yelpazede ele alınmıştır.

Tarihsel süreçte, özgür irade ve determinizm tartışması, farklı düşünce okullarının ve filozofların katkılarıyla sürekli olarak yeniden şekillenmiştir. Antik dönemde Epikür'ün atomların rastlantısal hareketiyle özgürlüğü savunan yaklaşımı, determinizmin kesinliğine bir itiraz niteliği taşıırken; Stoacılar, evrenin düzenli ve zorunlu bir şekilde işlediğini savunarak determinist bir bakış açısı geliştirmiştir. Modern dönemde ise Immanuel Kant, özgür iradeyi ahlaki eylemin temel dayanağı olarak görmüş ve insanın ahlaki sorumluluğunu metafizik bir özgürlükle ilişkilendirmiştir. Öte yandan, Arthur Schopenhauer gibi düşünürler, insanın iradesinin doğa yasalarına bağlı olduğunu vurgulayarak determinist bir görüşü savunmuşlardır.

Bu bağlamda, özgür irade ve determinizmin tanımları ele alınacak, bu kavramların felsefi temelleri incelenecek ve tarih boyunca öne sürülen farklı yaklaşımlar değerlendirilecektir. Bununla birlikte, özgür iradenin varlığı ve determinizmin kesinliği arasındaki temel çatışmanın, bireyin ahlaki sorumluluğu ve karar alma süreçleri üzerindeki etkileri de tartışılacaktır. Bu inceleme, özgür irade ve determinizm tartışmalarının hem tarihsel hem de çağdaş bağlamlardaki önemini anlamaya yönelik bir zemin oluşturmayı amaçlamaktadır.

3.1. Özgür İrade

Özgür irade, bireylerin kendi eylemlerini özgürce seçebilme kapasitesi olarak tanımlanmaktadır ve felsefenin en temel kavramlarından biri olarak insan doğasını anlamaya yönelik tartışmaların merkezinde yer almaktadır. Bu kavram, bireylerin kendi kararlarının tamamen kendi kontrollerinde olup olmadığını ve bu kararların doğa yasalarından, toplumsal koşullardan ya da biyolojik zorunluluklardan bağımsız bir şekilde alınıp alınamayacağını sorgular. Özgür irade, bireyin sorumluluk sahibi bir varlık olarak kabul edilip edilemeyeceği sorusunu da beraberinde getirir; bu nedenle hem metafizik hem de etik bağlamda derin bir öneme sahiptir.

Antik çağ filozoflarından Epikür, özgür iradenin insan davranışlarının öngörülemezliğinde yattığını savunmuş ve bu durumu "atomların rastlantısal sapması" fikriyle açıklamaya çalışmıştır (Bobzien, 2001). Epikür'e göre, evrendeki olayların tümü katı bir nedensellik zinciriyle bağlı olsaydı, özgür irade mümkün olamazdı. Bu nedenle, atomların rastgele hareketleri, bireylerin kendi kararlarını alabilmeleri için bir açıklama sunmaktaydı. Bunun karşısında Stoacılar ise, doğanın düzeni ve evrensel neden-sonuç ilişkisi içinde özgürlüğün ancak akılla uyumlu bir yaşam sürerek gerçekleştirilebileceğini ileri sürmüşlerdir.

Modern dönemde özgür irade tartışmaları, özellikle Immanuel Kant'ın ahlak felsefesinde önemli bir yer tutmuştur. Kant, özgür iradeyi ahlaki eylemin temel dayanağı olarak görmüş ve bireylerin yalnızca özgür olduklarında ahlaki sorumluluk taşıyabileceklerini savunmuştur (Kant, 1998). Kant'a göre, özgürlük, bireylerin kendi rasyonel akıllarına dayanarak evrensel ahlak yasalarını belirleyebilme kapasitesidir. Bu, aynı zamanda bireylerin özerkliğini vurgulayan ve onları doğa yasalarından bağımsız bir şekilde karar alabilen varlıklar olarak ele alan bir yaklaşımdır. Kant, özgürlüğü insanın pratik aklı ile eylemleri arasında kurduğu bağın bir sonucu olarak açıklamış ve bunu "ahlaki yasalar" ile ilişkilendirmiştir.

Bununla birlikte, özgür iradenin farklı filozoflar tarafından farklı şekillerde tanımlanması, bu kavramın evrensel bir kabul görmesini zorlaştırmıştır. Kimileri özgürlüğü, bireyin iradesini etkileyen dışsal faktörlerden bağımsızlık olarak görürken; kimileri ise özgürlüğün, bireyin rasyonel bir şekilde kendi amaçlarına uygun hareket edebilmesiyle sınırlı olduğunu savunmuştur. Özgür irade kavramı, aynı zamanda çağdaş bilimsel tartışmalarda da ele alınmış; özellikle nörobilim alanında yapılan araştırmalar, bireylerin özgürce karar alma yetilerinin sınırlarını sorgulamaya devam etmiştir.

Bu bağlamda, özgür irade, yalnızca felsefi bir tartışma konusu olmaktan çıkmış, aynı zamanda insanın ahlaki sorumluluğu, bireysel kimlik ve toplumsal düzenin temel unsurlarından biri olarak değerlendirilmiştir. Tarihsel süreçte filozofların bu kavrama ilişkin ortaya koydukları yaklaşımlar, günümüz tartışmalarının da temelini oluşturmaktadır.

3.2. Determinizm

Determinizm, evrendeki tüm olayların bir neden-sonuç ilişkisi çerçevesinde zorunlu olarak gerçekleştiği fikrine dayanır ve bu nedenle özgür irade ile doğrudan bir çatışma içinde olduğu kabul edilir. Determinizm, evrendeki her olayın, önceki olayların bir sonucu olduğunu ve bu olayların kesinlikle önceden belirlenmiş olduğunu öne sürer. Bu görüş, yalnızca felsefi bir kavram değil, aynı zamanda doğa bilimlerinin temelinde yatan bir anlayış olarak da karşımıza çıkar. Determinist düşünceye göre, evrende hiçbir olay rastlantı sonucu oluşmamıştır; aksine, her olay belirli bir sebebin zorunlu bir sonucudur. Bu yaklaşım, insan eylemlerinin de dahil olduğu tüm fenomenlerin bir neden-sonuç zincirine bağlı olduğunu savunur.

Felsefi determinizmin farklı türleri, bu görüşün farklı bağlamlarda ele alınmasını sağlar.

- **Bilimsel Determinizm:** Bu yaklaşım, tüm fiziksel olayların doğa yasalarına sıkı sıkıya bağlı olduğunu ileri sürer. Pierre-Simon Laplace, bu görüşün en önemli temsilcilerinden biri olarak, evrenin tüm geçmişini ve geleceğini kapsayan bir "deterministik model" önermiştir. Ona göre, yeterli bilgiye sahip bir "süper zihin," evrendeki tüm olayları eksiksiz bir şekilde tahmin edebilir (Laplace, 1902).
- **Teolojik Determinizm:** İlahi bir iradenin, evrendeki tüm olayları önceden belirlediğini savunan bu yaklaşım, özellikle din felsefesi ve teoloji bağlamında önemlidir. Bu görüşe göre, Yaratıcı'nın her şeyi bilen ve her şeye gücü yeten bir varlık olması, evrendeki tüm olayların onun iradesine uygun bir şekilde gerçekleştiği anlamına gelir.
- **Biyolojik Determinizm:** Bu tür determinizm, insan davranışlarının genetik ve biyolojik yapı tarafından belirlendiğini iddia eder. Özellikle modern bilimde, genetik çalışmalar ve nörobilimsel bulgular, insan kararlarının biyolojik bir temele dayandığını öne sürerek biyolojik determinizmin önemini artırmıştır.

Arthur Schopenhauer, determinizmin insan iradesine kadar uzandığını ve bireylerin özgür olduklarına dair hislerinin yalnızca bir illüzyon olduğunu savunmuştur. Ona göre, bireylerin eylemleri, dışsal ve içsel nedenlerden kaynaklanan bir dizi nedensel zincirin sonucudur. Schopenhauer'in "İstenç ve Tasarım Olarak Dünya" adlı eserinde belirttiği gibi, insanın iradesi bile doğa yasalarına bağlıdır ve özgürlük yalnızca bir yanılsamadır (Schopenhauer, 1999). Schopenhauer, bireylerin eylemlerini belirleyen bu nedensel zincirlerin, aynı zamanda insanın öznel deneyimlerinin de bir parçası olduğunu vurgular.

Determinizm, tarih boyunca yalnızca felsefi bir teori olarak kalmamış; fizik, biyoloji ve teoloji gibi farklı alanlarda da tartışmalara konu olmuştur. Özellikle günümüz nörobilim çalışmaları, determinizm ile özgür irade arasındaki ilişkiyi daha da karmaşık bir hale getirmiştir. İnsan davranışlarının ne ölçüde önceden belirlendiği, özgür iradenin varlığına dair temel soruları beraberinde getirmiştir. Bu nedenle, determinizm yalnızca metafiziksel bir teori değil, aynı zamanda insan eylemlerini ve ahlaki sorumluluğu anlamaya yönelik geniş kapsamlı bir çerçeve sunmaktadır.

3.3. Özgür İrade ve Determinizm Çatışması

Bu iki kavram arasındaki çatışma, özellikle bireyin ahlaki sorumluluğu üzerindeki etkileriyle felsefi tartışmalarda merkezi bir rol oynamaktadır. Eğer bireylerin tüm eylemleri önceden belirlenmişse ve bu

eylemler doğa yasalarının ya da başka nedensel zincirlerin zorunlu bir sonucuysa, bireylerin ahlaki olarak sorumlu tutulması anlamını yitirebilir. Bu durum, ahlak felsefesinin temel sorularından birini gündeme getirir: İnsan gerçekten özgür mü ve eylemlerinin sorumluluğunu taşıyabilir mi? Eğer determinizm doğruysa, bireylerin ahlaki olarak ödüllendirilmesi ya da cezalandırılması adil midir? Bu sorular, özgür irade ve determinizm çatışmasının yalnızca teorik bir tartışma olmadığını, aynı zamanda etik, hukuk ve toplumsal düzen açısından da önemli sonuçlara sahip olduğunu göstermektedir.

Bu çatışmayı çözmeye girişimlerinden biri, kompatibilizm (uyumluluk teorisi) olarak bilinen yaklaşımdır. Kompatibilizm, özgür irade ile determinizmin bir arada var olabileceğini savunur ve özgürlük kavramını yeniden tanımlayarak, bireyin kendi istek ve arzularına göre hareket edebilmesiyle ilişkilendirir. David Hume, bu görüşün önemli savunucularından biri olarak, özgürlük ve zorunluluğun uyumlu kavramlar olduğunu öne sürmüştür. Hume'a göre, bireyin eylemleri kendi istek ve arzularına dayanıyorsa, bu kişi özgür olarak kabul edilebilir; eylemin neden-sonuç ilişkisine bağlı olması, bireyin özgürlüğünü ortadan kaldırmaz (Hume, 2007). Hume, özgürlüğü bireyin içsel nedenlerle hareket etmesi olarak tanımlayarak, determinizmin bireysel özerkliği dışlamadığını savunmuştur.

Öte yandan, liberteryenizm gibi yaklaşımlar, özgür iradenin determinizmle bağdaşamayacağını ileri sürer. Liberteryenler, özgürlüğün ancak nedensel belirlenimden bağımsız olduğunda anlamlı olabileceğini savunur. Bu yaklaşım, özellikle bireyin eylemlerinin gerçek anlamda özgür ve rastlantısal olabilmesi gerektiğini vurgular. Liberteryen düşünürlere göre, özgürlük, insanın eylemleri üzerinde tam bir kontrol sahibi olması anlamına gelir ve bu kontrolün hiçbir dışsal neden tarafından sınırlandırılmaması gerekir. Bu bağlamda, özgür irade ve determinizm arasındaki çatışma, bireyin karar alma sürecinin kökenine dair derin soruları ortaya koyar.

Bu iki yaklaşım arasında süregelen tartışmalar, özgür irade ve determinizmin farklı felsefi çerçevelerde nasıl ele alındığını göstermektedir. Kompatibilizm, ahlaki sorumluluğun korunabileceğini ve determinizmle uyumlu olabileceğini savunurken, liberteryenizm bu uyumu kesin bir şekilde reddeder. Günümüzde bu çatışma, yalnızca felsefi bağlamda değil, aynı zamanda nörobilim ve bilişsel bilimlerdeki yeni bulgularla daha da karmaşık bir hale gelmiştir. Beynin karar alma süreçlerine ilişkin yapılan çalışmalar, özgür iradenin gerçekten var olup olmadığına dair tartışmaları yeniden alevlendirmiştir.

4. LİTERATÜRDE ÖZGÜR İRADE VE DETERMİNİZM TARTIŞMALARI

Özgür irade ve determinizm arasındaki tartışmalar, felsefe tarihinde sürekli bir ilgi odağı olmuş ve farklı filozoflar tarafından çeşitli bağlamlarda ele alınmıştır. Bu tartışmalar, yalnızca metafiziksel bir soru olmaktan çıkarak, etik, hukuk, psikoloji ve nörobilim gibi alanlarda da derin etkiler bırakmıştır. Bu bölümde, özgür irade ve determinizm üzerine yapılan literatür çalışmaları tarihsel ve çağdaş bağlamlarda incelenmektedir.

4.1. Tarihsel Perspektif

Tarihsel olarak özgür irade ve determinizm arasındaki tartışmalar, Antik Yunan'dan başlayarak modern felsefeye kadar geniş bir yelpazede ele alınmıştır.

- Antik Çağ: Epikür, özgür iradeyi savunan ilk düşünürlerden biri olarak, atomların rastlantısal sapması fikrini ortaya atmıştır. Epikür'e göre, evrendeki olaylar tamamen nedensellik zincirine bağlı olsaydı, insan özgürlüğü mümkün olamazdı (Bobzien, 2001). Stoacılar ise, evrendeki düzenin zorunlu bir doğaya sahip olduğunu savunarak determinizmi desteklemişlerdir. Onlara göre, özgürlük, doğanın yasalarıyla uyumlu bir yaşam sürmekten ibarettir.
- Orta Çağ ve Teolojik Tartışmalar: Orta Çağ'da, özellikle Hristiyanlık teolojisinde, özgür irade ve ilahi determinizm arasındaki ilişki yoğun bir şekilde tartışılmıştır. Aziz Augustinus, Tanrı'nın her şeyi önceden bildiğini, ancak insanın özgür iradesini kaybetmediğini savunmuştur. Bu dönemde, ilahi irade ile insanın özgürlüğü arasında bir denge kurulmaya çalışılmıştır.

Ortaçağ Müslüman filozofları, determinizmi genellikle ilahi irade, kader ve insan özgürlüğü bağlamında tartışmışlardır. Cebriye mezhebi, insanın tüm eylemlerinin ilahi irade tarafından önceden belirlenmiş olduğunu savunarak determinist bir yaklaşımı benimsemiştir. Buna karşın,

Mutezile mezhebi, insanın özgür iradesini savunmuş ve bireylerin eylemlerinden sorumlu olabilmeleri için özgür olmaları gerektiğini ileri sürmüştür (Goodman, 2002). Farabi, Allah'ın evreni belirli bir düzen içinde yarattığını kabul etmiş, ancak bireylerin akıllarını kullanarak bu düzen içinde özgür seçimler yapabileceğini savunmuştur (Farabi, 1985). İbn Sina ise, tüm olayların bir nedensellik zinciriyle Allah'a bağlı olduğunu belirtmiş, ancak insanın akli sayesinde bu düzen içinde özgür bir iradeye sahip olabileceğini ileri sürerek determinizmle özgür irade arasında bir denge kurmaya çalışmıştır (İbn Sina, 2005). İbn Rüşd, ilahi iradenin evrendeki olayları bilmesinin insanın özgür iradesini ortadan kaldırmadığını savunmuş ve determinizm ile özgür irade arasında uyum sağlamaya çalışmıştır (İbn Rüşd, 1998). Bu tartışmalar, Ortaçağ İslam dünyasında determinizmin yalnızca teolojik bir sorun değil, aynı zamanda etik ve felsefi bir mesele olarak ele alındığını göstermektedir.

- Modern Felsefe: Modern dönemde, Immanuel Kant, insan özgürlüğünü ahlaki bir gereklilik olarak ele almış ve ahlaki sorumluluğun temel dayanağı olarak özerkliği vurgulamıştır. Kant'a göre, bireyler, kendi akıllarına dayanarak ahlaki yasaları belirleyebildikleri ölçüde özgürdürler (Kant, 1998). Buna karşılık, Arthur Schopenhauer, bireylerin iradelerinin dahi doğa yasalarına bağlı olduğunu öne sürerek özgürlüğün bir yanılsama olduğunu savunmuştur (Schopenhauer, 1999).

4.2. Çağdaş Tartışmalar

Özgür irade ve determinizm tartışmaları, günümüzde özellikle nörobilim ve bilişsel bilimlerdeki yeni bulgularla farklı bir boyut kazanmıştır.

- Nörobilimsel Yaklaşımlar: Benjamin Libet'in 1980'lerde gerçekleştirdiği deneyler, bireylerin eylem kararlarının bilinçli farkındalık oluşmadan önce beyinde ortaya çıktığını göstermiştir. Bu bulgular, özgür iradenin yalnızca bir yanılsama olabileceği yönündeki determinizm destekçilerini güçlendirmiştir (Libet, 1985). Ancak, bu deneylerin özgür irade kavramını tam anlamıyla açıklayıp açıklayamayacağı hala tartışma konusudur.
- Kompatibilizm ve Determinizm: David Hume ve çağdaş kompatibilistler, özgürlüğün bireyin istekleri doğrultusunda hareket edebilme kapasitesine dayandığını savunmaya devam etmişlerdir. Bu görüş, özgürlüğü nedensellik zincirine tamamen karşıt bir kavram olarak ele almaktan ziyade, bireyin kendi içsel nedenleriyle uyumlu hareket etme kapasitesine indirger (Hume, 2007).
- Liberteryen Yaklaşım: Liberteryen düşünürler, özgürlüğün ancak deterministik bir çerçevenin dışında var olabileceğini iddia eder. Günümüzde bu görüş, özellikle insan iradesinin tamamen rastlantısallık ya da zorunluluk arasında sıkışıp kalmadığını savunan filozoflar tarafından desteklenmektedir.

4.3. Özgür İrade ve Determinizmin Günümüzdeki Yansımaları

Modern dünyada özgür irade ve determinizm tartışmaları, yalnızca felsefi bir konu olmaktan çıkarak hukuk, yapay zekâ, nöroetik ve psikoloji gibi birçok alanda ele alınmaktadır. Özgür irade ve determinizm arasındaki bu çatışma, özellikle bireylerin sorumluluklarının belirlenmesinde önemli bir rol oynar. Hukuk sistemleri, bireylerin eylemlerinden sorumlu tutulmalarını gerektirir; ancak bu sorumluluk, bireylerin özgürce seçim yapabildiği varsayımına dayanır (Morse, 2007). Eğer bireylerin kararları tamamen biyolojik, çevresel ya da başka bir determinizm tarafından önceden belirlenmişse, suç ve ceza kavramları adalet sistemleri açısından yeniden ele alınmalıdır. Özellikle nörobilimdeki gelişmeler, bireylerin davranışlarının belirleniminde biyolojik faktörlerin rolüne dair tartışmaları alevlendirmiştir. Örneğin, nöroetik alanında yapılan çalışmalar, insan beyninin yapısı ve işleyişi ile ahlaki karar alma süreçleri arasındaki ilişkiyi inceleyerek, bireylerin özgür iradesine dair yeni sorular ortaya çıkarmaktadır (Roskies, 2006).

Yapay zekâ da özgür irade ve determinizm tartışmalarını yeni bir boyuta taşımıştır. Günümüzde, yapay zekâ sistemleri, önceden programlanmış algoritmalar doğrultusunda karar alabilmektedir. Bu durum, bu sistemlerin "özgür" bir iradeye sahip olup olmadığı veya yalnızca deterministik bir yapıda mı işlediği sorusunu gündeme getirmiştir (Floridi & Sanders, 2004). Yapay zekâ sistemlerinin etik sorumluluğu üstlenip üstlenemeyeceği tartışmaları, insan iradesi ve determinizm kavramlarının teknolojiye uygulanabilirliğini sorgulayan yeni bir alan açmıştır. Özellikle otonom araçların veya yapay

zekâ destekli karar alma mekanizmalarının hatalı sonuçları, sorumluluğun kime veya neye ait olduğunu belirleme ihtiyacını doğurmuştur. Bu durum, yalnızca teknolojik değil, aynı zamanda felsefi ve etik bir problem olarak ele alınmaktadır.

Psikoloji ve bilişsel bilimler de özgür irade tartışmalarına katkıda bulunmuştur. Daniel Wegner (2002), bireylerin özgür iradeye sahip olduklarına dair hislerinin bir yanılsama olabileceğini savunmuş ve bu durumun bilinçli deneyimlerin karar alma süreçleri üzerindeki etkisine dair derin soruları beraberinde getirmiştir. Ayrıca, karar alma süreçlerinin çevresel faktörler, geçmiş deneyimler ve genetik yapı tarafından nasıl etkilenebileceği, modern psikolojide tartışılmaya devam etmektedir. Bu tartışmalar, özgür irade kavramının sadece felsefi değil, aynı zamanda bilimsel açıdan da incelenmesi gerektiğini göstermektedir.

Sonuç olarak, özgür irade ve determinizm tartışmaları, modern dünyada farklı disiplinlerde yankı bulmuş ve bu kavramların hukuk, teknoloji ve psikoloji gibi alanlardaki uygulamaları, insan iradesi ve sorumluluk anlayışımızı yeniden değerlendirmemizi gerektirmiştir.

5. BULGULAR

Literatür taraması sonucunda, özgür irade ve determinizm tartışmalarına ilişkin çeşitli tarihsel ve çağdaş yaklaşımlar belirlenmiştir. Bu tartışmaların, yalnızca bireysel bir metafizik problem olmanın ötesinde, etik, bilim ve toplumsal uygulamalar gibi farklı bağlamlarda ele alındığı görülmüştür. Bulgular, özgür irade ile determinizm arasındaki çatışmanın, insanın ahlaki sorumluluğu, bireysel özgürlük ve toplumsal düzen gibi temel kavramlar üzerindeki etkilerini aydınlatmaktadır.

Tarihsel olarak, özgür irade ve determinizm tartışmaları, Antik Yunan'da Epikür ve Stoacılar gibi düşünürlerle başlamış, modern dönemde Kant, Hume ve Schopenhauer gibi filozofların katkılarıyla daha geniş bir felsefi zemine oturmuştur. Epikür'ün atomların rastlantısal hareketi fikriyle özgür iradeyi savunması, bu tartışmanın başlangıç noktalarından biri olarak öne çıkmıştır. Öte yandan, Stoacılar tüm olayların evrensel bir neden-sonuç zinciri içinde işlediğini savunarak determinizmi merkeze almışlardır.

Çağdaş bağlamda ise özgür irade ve determinizm çatışması, nörobilim, yapay zekâ ve nöroetik gibi alanlarda yeni boyutlar kazanmıştır. Özellikle Benjamin Libet'in deneyleri, insan davranışlarının bilinçli farkındalığın ötesinde nörolojik süreçlerle belirlendiğini öne sürerek determinizm yanlılarını güçlendiren bir zemin oluşturmuştur. Bununla birlikte, bu bulgular özgür irade savunucuları tarafından eleştirilmiş ve insan iradesinin özgünlüğünü koruyan farklı yaklaşımlar sunulmuştur.

Toplumsal bağlamda ise bu çatışmanın hukuk, etik ve teknoloji üzerindeki etkileri belirgin bir şekilde hissedilmektedir. Hukuk sistemlerinde bireylerin eylemlerinden sorumlu tutulabilmesi, özgür iradenin varlığına dayanan bir varsayımı gerekli kılmaktadır. Yapay zekâ ve otonom sistemler ise, özgür irade ve determinizm tartışmasının teknolojik dünyadaki karşılıklarını gündeme taşımıştır. Bu bağlamda, insan kararlarının etik sorumluluğu ve teknolojik sistemlerin rolü arasındaki denge, çağdaş tartışmalara yön vermeye devam etmektedir.

Tarihsel Yaklaşımlar:

- Antik Çağ'da Epikür, özgür iradenin atomların rastlantısal hareketine dayandığını savunurken, Stoacılar tüm olayların evrensel bir nedensellik zinciri içinde yer aldığını ileri sürmüşlerdir.
- Orta Çağ'da Müslüman filozoflar arasında, ilahi irade ve insan özgürlüğü tartışmaları ön planda olmuştur. Mutezile, bireyin özgür iradesini savunurken, Cebriye determinizmi vurgulamıştır.
- Modern dönemde Kant, özgür iradeyi ahlaki bir zorunluluk olarak ele almış, Schopenhauer ise determinizmi insan iradesine kadar genişletmiştir.

Çağdaş Tartışmalar:

- Nörobilim, özgür irade ve determinizm çatışmasında önemli bir yer edinmiştir. Libet'in deneyleri, bireyin bilinçli kararlarının beyinde önceden oluştuğunu öne sürmüş, bu durum determinizm yanlılarını destekler bir argüman olarak değerlendirilmiştir.

- Yapay zekâ ve algoritmalar, özgür iradenin yalnızca insana özgü olup olmadığına dair yeni sorular doğurmuş, etik sorumluluk kavramı tekrar ele alınmıştır.

Özgür İrade ve Ahlaki Sorumluluk:

- Kompatibilizm (uyumluluk teorisi), özgür irade ile determinizmin bir arada var olabileceğini savunan bir çözüm önerisi sunmuş, özellikle Hume'un düşünceleri bu yaklaşımı desteklemiştir.
- Liberteryenizm, özgür iradenin tam bağımsızlık gerektirdiğini öne sürerek, determinizmin bireyin sorumluluğunu geçersiz kılacağını savunmuştur.

Hukuk ve Toplumsal Uygulamalar:

- Hukuk sistemlerinde bireylerin eylemlerinden sorumlu tutulabilmesi için özgür irade varsayımının geçerli olması gerektiği görülmektedir. Ancak nörobilimdeki gelişmeler, suç ve ceza sistemine dair yeni etik tartışmalar başlatmıştır.
- Yapay zekâ sistemlerinin karar alma süreçlerindeki etik sorumluluğu, özgür irade kavramının teknolojiye uygulanabilirliğini sorgulayan bir alan oluşturmıştır.

6. SONUÇ

Bu çalışmada, özgür irade ve determinizm arasındaki felsefi çatışma, tarihsel ve çağdaş bağlamlarda literatür taraması yöntemiyle ele alınmıştır. Araştırma, özgür irade ve determinizmin bireyin ahlaki sorumluluğu, etik ve toplumsal düzen üzerindeki etkilerini anlamak için merkezi bir konu olduğunu ortaya koymuştur. Antik dönemden modern döneme kadar bu iki kavramın farklı düşünce sistemlerinde nasıl ele alındığı incelenmiş; ayrıca nörobilim, yapay zekâ ve hukuk gibi çağdaş alanlarda tartışmanın yeni boyutlar kazandığı vurgulanmıştır.

Tarihsel bağlamda Epikür, Stoacılar, Kant ve Schopenhauer gibi düşünürlerin katkıları, özgür irade ve determinizm arasındaki çatışmanın felsefi kökenlerini şekillendirmiştir. Çağdaş dönemde ise nörobilim ve bilişsel bilimlerden elde edilen veriler, bu tartışmalara bilimsel bir boyut kazandırmıştır. Örneğin, Benjamin Libet'in deneyleri, özgür irade kavramının yeniden değerlendirilmesine neden olmuş ve bireyin eylemlerinin ne ölçüde bilinçli olduğu sorusunu gündeme getirmiştir. Aynı şekilde, yapay zekâ ve otonom sistemlerin etik ve hukuki sorumluluk açısından değerlendirilmesi, teknolojik ilerlemelerin özgür irade ve determinizm tartışmalarına yeni sorular eklediğini göstermektedir.

Bu çalışma, özgür irade ve determinizm tartışmalarını ölçülü bir perspektiften ele almıştır; ancak bu alan, özellikle çağdaş bilim ve teknolojinin etkisiyle sürekli olarak gelişmektedir. Gelecekteki araştırmalar için aşağıdaki öneriler sunulabilir:

1. Nörobilim ve Etik İlişkisi: Nörobilimdeki yeni teknolojilerin (örneğin, beyin taramaları, nöroteknolojiler) özgür irade ve ahlaki sorumluluk kavramlarına etkileri daha derinlemesine incelenmeli. Özellikle, bu teknolojilerin bireylerin karar alma süreçlerine dair sunduğu veriler, özgür irade kavramını yeniden değerlendirmek için önemli bir potansiyel taşımaktadır. Örneğin, "Gelecekteki araştırmalar, nörobilimsel bulguların ahlaki sorumluluk ve ceza hukuku üzerindeki etkilerini daha detaylı bir şekilde incelemelidir. Özellikle, beyin taramalarının suçluların cezai sorumluluğunu belirlemede nasıl kullanılabileceği konusunda etik tartışmalar yapılmalıdır."
2. Yapay Zekâ ve Özgür İrade: Yapay zekâ sistemlerinin karar alma süreçleri, insan iradesinin deterministik bir sistem içinde işleyip işlemediğine dair yeni bir çerçeve sağlayabilir. Bu konuda, yapay zekânın etik ve hukuki sorumluluk boyutunu ele alan çalışmalar yapılabilir. Örneğin, "Yapay zekâ sistemlerinin özerk karar alma süreçleri, özgür irade kavramının teknolojik sistemlere uygulanabilirliğini sorgulayan yeni bir alan açmıştır. Gelecekteki araştırmalar, yapay zekânın etik sorumluluğunu ve insan iradesiyle olan benzerliklerini incelemelidir."
3. Kültürler Arası Yaklaşımlar: Özgür irade ve determinizm tartışmaları, farklı kültürel bağlamlarda nasıl ele alınmaktadır? Örneğin, Batı felsefesi ile İslam, Hint veya Doğu Asya felsefesi arasındaki yaklaşımların karşılaştırmalı bir analizi, bu konunun evrensel boyutlarına ışık tutabilir.

Örneğin, "Farklı kültürel bağlamlarda özgür irade ve determinizm tartışmalarının nasıl ele alındığına dair karşılaştırmalı çalışmalar yapılmalıdır. Bu, özgür irade kavramının evrensel bir kavram olup olmadığını anlamak için önemli bir adım olacaktır."

4. Hukuk ve Toplum: Özgür irade ve determinizm tartışmalarının hukuk sistemleri üzerindeki etkisi daha ayrıntılı bir şekilde ele alınmalıdır. Bireylerin cezai sorumluluğunu belirleyen hukuki süreçler, özellikle deterministik bir yaklaşımla nasıl uyumlu hale getirilebilir? Örneğin, "Hukuk sistemlerinde bireylerin eylemlerinden sorumlu tutulabilmesi için özgür irade varsayımının geçerli olması gerektiği görülmektedir. Ancak nörobilimdeki gelişmeler, suç ve ceza sistemine dair yeni etik tartışmalar başlatmıştır. Gelecekteki araştırmalar, hukuk ve nörobilim arasındaki bu ilişkiyi daha derinlemesine incelemelidir."
5. Popüler Bilim ve Eğitim: Özgür irade ve determinizm gibi derin felsefi kavramların daha geniş kitlelere ulaşması için popüler bilim çalışmaları ve eğitim programları hazırlanabilir. Bu, bireylerin kendilerini ve sorumluluklarını daha iyi anlamalarına katkıda bulunabilir. Örneğin, "Özgür irade ve determinizm gibi karmaşık felsefi kavramların daha geniş kitlelere ulaşması için popüler bilim kitapları, belgeseller ve eğitim programları hazırlanmalıdır. Bu, bireylerin kendi karar alma süreçlerini daha iyi anlamalarına yardımcı olacaktır."

Sonuç olarak, özgür irade ve determinizm tartışmaları, felsefenin yanı sıra bilim ve toplumun pek çok alanında anlamlı ve etkili bir yer edinmiştir. Bu çalışmanın sunduğu çerçevenin, bu önemli konuda gelecekte yapılacak araştırmalara katkı sağlaması ve yeni tartışma alanları açması hedeflenmektedir.

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INSURANCE CONTRIBUTIONS AS THE MAIN AXIS OF ECONOMIC AND SOCIAL DEVELOPMENT

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ABSTRACT: *Insurance has an important impact in supporting job growth and economic efficiency, as well as providing financial protection to businesses and individuals. It creates stable support that helps manage risks and allows people to remain active in the job market. Another approach is unemployment insurance, which provides support to those who lose their jobs, allowing them to re-enter the job market. Another very important aspect is health insurance, which allows individuals to cover financial costs. Insurance also requires businesses to protect themselves from risks that could affect their businesses. Indemnity and liability insurance allows businesses to meet unexpected expenses, maintaining financial stability and allowing them to invest and increase the number of jobs. The document addresses the importance of contributions and the legal protection that supports such contributions. Insurance, as a protection mechanism, is necessary to ensure that individuals and businesses are able to protect themselves from the consequences of unexpected events that could compromise their financial stability.*

KEYWORDS: *Insurance, Financial Protection, Contributions*

Date of Submission: 19.02.2025

Date of Acceptance: 28.02.2025

<https://doi.org/10.5281/zenodo.14962794>

1. INTRODUCTION

Insurance contributions have a significant impact on the economic and social life of individuals and societies. They play a fundamental role in supporting social stability and improving living conditions, providing protection from unexpected situations that can affect families and individuals. Insurance, including health, life and unemployment insurance, provides a safety net that helps maintain the internal stability of society and creates opportunities for economic development and increased employment.

From a social perspective, insurance ensures that people have financial protection in times of crisis, such as job loss or health problems. This protection allows individuals to face challenges without completely missing out on opportunities to integrate into society. According to the World Health Organization (2020)¹, “social protection systems, including health and unemployment insurance, are essential for reducing poverty and ensuring a minimum standard of living for all citizens”. Indispensable support to guarantee equality and equal opportunities for all.

On the other hand, insurance contributions also help stabilize the economy by providing a mechanism to protect the workforce and improve conditions for investment and development. Health insurance, for example, helps maintain a healthy workforce capable of contributing to the economy, stimulating productivity and long-term development. According to a report by the Organization for Economic Co-operation and Development (OECD, 2020)², “social protection systems, especially in the form of insurance, contribute to overall economic stability by providing individuals and businesses with the necessary support during economic downturns”. This support helps create a stable and efficient economic environment, ensuring that individuals and businesses can meet challenges without suffering serious harm. Insurance contributions are essential to ensure a safer life and meet the social and economic needs of individuals and societies.

They constitute an important axis for economic development and for the protection of individuals from risks that could jeopardize the sustainability of livelihoods and work opportunities. Insurance, as

¹ World Health Organizations (2020). Sociale protection systems and poverty reduction. WHO Reports.

² OECD (2020). Social protection and economic stability. OECD Publishing

a protection mechanism, is necessary to ensure that individuals and businesses are able to protect themselves from the consequences of unexpected events that could compromise their financial stability. One of the key areas where insurance has a direct impact is unemployment insurance. This provides financial support to people who lose their jobs and offers opportunities to re-enter the job market. Unemployment insurance offers support to those who lose their jobs, helping them overcome unemployment and find new job opportunities. Health insurance allows people to have financial protection against high healthcare costs, helping to maintain a healthy workforce capable of contributing to the economy. According to the World Health Organization (2020)³, "health insurance is critical to maintaining a healthy workforce, which in turn stimulates productivity and economic growth." Insurance helps businesses protect themselves from risks that affect their businesses. According to the ILO report (2021)⁴, "Business insurance helps mitigate risks and contributes to economic stability, creating a more conducive environment for job creation and economic development. Furthermore, legal protection to support these insurance systems is also essential." The laws governing insurance provide a legal framework that guarantees the protection of people and businesses, contributing to the development of a stable economic environment. According to the OECD (2020)⁵, "Insurance contributes not only to individual financial security but also to the broader stability and efficiency of the economy."

As a result, insurance is a key element for economic development and employment, as it provides financial protection and ensures a more stable and efficient economy

2. METHODOLOGY

This methodology can analyze how insurance contributions are positioned as a main factor in driving economic and social development. This approach is based on theoretical analysis and logical reasoning. The main focus is how insurance contributions can influence economic and social development, analyzing the possible relationships between these factors. The methodology used analyzes the evaluation of the main topics and relationships between insurance systems and their impact on development. It is based on identifying the main argument that insurance contributions play an important role in promoting economic stability and social well-being. In the impact that insurance systems have on economic growth, which promote economic stability, consumption and labor force participation, as well as on social protection, how insurance systems contribute to the minimization of poverty and access to essential services. Influence of politics in identifying insurance systems and how to reform or expand them to promote development. This methodology can analyze how insurance contributions are positioned as a key factor in promoting economic and social development.

3. SOME ELEMENTS OF INSURANCE CONTRIBUTIONS

3.1. Employment and Insurance

Insurance plays an important role in supporting individuals and families by providing financial protection for greater employment opportunities and economic development. Health insurance and unemployment insurance are two aspects that directly contribute to the creation of job opportunities. Unemployment insurance provides financial support to those who lose their jobs, helping them overcome the period of unemployment and regain stability. This creates the opportunity for them to remain active in seeking new job opportunities. "The availability of unemployment insurance can encourage workers to seek new job opportunities without fear of financial instability" (OECD, 2020)⁶. This is an opportunity that helps people regroup and contribute more to the job market. Health insurance allows people to not fear loss of health and financial consequences that could affect their ability to work. This ensures a healthy and productive workforce. "Health insurance and social protection programs are

³ International Labour Organization (2021). Business resilience and economic stability through insurance ILO Publications

⁴ International Labour Organization (2021). Business resilience and economic stability through insurance ILO Publications

⁵ OECD (2020) Unemployment insurance and labor market dynamics. OECD Publishing

⁶ OECD (2020). Unemployment insurance and labour market dynamics. OECD Publishing

essential to ensuring the health and economic security of workers, contributing to a more productive and stable workforce” (World Bank, 2021)⁷.

3.2. Economic Efficiency and Insurance

Insurance helps businesses and individuals address risks, making the economy more stable and creating opportunities for economic growth and development. Insurance for businesses is essential to protect them from unexpected risks that can damage economic activities. This provides stability and opportunities for sustainable development. “Business insurance promotes economic stability by ensuring that businesses are protected from unexpected risks, enabling business continuity and growth” (International Labor Organization, 2020)⁸. This supports the development of various sectors and increases economic efficiency. Insurance allows individuals and investors to take more risks, investing more in new opportunities. This increases the circle of investment and economic development. “Insurance plays a key role in promoting investment by reducing the financial risks faced by investors and entrepreneurs” (European Insurance and Occupational Pensions Authority, 2022)⁹. Providing a stable and protected environment for individuals and businesses can lead to an increase in confidence in the market, stimulating economic development and innovation. This contribution from the insurance sector is critical to creating a stable economy and supporting growth in employment and economic efficiency.

3.3. Economic Stability and Insurance

Insurance provides a safety net that helps cope with economic crises and unexpected shocks, maintaining stability domestically and internationally. In times of crisis, such as natural disasters or pandemics, insurance helps reduce the financial consequences for individuals and businesses, thus helping to maintain stability and social order. Insurance is an essential element in creating a stable and strong society and economy, providing protection for individuals and businesses and contributing to the development of a productive and motivated workforce.

4. THE IMPORTANCE OF THE LEGAL FRAMEWORK

There are legal supports that support insurance contributions to increase employment and economic efficiency. Laws and regulations that help support the social security and insurance system have a direct impact on strengthening insurance systems and protecting individuals and businesses. Legal protection can be provided through legislation on unemployment insurance, health insurance and business insurance. Health insurance is another important part of legal support, as it helps protect people from unexpected health expenses, allowing them to continue contributing to a country's economy.

In most countries, health insurance law has been passed, providing the opportunity for financial protection against healthcare costs, helping people stay healthy and able to work. This is important for maintaining a healthy and productive workforce. “Health insurance providers, through social health protection systems, are designed to ensure access to health services for all workers, supporting their productivity and employment stability” (World Health Organization, 2020)¹⁰. This law supports the protection of workers' health and ensures that they have the opportunity to contribute sustainably to the economy. Businesses are protected by laws governing warranty and indemnity insurance, providing protection against risks that could affect their businesses. This legal protection allows businesses to remain profitable and increase investment that can foster job creation. Business insurance law helps protect businesses from unexpected losses following accidents, natural disasters, or other problems. This law is an important tool to ensure market stability and create the conditions for economic efficiency. “Protecting businesses through insurance helps mitigate risks and contributes to economic stability, creating an environment more conducive to job creation and economic development” (International

⁷ World Bank (2021). Health systems and their impact on the economy. World Bank Group

⁸ International Labour Organization (2020). Business resilience and insurance. ILO Publications

⁹ European Insurance and Occupational Pension Authority (2022). The role of insurance in economic growth. EIOPA Reports

¹⁰ World Bank (2021). Health system and their impact on the economy.

Labor Organization, 2021)¹¹. This law is essential to support economic stability and ensure that businesses can operate without fear of unexpected risks. Unemployment insurance is supported and regulated by various laws designed to protect people who lose their jobs and help them return to work.

The Social Security Act (in most states) provides financial support to those who lose their jobs and helps reduce the negative consequences of unemployment for individuals and society. This law contributes to economic stability and workforce protection. “Unemployment insurance, as part of Social Security, ensures that workers are financially protected in the event of job loss, reducing the negative economic impact of unemployment” (Social Security Administration, 2021)¹². Which legally supports the creation of a safe system that allows people to seek other job opportunities. “Social protection systems, including unemployment insurance, play a key role in maintaining labor market stability and protecting workers' rights during periods of economic downturn” (International Labor Organization, 2019)¹³.

5. CONCLUSION

The contribution of insurance is essential for economic stability, the development of employment and the increase in economic efficiency. Insurance provides financial protection to individuals and businesses, contributing to a stable economic environment that encourages investment and development. It supports social protection, ensuring that individuals are able to cope with uncertainty and risks, and helps create new job opportunities.

Unemployment insurance, health insurance, and business insurance are some of the key components that provide a safety net for the workforce and help stabilize the job market. Insurance also helps manage risks for businesses, allowing them to continue operating and investing, thus contributing to job creation and economic growth. Furthermore, legal protection to support these insurance systems is essential. Laws regulating unemployment, health insurance, and business insurance allow individuals and businesses to have adequate legal protection, contributing to a more stable and efficient economic environment.

For this reason, “Insurance contributes not only to individual financial security but also to the broader stability and efficiency of the economy” (OECD, 2020)¹⁴. This insurance contribution is essential to address economic risks and to increase confidence and stability in the labor market.

In conclusion, “The availability of insurance mechanisms plays a key role in supporting economic growth by ensuring both businesses and individuals are protected from unexpected events” (International Labor Organization, 2021)¹⁵. In this context, insurance is an important pillar that ensures sustainable economic development, greater employment and economic efficiency, protecting individuals and businesses from risks and enabling long-term development.

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¹¹ International Labour Organization (2021). Business resilience and economic stability through insurance. ILO Publications

¹² Social Security Administration (2021). Unemployment insure and labor market stability. SSA Publications

¹³ International Labour Organization (2021). Business resilience and economic stability through insurance. ILO Publications

¹⁴ OECD (2021). Investment laws and insurance regulations. OECD Reports.

¹⁵ International Labour Organization (2021). Business resilience and economic productivity. WHO Reports.

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THE IMPORTANCE OF THE EFFECTIVE BUSINESS CHANGE MANAGEMENT STRATEGIES AND THE IMPACT ON THE ORGANIZATIONAL SUCCESS

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ABSTRACT: Business change management strategies are essential for organizations to adapt to technological advances, dynamic market conditions and evolving customer expectations. The study provides the approaches used to effectively manage change within organizations. Analyze the role of leadership, communication and employee engagement in driving successful transformations. Through a review of various models such as Kotter's 8-step process, Lewin's change management model, and the ADKAR model, the study highlights the importance of aligning change initiatives with organizational culture and strategic goals. Furthermore, it addresses common challenges faced during change processes, including resistance to change, lack of stakeholder participation and insufficient allocation of resources. The study highlights the need for continuous monitoring, feedback and flexibility to ensure long-term sustainability and success in business transformations. It also provides insight into how well-executed change management strategies can contribute to organizational growth, performance improvement, and competitive advantage.

KEYWORDS: *Management Strategies, Business Transformations, Stakeholder*

Date of Submission: 19.02.2025

Date of Acceptance: 28.02.2025

<https://doi.org/10.5281/zenodo.14962803>

1. INTRODUCTION

In today's rapidly evolving business environment, organizations must frequently adapt to changes in technology, market demands, regulations, and customer expectations. Business change management (BCM) is a systematic approach to preparing, supporting, and helping individuals, teams, and organizations successfully transition from their current state to a desired future state. The effectiveness of change management strategies is crucial in minimizing resistance, reducing disruptions, and ensuring the success of organizational change initiatives.

Effective BCM strategies enable organizations to navigate transformations whether it be through the introduction of new technologies, restructuring, or shifts in business models while maintaining productivity and morale. These strategies ensure that change is not only implemented but sustained, with measurable improvements in performance and alignment with strategic objectives. The core of this strategies involves understanding the need for engaging stakeholders change, fostering a culture of flexibility, and monitoring progress. Key strategies often include communication and clear vision, training and development stakeholder engagement, and the continuous evaluation of progress. Each of these elements plays an essential role in driving long-term success and in mitigating risks associated with poorly managed change efforts.

2. METHODOLOGY

The methodology for this study includes a qualitative research approach that integrates literature review, comparative analysis, and case study evaluation. The objective is to analyze the main strategies in managing business changes, their effectiveness and the challenges faced by organizations during the transformation.

A comprehensive review of existing literature on established change management models such as Kotter's 8-step process, Lewin's change management model, and ADKAR. The review focuses on the theoretical foundations and best practices in managing change within organizations.

Benchmarking is used to highlight the strengths and weaknesses of each model in practical business contexts, taking into account factors such as organizational culture, size and external market forces.

Thematic analysis was used to identify recurring themes and patterns related to change management strategies, such as the role of leadership, communication, stakeholder engagement, and managing resistance.

Using these methodologies, the study synthesizes key insights from both theoretical frameworks and real-world examples, providing a comprehensive understanding of the strategies, challenges and impacts of managing business change.

3. SOME OF THE KEY STRATEGIES FOR BUSINESS CHANGE MANAGEMENT

3.1. Clear Vision and Communication

Leaders need to communicate the reason for the change, the expected outcomes, and the benefits for the organization and employees. One of the fundamental strategies in managing business change is ensuring that the vision for the change is clearly articulated. According to Kotter's 8 Step Change Model emphasizes the importance of creating a sense of urgency and building a guiding coalition for driving the change forward (Kotter, 1996)¹. A clear vision and effective communication are central to the success of any organizational change initiative. Without a well-articulated vision, employees may struggle to understand the direction of the change, which can lead to resistance, confusion, and lack of engagement. Communicating the vision clearly ensures that all stakeholders are aligned and aware of the desired future state, which helps build momentum for the change. A vision outlines where the organization wants to go and what it wants to achieve in the future. The vision must be compelling, easy to understand, and communicated in a way that resonates with employees, managers, and other stakeholders. According to Kotter (1996)², an effective vision helps people understand why the change is necessary and provides a roadmap for how to get there. It creates a sense of purpose and direction, which can inspire action. A clear vision alone is not enough. Leaders need to communicate in a way that engages people emotionally. Research suggests that change efforts are more successful when they connect with employees' values and beliefs. The vision should appeal not just to reason but also to emotions, helping employees to see the personal value in the change. Communication is not just about broadcasting the vision; it's about ongoing engagement and feedback. The message needs to be communicated consistently across various channels to ensure that it reaches everyone in the organization. Transparency in communication helps to reduce uncertainty and resistance³. A common mistake is to communicate the vision only at the beginning of the change process and then neglect it. Repeated and consistent communication of the vision is essential. Regular reinforcement through various methods such as team meetings, internal reports, and leadership blogs helps keep the vision alive and ensures that the change remains a priority. People often resist change due to fear of the unknown or lack of understanding. While clear communication of the vision is crucial, it is equally important to address these fears by explaining how the changes will impact on employees' roles, the company culture, and their daily work⁴. In such cases, leaders must adjust their communication style to ensure that the vision is understood and accepted. Different organizational cultures may affect how the vision is received. A culture that values hierarchy and authority may struggle with open communication and transparency.

3.2. Stakeholder Engagement

Engaging all stakeholders early and throughout the change process ensures that their concerns are heard and addressed. This is key in reducing resistance and increasing support for the change initiatives. Stakeholder engagement is a critical component of successful business

¹ Kotter, J.P.(1996). *Leading Change*.Harvard Business Press.

² Kotter, J.P.(1996). *Leading Change*.Harvard Business Press.

³ Collins,J.C., & Porras, J.I. (1994). *Built to Last: Successful Habits of Visionary Companies*. HarperBusiness.

⁴ Lewin,K. (1951). *Field Theory in Social Science: Selected Theoretical Papers*. Harper & Row

change management. Effective engagement involves identifying and understanding key stakeholders, involving them early in the change process, addressing their concerns, and building strong, lasting relationships. By actively engaging stakeholders, organizations can reduce resistance, enhance cooperation, and increase the likelihood of a successful change initiative. Leadership plays a critical role in modeling the desired behaviors and guiding the organization through change. Leaders should be visible advocates for the change, leading by example and demonstrating commitment. Transformational leadership can significantly improve how employees perceive and react to organizational change (Bass, 1985)⁵. The first step in stakeholder engagement is to identify all relevant stakeholders, including internal and external individuals or groups who are affected by or have an influence on the change process. These can include employees, managers, customers, suppliers, investors, and regulatory bodies. A company undergoing a merger may have multiple stakeholders, such as employees who will be affected by changes in roles, customers who may experience changes in service, and investors concerned with the financial impact. Involving stakeholders in decision-making, especially those with high influence or expertise, can lead to better solutions and greater buy-in. Participation helps stakeholders feel a sense of ownership in the change process, which can reduce resistance and increase the likelihood of successful implementation. Stakeholder engagement does not end with the implementation of change. It is important to maintain relationships with key stakeholders to ensure continued support and collaboration in the future. This can be achieved by regularly updating stakeholders on the progress of change initiatives, acknowledging their contributions, and soliciting feedback for future improvement. Offering sufficient training to employees helps them acquire the necessary skills to operate within the new environment. Additionally, providing emotional and peer support fosters a sense of community and reduces anxiety about change. Monitoring and evaluating progress is a crucial strategy for successful business change management. Without tracking the implementation of change initiatives and evaluating their effectiveness, organizations risk failing to identify issues early, wasting resources, and potentially undermining the intended outcomes. Consistent monitoring and evaluation enable businesses to make necessary adjustments and ensure that the desired results are being achieved.

A strategy for managing business change is to regularly monitor and evaluate the progress of the change initiatives. This helps to identify potential issues early, adjust plans where necessary, and ensure that goals are being met. *Balanced Scorecard* is a tool that helps organizations measure performance from multiple perspectives, including financial, customer, internal processes, and learning and growth (Kaplan & Norton, 1992)⁶. Several tools and software are designed to assist organizations in tracking progress during the change process. Project management tools, dashboards, and change management platforms allow leaders to monitor timelines, resource allocation, and outcomes in real time. These tools can help ensure that everyone involved in the change process is aligned and working toward the same goals. Change management is not just about short-term adjustments but ensuring that the desired changes are sustainable in the long term. Evaluating long-term outcomes allows organizations to understand whether the changes have been integrated into the organization's culture and processes. Key success factors include employee engagement, efficiency improvements, and customer satisfaction. A company may assess the long-term success of a change by conducting an annual survey to measure ongoing employee satisfaction and retention after a significant organizational change, such as a restructuring or new leadership.⁷

⁵ Bass, B.M. (1985). *Leadership and Performance Beyond Expectations*. Free Press.

⁶ Kaplan, R.S., & Norton, D.P. (1992). *The Balanced Scorecard: Measures that Drive Performance*. Harvard Business Review, 70(1), 71-79.

⁷ Senge, P.M. (1990) *The Fifth Discipline: The Art & Practice of the Learning Org.*

3.3. Long Term Sustainability and Evaluating Outcomes

Evaluating outcomes and ensuring the long-term sustainability of changes are essential components in the change management process. While monitoring short-term progress is crucial, assessing the lasting impact of the changes on the organization, its culture, and its stakeholders helps determine if the change has truly succeeded and become embedded within the company. Long-term sustainability means that the changes are not just temporary fixes, but lasting transformations that continue to deliver value well into the future. For change to be sustainable, it must become part of the organizational culture. Changes that do not align with the company's values or that are viewed as externally imposed are more likely to be temporary. Evaluating how well the change has been embraced by the organization's culture is key to assessing long-term sustainability. This involves analyzing whether the change is consistent with the organization's core values and whether it is integrated into the daily operations, behaviors, and practice if an organization adopts a new leadership structure aimed at increasing transparency, it will need to assess whether managers are consistently practicing transparency in their communication and decision-making⁸. The organization must track whether changes have positively affected customer satisfaction, loyalty, and customer experience. Long-term sustainability of changes can also be evaluated through customer impact. If changes were intended to improve service delivery or product quality, measuring customer feedback and retention rates will indicate whether those objectives have been met. A business introducing a new customer service platform may evaluate customer satisfaction through post-interaction surveys, analyzing whether response times and service quality have improved, leading to higher customer retention. For a change to be sustainable, it must be aligned with the organization's long-term strategy. A change initiative that does not align with the company's vision, mission, or strategic goals is unlikely to be sustainable in the long run. Evaluating how well the changes fit within the company's broader strategic direction ensures that the change supports the overall business objectives. A company's shift toward sustainability practices, such as reducing its carbon footprint, should be evaluated in terms of how well it supports the company's broader corporate social responsibility (CSR) objectives and aligns with its long-term growth strategy.⁹

4. CONCLUSION

A clear vision and consistent, effective communication are essential components of successful change management. By clearly defining the vision, engaging in two-way communication, and reinforcing the vision over time, organizations can help employees feel informed, included, and motivated to support the change. Additionally, addressing challenges such as misalignment and resistance early in the process ensures that the change initiative will be more likely to succeed. Stakeholder engagement is crucial to the success of business change initiatives. By identifying key stakeholders, mapping their interests, building trust, involving them in decision-making, addressing concerns, and maintaining long-term relationships, organizations can significantly enhance their ability to implement and sustain change. Engaged stakeholders are more likely to support the change, participate actively in the process, and help drive the organization toward its desired future state. Monitoring and evaluating progress during a change initiative is essential for ensuring the change is on track and achieving its desired outcomes. By setting clear metrics, regularly checking in with stakeholders, using change management tools, assessing impacts, and being open to adjustments, organizations can ensure that their change efforts are successful. Long-term sustainability requires continual reflection and learning, ensuring that the changes are embedded within the organizational culture.

⁸ Schein, E.H. (2010). *Organizational Culture and Leadership*. Wiley.

⁹ Porter, M.E., & Kramer, M.R. (2006). *Strategy & Society: The link Between Competitive Advantage and Corporate Social Responsibility*. Harvard Business Review, 84(12), 78-92.

Evaluating outcomes and ensuring the long-term sustainability of change initiatives is a multifaceted process that goes beyond immediate results. Organizations need to assess success against initial goals, measure employee engagement, analyze cultural integration, calculate financial returns, and assess customer impact. By embedding change into the organization's culture, aligning it with long-term strategic goals, and committing to continuous improvement, businesses can ensure that the changes are sustainable and continue to deliver value over time. This information should provide a comprehensive understanding of evaluating outcomes and ensuring the long-term sustainability of business change efforts.

A key long-term strategy is fostering a change-resilient culture. Organizations that embrace continuous improvement, learning, and adaptation are better equipped to handle future changes without significant disruptions. A culture of learning encourages employees to embrace change as an opportunity for growth rather than a threat (Senge, 1990)¹⁰. Change management strategies are essential for guiding businesses through periods of transition. Clear communication, stakeholder involvement, strong leadership, comprehensive training, and continuous evaluation are all integral components of successful change management. Organizations that implement these strategies effectively can not only survive but thrive during times of change.

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¹⁰ Senge, P.M. (1990). *The Fifth Discipline: The Art & Practice of the Learning Organization*. Doubleday.

THE PROGRESS AND ECONOMIC EFFECTS OF TOURISM ON THE ALBANIAN ECONOMY

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ABSTRACT: *The tourism sector is intertwined and interacts with many other industries, thus being an important factor in the economy of all countries. It has become an industry with high capacity, which has made extraordinary achievements and successes in recent years. According to the World Travel & Tourism Council (2024), after a record-breaking year for Travel & Tourism, the sector remains a vital foundation for the economies of many countries and continues to support millions of jobs worldwide. In this way, even small and less developed countries can use tourism as a driver of economic development. Albania, as a developing country, has sufficient capacities to support economic development precisely in this sector. From an unknown country for tourism, it has become a tourist destination known even by quite developed European countries and other continents. The latest figures from INSTAT (Albanian Institute of Statistics) show that in 2024, about 11.7 million tourists from all over the world visited Albania. This has led to a significant increase in the role of tourism in Albania's GDP. According to data from INSTAT, the value added to the country's GDP from the tourism sector for 2023 has increased by 18.8% compared to 2022. Since tourism became one of the priority areas of economic development in the country, this was also reflected in the increased interest of businesses in investing in the field of tourism. Today, Albania offers a wide range of tourist activities, including almost all types of tourism, not only maritime and mountain tourism, but also historical, culinary, dental, religious, sports, etc., offering tourists wonderful views throughout the year and continues to be a growing destination for tourists from all over the world.*

KEYWORDS: *Tourism, Albania, Sustainability, GDP, Employment*

Date of Submission: 24.02.2025

Date of Acceptance: 28.02.2025

<https://doi.org/10.5281/zenodo.14962814>

1. INTRODUCTION

Tourism in Albania dates back to ancient times but began to develop more noticeably after 1990, with the fall of the communist regime. Before this period, Albania had limited and controlled tourism, mainly for foreign travelers who were interested in the country's culture and history. During the Ottoman period, several Albanian cities such as Shkodra and Gjirokastra were known for their architecture and cultural heritage. After World War II, tourism was significantly reduced due to the country's political and economic isolation. After 1990, Albania began to attract the attention of international tourists, especially for its beautiful beaches on the Riviera, as well as for its untouched nature and rich history. In recent years, the Albanian government has invested in tourism infrastructure, improving accommodation, transportation, and services for tourists.

Tourism has a profound and multifaceted impact on the Albanian economy, becoming one of the main sectors contributing to the country's economic development. Albania, with its stunning landscapes, crystal-clear beaches, high mountains, and rich cultural heritage, has attracted a growing number of tourists from all over the world.

Table 1. Arrivals of foreign citizens in Albania according to regions, 2018-2024

Description	2018	2019	2020	2021	2022	2023	2024
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Total	5,926,803	6,406,038	2,657,818	5,688,649	7,543,817	10,155,640	11,696,111
I. Africa	3,457	24,264	1,650	3,157	4,614	11,120	31,466
II. America	148,846	156,726	30,020	115,833	177,419	240,925	306,116
III. East Asia and Pacific	68,134	68,183	5,033	8,425	26,840	66,689	95,991
IV. Middle East	7,174	11,707	1,813	36,959	41,862	40,446	30,156
V. South Asia	3,115	13,523	801	21,001	10,908	15,324	29,845
VI. Europe	5,331,616	5,796,063	2,616,908	5,172,845	6,921,733	9,727,538	11,146,979
- Central /Eastern Europe	362,083	393,368	92,326	363,483	429,301	643,332	850,679
- Northern Europe	212,248	234,956	65,173	127,767	258,367	380,476	491,694
- Southern Europe	4,301,996	4,636,197	2,335,914	4,331,888	5,661,878	7,743,693	8,468,557
- Western Europe	357,411	417,163	95,211	293,054	468,743	744,821	990,143
- East/ Mediterranean Europe	97,878	114,379	28,284	56,653	103,444	215,216	345,906
VII. Other countries not specified	364,461	335,572	1,593	330,429	360,441	53,598	55,558

Source: General Directorate of State's Police, INSTAT calculations

From the table, we can analyze the data for the years 2018-2024 in total for all countries from which tourists came to Albania, but also respectively for each region. The total data shows a significant increase in foreign citizens in Albania from 2018 to 2024. From 5,926,803 in 2018, the number has increased significantly to 11,696,111 by 2024, which indicates an overall doubling. This growth trend indicates a general global expansion, with continuous growth after 2020. If we continue with the analysis of the regions, we will conclude that Africa is characterized by a small number of tourists, but with fluctuations. For example, from 2020 to 2024, the number has increased from 1650 people to 31,466 people, which promises opportunities for further development in the coming years. The Americas are characterized by a more stable growth and continuous growth from 2018 to 2024. The largest increase has occurred during the last two years, 2022-2024, with an increase from 177,419 to 306,116 people. East Asia and the Pacific have had a significant decline during the pandemic, but a marked recovery is observed from 2021 to 2024. The Middle East and South Asia, present lower tourist figures. Perhaps the decreasing number in the Middle East is related to the dynamic nature of economic and political developments in this region. Although South Asia presents low figures, they are still increasing for the analyzed period. Europe is the region with the largest and most sustained increase in tourists, from 5,331,616 in 2018 to 11,146,979 in 2024. The region that contributes the most to this large increase, marking an increase from 4.3 million in 2018 to 8.5 million in 2024 is Southern Europe.

This has led to a significant increase in tourism revenues, helping to increase Gross Domestic Product (GDP) and create jobs. Tourism in Albania is not seasonal. Albania has become a tourist attraction throughout the year, and the number of tourists visiting our country has been increasing. One of the most obvious benefits of tourism is the creation of jobs. The tourism sector offers numerous employment opportunities in various fields, such as hotels, restaurants, tourist guides, and transport services. This has helped to reduce unemployment, especially in coastal and mountainous areas, where tourism is an important source of income. According to statistics, tourism contributes significantly to the employment of youth and women, providing opportunities for career development and improving living conditions.

In addition to its direct impact on the local economy, tourism has an important role in promoting Albanian culture and traditions. Tourists visiting Albania have the opportunity to explore the country's rich history, from medieval fortresses to ancient cities. This helps preserve and promote cultural heritage, raising awareness of Albania's historical and artistic values.

Investments in infrastructure are another important aspect related to tourism development. The increase in the number of tourists has encouraged the construction of roads, airports, and public services, improving the quality of life for the country's residents. These investments also help develop local businesses, creating a positive cycle that benefits the entire community.

2. METHODOLOGY

This study aims to analyze the progress and economic effects of tourism on the Albanian economy. To achieve this objective, a mixed-method approach was employed, combining both

quantitative and qualitative data analysis techniques. The research design is based on secondary data analysis, utilizing data from reputable sources such as the Institute of Statistics of the Republic of Albania (INSTAT), the Ministry of Tourism and Environment, and international organizations like the World Travel & Tourism Council (WTTC).

Data Collection;

The data used in this study spans a seven-year period (2018-2024) and includes detailed statistics on tourist arrivals, tourism revenues, employment in the tourism sector, and the contribution of tourism to Albania's GDP. The primary sources of data are:

- INSTAT: Provides annual and monthly statistics on tourist arrivals, regional distribution of tourists, and the economic impact of tourism (INSTAT, 2024).
- Ministry of Tourism and Environment: Offers data on investments in tourism infrastructure, policy frameworks, and strategic plans for tourism development (Ministry of Tourism and Environment, 2024).
- WTTC: Supplies global and regional data on the economic impact of tourism, including GDP contributions and employment trends (WTTC, 2024).

Data Analysis;

The analysis is divided into two main phases: descriptive statistics and trend analysis.

1. Descriptive Statistics:

The study begins with a descriptive analysis of tourist arrivals, broken down by region and year, to identify patterns and trends in tourism growth. This includes an examination of the number of tourists from different continents and their contribution to Albania's tourism sector (INSTAT, 2024).

The economic impact of tourism is analyzed through key indicators such as the value added to GDP, employment rates in the tourism sector, and revenue generated from tourism-related activities (WTTC, 2024).

2. Trend Analysis:

A time-series analysis is conducted to evaluate the growth trajectory of tourism in Albania over the past seven years. This includes an assessment of the impact of external factors, such as the COVID-19 pandemic, on tourism trends (Muço & Merko, 2020).

The study also employs comparative analysis to benchmark Albania's tourism performance against other countries in the Mediterranean region, focusing on factors such as tourist arrivals, revenue, and infrastructure development (Hrubcova et al., 2016).

3. Projections and Scenario Analysis:

Based on historical data, the study projects future trends in tourism growth using statistical modeling techniques. This includes an analysis of the potential impact of Albania's National Tourism Strategy 2024-2030 on the sector's development (Ministry of Tourism and Environment, 2024).

Scenario analysis is used to evaluate the potential outcomes of different policy interventions, such as increased investment in sustainable tourism and the promotion of niche tourism markets (e.g., cultural, eco-tourism) (Mulaj, 2024).

While the study relies on comprehensive and reliable data sources, there are some limitations to consider:

- The data is primarily secondary, which may limit the depth of analysis in certain areas (Sharpley & Telfer, 2002).
- The study focuses on macro-level trends and may not capture micro-level dynamics, such as the experiences of individual businesses or tourists (Burns & Holden, 1995).
- External factors, such as global economic conditions or geopolitical events, could influence tourism trends in ways that are not fully accounted for in the analysis (Ashikul et al., 2020).

The study adheres to ethical research practices by ensuring that all data used is publicly available and properly cited. No primary data collection involving human subjects was conducted, thus eliminating concerns related to informed consent or confidentiality.

3. DISCUSSION

Tourism is one of the branches of the economy that plays an important role in many parts of the world. Tourism continues to be an open term to various interpretations, with numerous definitions (Sharpley. Et al, 2002). This variability partly reflects the multidisciplinary nature of the subject and the abstract quality of the tourism concept (Burns & Holden, 1995). Despite these challenges, tourism can be defined as an activity or process often seen as a catalyst for development (Richard Sharpley, David J. Telfer, 2002), both in developed and less developed countries. This has made this sector the focus of numerous studies by foreign and Albanian authors. Hrubcova et al. (2016) conclude that tourism has emerged as an important sector of the national economy for many of the least developed countries and can be considered one of the viable and sustainable options for economic development. Ylli. L., (2016), states further analysis of the literature shows limitations, particularly regarding the development methods, such as how countries should approach tourism development and the necessary actions for success in this industry.

Studies have assessed the tourist potential of Albania, focusing on the country's natural and cultural resources, where the possibility of sustainable development is emphasized. The literature on tourism in Albania helps to understand the development of this sector and the challenges it faces. Various studies have as their object topics related to different issues that pertain to the progress of this sector in Albania over the years, not only for today in the exploitation of natural and cultural assets but also for future generations. This includes the good management of natural and cultural resources to avoid overexploitation and degradation. It is important to have a balance between the development of tourism and the protection of the environment and the cultural identity of Albania. In her paper, Mulaj (2024) concludes that if Albania wants to reach sustainable tourism, it must focus on promoting specialized tourist products, investing in the training of tourism sector personnel to guarantee high-quality and welcoming services, and encouraging eco-friendly tourism by ensuring that development remains sustainable. Kaduku (2013) states the important role of human capital and managers who work in the tourism sector. The just-graduated students, especially in this field, are the main labor force in this sector, and no need to emigrate.

4. FINDINGS

Albania is an example of how the tourism sector can drive economic development. After the country's turbulent economic and political transition in the 1990s, tourism experienced year-on-year growth. Albania began to be recognized for its tourism potential and was being compared to other countries in the Mediterranean Region with similar climatic conditions. Albania's picturesque landscapes, natural and cultural diversity, rich heritage and history, and warm Mediterranean climate have made it stand out as a developing destination on the European tourism scene. This was accompanied by increased investment in this sector, and over a 10-year period, 2000-2019, the number of hotels, rooms, and beds increased more than tenfold. The Covid-19 pandemic period had a very negative impact on global and Albanian tourism. According to (Ashikul et al., 2020), the tourism industry was among the most affected. Hotels, airlines, and cruise ships already stopped in most parts of the world. Muco & Merko (2020), after analyzing the economic situation of Albania after the spread of the COVID-19 pandemic, it emerged that the most affected sector of the economy will be the tourism industry.

Thus, during the pandemic, tourism was one of the sectors that was most affected, but it recovered quickly after 2021. Figures from the World Bank Group show that tourism, private consumption, and construction are key sectors that affect the stability of GDP growth to 3.3 -3.4%. Tourism has already become one of the most important sectors that generates income for the country's economy. According to data from INSTAT, the value added to the country's GDP from the tourism sector for 2023 has increased by 18.8%, compared to 2022, from 73.8 billion lek in 2022 it increased to 87.7 billion lek in

2023. More detailed data on the value added by industries parts of the tourism field in the last 4 years are shown in the table.

Table 2: Added Value of Tourism Industries (million ALL)

Industries included in the tourism sector	2020	2021	2022	2023
Tourism Industries (total)	42,123	52,654	73,853	87,706.2
Accommodation and Food Services	34,463	44,104	61,985	72,735.8
Accommodation (Total)	10,511	13,210	18,301	21,899.1
Food and Beverage Services (Total)	23,952	30,894	43,684	50,836.7
Rental Activities	1,971	2,034	2,190	3,255.9
Travel Agencies, Tour Operators and Other	5,689	6,516	9,678	11,714.5

Source of data: INSTAT, Ministry of Tourism and Environment 2024.

From the analysis of the added value of tourism industries for the years 2020-2023, taking into account the tourism categories, it is observed that for Tourism Industries, in total, the increase in added value is about 25% in 2021 compared to 2020, 40% increase in 2022 compared to 2021, and 19% increase in 2023 compared to 2022. This continuous increase from year to year, by 108% from 2020-2023, shows a revival of the industry after the COVID-19 pandemic. The same growth trend is also shown in other categories of the tourism industry. Accommodation and Food Services have experienced significant and stable growth at the same period. The growth of 111% from 2020 to 2023 is related to an increasing demand for tourist destinations and food services in Albania. Accommodation has also experienced significant growth during this period. The 109% increase suggests a high demand for hotels and accommodation options. This upward trend, especially immediately after the country emerged from the COVID-19 pandemic, is also observed in other tourism categories, such as Food and Beverage Services at 112%, Rental Activities at 65%, and Travel Agencies, Tour Operators, and Others at 105%.

These significant increases in all tourism categories are related to the tourist attractions that Albania offers, with improved accommodation conditions, traditional foods, and year-round tourism. In conclusion, we can say that the tourism industry has shown a visible revival from 2020 to 2023, with steady growth and intensification of demand for sectors such as accommodation, food services, and travel agencies. Sectors such as rental activities and travel agencies have seen particular growth, which may be related to changes in tourist preferences after the pandemic. According to the Ministry of Tourism and Environment, in 2023, Albania ranked 4th globally for the highest percentage increase in international tourist arrivals, marking a 56% increase compared to the year 2019¹.

According to WTTC (2024)², the contribution of tourism sector to Albania's GDP, reached almost 565 billion ALL for 2023, which was almost 37% more than the previous high point in 2019. As a testament to the sector's success, in 2023, Travel & Tourism contributed one in four lek to the Albanian economy. Employment in the sector grew by over 10% compared to 2019, supporting nearly 269,000 jobs nationwide, which accounts for one in five jobs in Albania. International visitor spending surged, exceeding 45% of the 2019 peak to reach 464 billion Albanian Lek, while domestic visitor spending also surpassed 2019 levels, reaching over 100 billion Albanian Lek in 2023. The Travel & Tourism sector continues to be the backbone of many country's economies while supporting millions of jobs globally.

The National Tourism Strategy 2024-2030, drafted by the Ministry of Tourism and Environment, provides a promising projection for the tourism sector. Albania has chosen the sustainable development model in drafting the strategy to achieve a balanced development of tourism in Albania. This scenario evaluates sustainability as an opportunity for growth, aiming for Albania to achieve a sustainable expansion of the tourism sector. The assumptions of this scenario related to the social side of society emphasize the connection of curricula in educational institutions with tourism development trends and

¹ https://www.konsultimipublik.gov.al/documents/RENJK_785_Strategjia-Kombe%CC%88tare-e-Turizmit-2024-2030_Update_6_Tetor.pdf

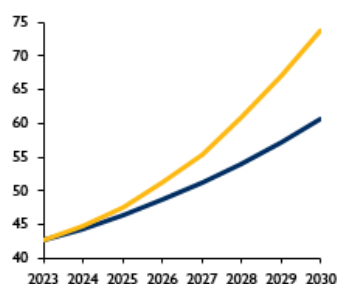
² <https://wtcc.org/news-article/albanias-travel-and-tourism-sector-bursts-onto-the-world-stage-reveals>.

the needs of this sector, with the preparation of students and teachers with the necessary knowledge for competent work in this sector, as well as with the increase in the number of employees in the tourism sector. In summary, these three indicators and their projection during the years 2023-2030 are in the table and graph below.

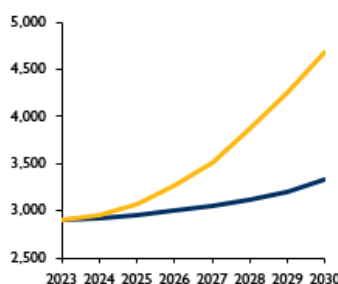
Table 3. Quantitative indicators and results for the Sustainable Development scenario

Quantitative indicators	Year 2023	Year 2030	2030 against 2023	The compound annual growth rate
Number of employees in tourism sector in 000/ people	42,698	73,778	73%	8%
Total number of students in tourism branches in public professional schools	2,900	4,687	62%	7%
Total number of hospitality and tourism students in higher education institutions	2,312	3,810	65%	7%

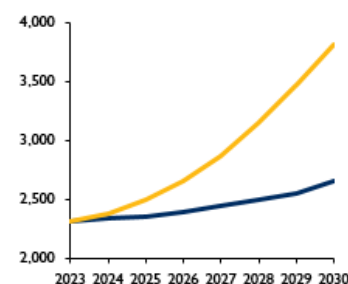
Number of employees in tourism sector in 000/ people



Total number of students in tourism branches in public professional schools



Total number of hospitality and tourism students in higher education institutions



----- Status-quo ----- Sustainability development

Figure 1. Employment and education 2023-2030

Source: Horwath HTL, 2024, Ministry of Tourism and Environment

In addition to the projections for the tourism industry in Albania, it is also worth highlighting the very promising forecasts of the World Travel and Tourism Council (WTTC), which qualifies Albania as a remarkable example of how Travel & Tourism can fuel economic growth and create jobs. The record-breaking statistics for Albania reflect significant progress and tangible opportunities for thousands of workers. The projection for the next decade is that the sector will grow its annual GDP contribution to 749 billion ALL, by 2034 and is projected to employ more than 314,000 people across the country, with one in four Albanian residents working in the sector.

We should not overlook the role of the media in the development of tourism, giving two main impacts: Firstly, it helps to promote tourist destinations, creating a positive image, and raising awareness of the attractions offered. Articles, reports, and advertising in the media can significantly influence tourists' decisions, encouraging them to visit new places. Secondly, the media plays an important role in informing potential investors about investment opportunities in the tourism sector. Information on market trends, visitor statistics, and industry analysis can help investors better understand where to focus and how to develop successful projects.

5. CONCLUSION

Tourism has been identified as an important source of income generation and job creation in many economies. Because tourism is linked with several industries and services and encompasses social, cultural, and environmental dimensions beyond physical development and marketing, tourism has

significant potential to contribute to Albania's sustainable and inclusive growth and competitiveness. In particular, Albania is strategically positioned to meet the growing expectations for a sustainable tourism market, with a focus on nature and culture.

Our key results are:

The Albanian government has declared tourism as one of the priority areas of economic development and one of the priority branches of university studies because in recent years the interest of businesses to operate in the field of tourism has increased, which has led to an increase in investments in this field.

According to the analyzed statistics, Albania is one of the destinations that continues to be on an upward trend, positioned 66th globally. Tourist arrivals range from all regions of the world, but tourists from Europe account for the largest percentage especially those from Italy and Kosovo.

Tourism is an important engine for Albania's economic growth, offering numerous opportunities for sustainable development and improving living conditions. With proper management and a focus on sustainability, Albania still has the potential to become a well-known and successful tourist destination in the international arena.

The above findings show that tourism is an essential sector for the Albanian economy, with a major impact on job creation and economic development. However, challenges related to natural resource management, infrastructure, and insufficient marketing are still obstacles that need to be addressed to realize the full potential of this sector.

Our recommendations:

It is important to emphasize that tourism development must be sustainable. The increase in the number of tourists can bring challenges, such as the overload of natural resources and the negative impact on the environment. Therefore, it is necessary to work on careful management of tourism, ensuring that its benefits are shared equitably with local communities and the environment is protected.

Albanian tourism has many opportunities to develop, especially through the promotion of various destinations. The media, including social media, plays an important role in raising awareness of attractions and influencing tourists' decisions. Creating attractive content on social platforms to promote Albanian destinations can positively affect the perception of tourists.

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POSSESSION: THE GOLDEN LEGAL OPPORTUNITY TO ACQUIRE OWNERSHIP

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ABSTRACT: This paper explores the legal concept of possession as a key mechanism for acquiring ownership, arguing it represents a "golden legal opportunity." It differentiates between factual and legal possession, analyzing the required elements of control and intention. The paper examines how possession is legally protected and how it can evolve into ownership through doctrines like adverse possession and prescription. It also addresses possession in movable property, including finding and abandonment. While acknowledging criticisms, particularly regarding adverse possession, the paper emphasizes its role in land utilization and dispute resolution, ultimately highlighting possession's enduring importance in property law.

KEYWORDS: Possession, Ownership, Adverse Possession, Prescription, Property Law, Animus Possidendi, Corpus Possessions, Legal Title

Date of Submission: 24.02.2025

Date of Acceptance: 28.02.2025

<https://doi.org/10.5281/zenodo.14962835>

1. INTRODUCTION

The concept of "possession" permeates both our daily lives and the intricate structures of legal systems. While often perceived as a simple matter of physical control, possession, within the legal context, is a nuanced and powerful instrument capable of generating significant property rights. It is not merely about "having" something; it is about the complex interplay between physical dominion and the intent to exercise that dominion. This paper will explore the proposition that possession represents a "golden legal opportunity" to acquire ownership, a principle that has shaped and continues to influence property law across various jurisdictions.

Throughout history, legal systems have recognized the significance of possession, acknowledging that factual control, when coupled with the requisite intent, can serve as a foundation for legal title. This recognition stems from a variety of rationales, including the desire to promote efficient land use, to settle disputes, and to protect those who have relied on their possession for extended periods. This paper will delve into the core elements of possession, distinguishing between *de facto* and *de jure* possession, and examining the critical components of *corpus possessionis* (physical control) and *animus possidendi* (intention to possess).

Furthermore, this analysis will extend to the legal implications of possession, particularly its role in the acquisition of ownership. Doctrines such as adverse possession and prescription, which transform long-term possession into legal title, will be examined in detail. Additionally, the paper will explore the application of possession principles to movable property, including the legal consequences of finding and abandonment. While acknowledging the criticisms and complexities surrounding these doctrines, this paper aims to demonstrate the enduring importance of possession as a fundamental building block of property law, a "golden legal opportunity" that continues to shape our understanding of ownership.

2. METHODOLOGY

This paper utilizes a doctrinal legal research methodology, analyzing primary and secondary legal sources, including case law, statutes, and scholarly literature, to explore possession as a pathway to ownership. It examines the elements of possession, legal doctrines like adverse possession and prescription, and their application to both land and movable property. The methodology incorporates a comparative approach where relevant, and critically evaluates the legal principles involved,

synthesizing findings to demonstrate possession's role as a "golden legal opportunity" for acquiring ownership.

3. DEFINING POSSESSION: FACT AND LAW

Possession is not a monolithic concept. It exists at the intersection of fact and law. Possession is a *sui generis* state of fact, it is effective power protected by the norms of law.¹ Factually, possession involves the physical control of an object or land. Legally, it requires a specific intention and a demonstrable act of control. To understand possession, we must distinguish between *de facto* possession (actual control) and *de jure* possession (legal possession).

- **De Facto Possession:** This refers to the actual physical control or occupation of a thing. It is a factual state, demonstrable through actions like occupying land, holding an object, or using a resource.

- **De Jure Possession:** This refers to possession recognized and protected by law. It requires not only physical control but also the intention to possess (*animus possidendi*) and a legally recognized basis for that possession.

The interplay between these two forms is crucial. While *de facto* possession establishes a factual basis, it is *de jure* possession that confers legal rights and protections. The law does not simply recognize any factual control as possession; it imposes requirements to ensure that possession is exercised in a manner that aligns with societal norms and legal principles.

Elements of Possession: Control and Intention

Two fundamental elements constitute legal possession: control (*corpus possessionis*) and intention (*animus possidendi*).

- **Corpus Possessionis (Physical Control):** This element requires a degree of physical control sufficient to exclude others. The nature and extent of control vary depending on the nature of the property. For instance, possession of land may involve fencing, building, or cultivating, while possession of a movable object may involve holding, carrying, or storing it. The control must be effective and manifest, demonstrating a clear assertion of dominion over the property. The level of control required is fact specific. For example, occasional acts on a large plot of land might not be enough to demonstrate control, while the same acts on a smaller plot might suffice. The benefits of possession are generally attributed to the person who possesses it as the owner.²

- **Animus Possidendi (Intention to Possess):** This element requires the possessor to have the intention to hold the property as their own, excluding others. It is not enough to simply have physical control; the possessor must also have the mental state of claiming the property as their own. This intention can be inferred from the possessor's actions, such as using the property, improving it, or preventing others from accessing it. The animus must be clear, and not ambiguous. For example, if someone is simply holding an object for another person, they lack the requisite *animus possidendi*. In Roman law the requirement for animus meant that you could not necessarily possess everything that you had under physical control, but you had to be aware of what this thing was that you possessed.³ On the contrary, a possessor is not someone who holds the thing through a title by recognizing the right of ownership to others.⁴ In this case we are faced with simple possession of the thing.

Legal Implications of Possession: Protection and Acquisition

Possession, when legally recognized, carries significant legal implications. It provides the possessor with certain rights and protections, and it can serve as a foundation for acquiring ownership.

- **Protection of Possession:** The law protects possession against unlawful interference. Possessors can bring legal actions to recover possession or to obtain damages for trespass or other wrongful acts. This protection is based on the principle that even a wrongful possessor has a better right to possession than a mere trespasser. This protection is a way to maintain public order.

¹ Gjata R., "Civil Law: Objects and the property, AlbPaper, Tirana 2006, pg. 87

² Yiannopoulos A.N., "Possession", Louisiana State University – Paul M. Hebert Law Center, 1991, pg. 540

³ Borkowski A., Du Plessis P., "Roman Law", UET Press, pg. 225

⁴ Galgano F., "Private Law", Luarasi University Press, Tirana 2006, pg. 171

● **Acquisition of Ownership:** In certain circumstances, possession can ripen into ownership. This occurs through doctrines such as adverse possession and prescription.

Adverse Possession: Transforming Possession into Ownership

Adverse possession is a legal doctrine that allows a person to acquire ownership of land by possessing it for a specified period, provided certain conditions are met. This doctrine is based on the idea that land should not be left idle and that long-term possession should be rewarded.

The requirements for adverse possession typically include:

- **Actual Possession:** The possessor must physically occupy and use the land.⁵
- **Open and Notorious Possession:** The possession must be visible and obvious, so that the true owner has notice of it.
- **Exclusive Possession:** The possessor must possess the land to the exclusion of others, including the true owner.
- **Hostile Possession:** The possession must be without the permission of the true owner.
- **Continuous Possession:** The possession must be uninterrupted for the statutory period.

The rationale behind adverse possession is to promote the efficient use of land and to settle disputes over ownership. It also serves to protect possessors who have relied on their possession for an extended period.

Prescription: Acquiring Easements and Other Rights

Prescription is a similar doctrine that allows a person to acquire easements or other rights over land by long-term use. Unlike adverse possession, which leads to ownership of the land itself, prescription leads to the acquisition of specific rights.

The requirements for prescription are similar to those for adverse possession, including open, notorious, continuous, and hostile use for the statutory period. Prescription often involves the acquisition of rights of way, water rights, or other easements.⁶

Possession in Movable Property: Finding and Abandonment

Possession also plays a crucial role in the acquisition of ownership of movable property. Doctrines such as finding and abandonment govern the rights of possessors of lost or abandoned items.

● **Finding:** A finder of lost property generally acquires a right to possession against all but the true owner. The finder must act honestly and make reasonable efforts to locate the true owner. The finder's rights are based on the principle that possession is better than no possession.⁷

● **Abandonment:** When the true owner intentionally abandons property, the finder may acquire ownership. Abandonment requires a clear intention to relinquish ownership, and it must be manifested by overt acts.⁸

4. DISCUSSION

The preceding analysis has demonstrated the pivotal role of possession in the acquisition of ownership, highlighting its status as a "golden legal opportunity." However, the application of this concept is not without its complexities and controversies.

The core principle that possession can ripen into ownership, particularly through adverse possession, reflects a tension between protecting established rights and promoting efficient land use. While the doctrine incentivizes the productive use of land and provides a mechanism for resolving stale claims, it also raises concerns about rewarding trespassers and potentially dispossessing rightful owners. The balance struck between these competing interests varies across jurisdictions, reflecting differing societal values and policy considerations.

Possession constitutes a qualified right to hold, a right of ownership which is valid against anyone who does not show an earlier and better right.⁹

⁵ Powell on Real Property, Vol. 7, § 1013.

⁶ Restatement (Third) of Property (Servitudes) § 2.16.

⁷ Armory v. Delamirie, (1722) 1 Str. 505.

⁸ Moorhouse v. Angus & Robertson (No 1) Pty Ltd 1 NSWLR 700.

⁹ Pollock F., Wright R., "Possession in the Common Law", Clarendon Press, Oxford 1888, pg. 43

The requirement of "hostile" possession, for instance, is subject to varying interpretations. Some jurisdictions emphasize the possessor's subjective intent, while others focus on the objective nature of their actions. This distinction can significantly impact the outcome of adverse possession claims, particularly in cases where the possessor's intent is ambiguous. Similarly, the level of "open and notorious" possession required to provide adequate notice to the true owner is often a fact-specific inquiry, leading to potential inconsistencies in judicial decisions.

The doctrine of prescription, while similar to adverse possession, highlights the distinction between acquiring ownership of land and acquiring specific rights over land. The acquisition of easements through long-term use underscores the importance of protecting established patterns of use and preventing the disruption of settled expectations. However, the potential for prescription to create unintended burdens on land ownership necessitates careful consideration of the scope and duration of prescriptive rights.

The application of possession principles to movable property, particularly in cases of finding and abandonment, raises distinct challenges. The need to balance the rights of the finder with the rights of the true owner requires a nuanced approach that considers the circumstances of the finding, the nature of the property, and the efforts made to locate the true owner. The concept of abandonment, while seemingly straightforward, requires a clear demonstration of the owner's intent to relinquish ownership, which can be difficult to establish in practice.

Furthermore, the digital age introduces new dimensions to the concept of possession. Digital assets, such as domain names, cryptocurrencies, and digital content, raise questions about the nature of possession in a virtual environment. The traditional concepts of physical control and exclusive use may not be readily applicable to these assets, necessitating the development of new legal frameworks.

The ongoing evolution of property law reflects the enduring importance of possession as a foundational concept. While the specific applications and interpretations of possession principles may vary, the underlying recognition that factual control, when coupled with the requisite intent, can serve as a basis for legal title remains a cornerstone of property law. As society continues to evolve, the legal framework surrounding possession will undoubtedly adapt to address new challenges and ensure that it remains a relevant and effective mechanism for acquiring and protecting property rights.

5. FINDINGS

This research has yielded several key findings regarding the role of possession in the acquisition of ownership:

- **Dual Nature of Possession:** Possession operates on two levels: factual control (*de facto*) and legal recognition (*de jure*). Legal possession requires both physical control and the intention to possess (*animus possidendi*).

- **Essential Elements:** The core elements of legal possession are *corpus possessionis* (physical control) and *animus possidendi* (intention to possess). The specific requirements for these elements vary depending on the nature of the property and the jurisdiction.

- **Adverse Possession as Ownership Acquisition:** Adverse possession serves as a primary mechanism by which long-term, open, notorious, exclusive, hostile, and continuous possession of land can ripen into legal ownership.

- **Prescription for Rights Acquisition:** Prescription allows for the acquisition of specific rights over land, such as easements, through long-term, continuous, and hostile use.

- **Possession in Movable Property:** The principles of finding and abandonment govern the acquisition of ownership in movable property, with the finder generally acquiring a right to possession against all but the true owner.

- **Balancing Competing Interests:** The application of possession doctrines, particularly adverse possession, involves balancing the interests of protecting established rights with promoting efficient land use and resolving stale claims.

- **Jurisdictional Variations:** The specific requirements and interpretations of possession doctrines vary across jurisdictions, reflecting differing policy considerations and legal traditions.

- **Enduring Significance:** Despite criticisms and challenges, the concept of possession remains a fundamental principle in property law, serving as a basis for establishing and protecting property rights.

- **Evolution in the Digital Age:** The digital age presents new challenges to traditional concepts of possession, requiring the development of new legal frameworks to address the unique characteristics of digital assets.

Possession as a "Golden Legal Opportunity": The research confirms that possession, when meeting specific legal criteria, provides a significant pathway to acquiring ownership, thus validating its characterization as a "golden legal opportunity."

6. CONCLUSION

This paper has explored the multifaceted nature of possession, demonstrating its crucial role as a "golden legal opportunity" for acquiring ownership. From the foundational distinction between *de facto* and *de jure* possession to the application of complex doctrines like adverse possession and prescription, the concept of possession permeates property law, shaping the allocation and protection of property rights.

The analysis has highlighted the essential elements of *corpus possessionis* and *animus possidendi*, emphasizing the necessity of both physical control and intentional dominion. These elements, while seemingly straightforward, are subject to nuanced interpretations and fact-specific applications, reflecting the inherent complexities of property disputes.

The doctrines of adverse possession and prescription, while often criticized, serve essential functions in promoting efficient land use, resolving stale claims, and protecting settled expectations. They represent a legal recognition that long-term possession, when exercised under specific conditions, can create legitimate property rights. However, the need to balance these functions with the protection of rightful ownership necessitates careful consideration of jurisdictional variations and policy implications.

Furthermore, the examination of possession in movable property, including finding and abandonment, underscores the adaptability of possession principles to diverse contexts. The digital age, with its unique challenges to traditional notions of possession, necessitates ongoing evolution and adaptation of legal frameworks.

Ultimately, this paper has demonstrated the enduring significance of possession as a fundamental building block of property law. It serves as a testament to the law's capacity to recognize and protect factual realities, transforming them into legally enforceable rights. Despite the complexities and controversies surrounding its application, possession remains a vital mechanism for acquiring and securing ownership, validating its designation as a "golden legal opportunity." As legal systems continue to grapple with evolving societal needs and technological advancements, the principles of possession will undoubtedly remain central to the ongoing discourse on property rights.

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REMOTE WORK: LEGAL CHALLENGES TO PROTECT THE HEALTH OF EMPLOYEES DURING WORKING HOURS

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ABSTRACT: *The rapid proliferation of remote work, accelerated by technological advancements and global events, has presented novel legal challenges concerning employee health and safety. Traditional workplace regulations, designed for physical office environments, often fail to adequately address the unique risks associated with remote work. This paper examines the legal challenges faced by employers in ensuring the health of remote employees during working hours. It explores the complexities of defining "workplace," establishing duty of care, managing occupational health and safety (OHS) risks, and ensuring equitable access to health-related resources. Through a review of existing legislation, case law, and scholarly literature, this paper identifies gaps in legal frameworks and proposes potential solutions to enhance employee health protection in the remote work context.*

KEYWORDS: *Remote work, Legal Challenges, Duty of Care, Employee Health, Workplace Safety, Psychosocial Risks*

Date of Submission: 24.02.2025

Date of Acceptance: 28.02.2025

<https://doi.org/10.5281/zenodo.14962839>

1. INTRODUCTION

Remote work, characterized by employees performing their duties outside traditional office spaces, has transitioned from a niche practice to a mainstream phenomenon. Fueled by technological advancements in communication and collaboration tools, and accelerated by global events like the COVID-19 pandemic, remote work offers flexibility and potential benefits for both employers and employees. However, this shift introduces significant challenges for safeguarding employee health. The traditional employer's duty of care, which mandates a safe and healthy work environment, becomes complex when the "workplace" is dispersed and often within the employee's private residence. Issues such as ergonomic risks, psychosocial stressors, work-life imbalance, and the blurred boundaries between work and personal life pose significant threats to employee well-being.

This paper aims to investigate the legal challenges associated with protecting the health of remote employees during working hours, highlighting the need for updated legal frameworks and proactive employer strategies.

2. METHODOLOGY

This research employed a qualitative methodology, combining a comprehensive literature review with an analysis of relevant legal documents and case studies. The literature review encompassed academic journals, industry reports, and government publications focusing on remote work, occupational health and safety, and labor law. The legal analysis examined existing legislation, regulations, and court decisions related to employer liability, duty of care, and OHS in the context of remote work. Case studies were selected to illustrate specific legal challenges and potential solutions, including examples from countries with varying legal frameworks. The research also incorporated insights from expert opinions and industry best practices through interviews and surveys.

3. DISCUSSION

The primary legal challenges identified include:

- **Defining the "Workplace":**

- Traditional OHS regulations often rely on a physical workplace definition, which is inadequate for remote work. The home office presents a unique challenge, as it is both a private residence and a workspace.

- Legal frameworks must adapt to encompass the diverse locations where remote work occurs, including co-working spaces, cafes, and even mobile work environments.

- Example: In many jurisdictions, laws specify the employer's responsibility within a defined physical space. How does this apply when the employee works from a home office, which is not owned or controlled by the employer?

● Establishing Duty of Care:

- Employers retain a duty of care towards remote employees, but the scope of this duty is ambiguous.

- Questions arise regarding the extent to which employers are responsible for hazards within the employee's home, such as electrical hazards, inadequate lighting, or trip hazards.

- Example: If an employee suffers an injury due to a faulty electrical outlet in their home office, is the employer liable?

● Managing Occupational Health and Safety (OHS) Risks:

- Remote work introduces specific OHS risks, including ergonomic injuries, psychosocial stress, and exposure to domestic hazards.

- Employers must develop strategies to assess and mitigate these risks, potentially through remote risk assessments and ergonomic evaluations.

- Example: Providing employees with remote ergonomic assessments and guidance on setting up their home workstations.

- Example: Implementing regular check-ins to monitor employee well-being and identify signs of stress or burnout.

● Ensuring Equitable Access to Health-Related Resources:

- Remote employees may face barriers in accessing health and safety resources, such as ergonomic equipment, mental health support, and training.

- Employers must ensure equitable access to these resources, regardless of the employee's location.

- Example: Providing stipends or allowances for employees to purchase ergonomic equipment.

- Example: Offering virtual mental health counseling and support services.

● Work-Life Balance and Psychosocial Risks:

- The blurring of work and personal life can lead to increased stress, burnout, and mental health issues.

- Legal frameworks must address psychosocial risks and promote work-life balance through policies that regulate working hours and promote employee well-being. This is an area where the rising "just-in-time workforce" and the gig economy, as discussed by De Stefano, are particularly relevant.¹ The ILO has also recognized the risks of working from home.² Furthermore, Eurofound has published research concerning the living and working conditions of people working from home during the COVID-19 pandemic.³ The WHO has also published materials on mental health at work.⁴

- Example: Implementing policies that discourage after-hours emails and promote flexible work schedules.

- Example: Providing training on time management and stress management techniques.

● Data Privacy and Monitoring:

- Remote monitoring of employee activity raises privacy concerns.

¹ De Stefano, V. (2016). The rise of the "just-in-time workforce": On-demand work, crowdwork and labour protection in the gig-economy. *Comparative Labor Law & Policy Journal*, 37(3), 471-504

² ILO. (2020). *Working from home: From invisibility to decent work*. International Labour Organization

³ Eurofound. (2020). *Working from home: Living and working during COVID-19*. European Foundation for the Improvement of Living and Working Conditions

⁴ World Health Organization. (2022). *Mental health at work*.

- Laws must balance employer needs for productivity monitoring with employee rights to privacy and data protection.
- Example: Implementing clear policies on data collection and usage and obtaining employee consent for monitoring activities.
- EU-OSHA provides reports concerning ICT mobile work.⁵

● **International Variations:**

- It is crucial to consider that legal frameworks vary significantly between countries. Some countries have more robust OHS regulations, while others have more flexible approaches.
- Example: Comparing the European Union's comprehensive OHS directives with the more flexible regulations in some developing countries.
- Example: Analyzing how different countries have addressed the issue of employer liability for home office hazards.

4. FINDINGS

The research revealed significant gaps in existing legal frameworks for protecting the health of remote employees. Many jurisdictions lack specific legislation addressing OHS in remote work settings. Case law is still evolving, and employers often face uncertainty regarding their legal obligations. The findings also highlighted the need for:

- Clearer definitions of "workplace" and "duty of care" in the context of remote work.
- Development of standardized risk assessment tools and ergonomic guidelines for remote work environments.
- Implementation of proactive strategies to address psychosocial risks and promote work-life balance.
- Enhanced enforcement of OHS regulations in remote work settings.
- The creation of new laws and regulations that specifically address remote work, and that incorporate the new realities of the work environment.
- International cooperation to develop global standards for remote work safety.
- Increased research into the long-term health effects of remote work.
- Development of training programs for employers and employees on remote work safety best practices.
- Creation of clear guidelines for when employers can enter an employee's home for safety inspections.

5. CONCLUSION

Protecting the health of remote employees during working hours presents a complex legal challenge that necessitates a multifaceted and proactive approach. Addressing this challenge requires a comprehensive strategy that includes updating legal frameworks, developing industry best practices, and fostering a culture of health and safety. Employers must proactively assess and mitigate risks, provide equitable access to health-related resources, and promote work-life balance. Future legal developments should focus on creating clear and enforceable standards that ensure the well-being of remote employees.

Beyond the immediate legal and practical considerations, the long-term sustainability of remote work hinges on a holistic approach to employee health. This includes:

- * **Promoting a Culture of Well-being:** Employers should cultivate a culture that prioritizes employee well-being, encouraging open communication about health concerns and providing access to mental health support services.

⁵ European Agency for Safety and Health at Work (EU-OSHA). (Various reports and publications).

* **Investing in Technological Solutions:** Utilizing technology to enhance remote employee health, such as ergonomic software, virtual wellness programs, and remote monitoring tools (with appropriate privacy safeguards), can be beneficial.

* **Enhancing Training and Education:** Comprehensive training programs for both employers and employees are essential. These programs should cover topics such as ergonomic best practices, stress management techniques, and legal obligations related to remote work safety.

* **Fostering Collaboration and Knowledge Sharing:** Encouraging collaboration between employers, employees, legal experts, and health professionals can lead to the development of innovative solutions and best practices.

* **Adapting to Evolving Work Models:** As remote work models continue to evolve, legal frameworks and employer practices must remain adaptable. This requires ongoing research, monitoring, and evaluation to identify emerging risks and develop effective solutions.

* **Global Harmonization:** Given the increasingly global nature of work, international cooperation is necessary to harmonize OHS standards for remote workers, ensuring equitable protection across borders.

* **Focus on Preventative Measures:** Encouraging preventative measures, such as regular breaks, physical activity, and healthy lifestyle choices, is crucial for maintaining long-term employee health.

* **Regular Review and Adjustment:** Remote work policies should be reviewed regularly and adjusted based on feedback from employees, changes in legislation, and advancements in technology.

* **Employee Agency:** Empowering employees to take ownership of their own health and safety by providing them with the resources and knowledge they need to create a safe and healthy remote work environment.

By prioritizing employee health, employers can create a sustainable and productive remote work environment that benefits both the organization and its workforce. Future legal developments should focus on creating clear and enforceable standards that ensure the well-being of remote employees, acknowledging that the future of work is increasingly flexible and geographically dispersed.

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