

## LEGAL ASPECTS OF SECURITY IN THE MANAGEMENT OF ORGANISATIONS PROVIDING SOCIAL SERVICES

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**Purpose** – to find out legal aspects of security in the management of organisations providing social services, as well as draw conclusions and make recommendations on the basis of the analysis undertaken. In order to achieve the goal, the following aims and objectives have been set: to identify the main elements of legal security; in the organisations providing social services, to evaluate the main management tools which form the system of legal security within those organisations; to draw conclusions and make recommendations which would allow to ensure higher effectiveness in the context of the analysis;

**Design/methodology/approach** – The concept of legal security is gaining importance in both public and private sector organisations; the effect of this principle has great impact for the management of organisations providing social services. In literature, it has been little analysed what influence legal security has on effective management. Although some researchers have looked into the principle of legal security itself, its content, in the aspect of management this doctrine has neither been developed in the organisations providing social services nor examined in research papers or fieldwork. This essay provides an analysis from the standpoint of modern theories and aims to highlight the flaws of the system itself, which cause legally insecure management environment within organisation providing social services: breaches of the employment rights and inability to ensure their protection; obstacles or constraints and characteristics of the

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activity of the organisations; opportunities for shady use of finance and insecurity of the right to good management;

**Findings** – The principle of legal security in organisations providing social services is not fully analysed in the works of Lithuanian researchers. Law and management researchers and practitioners first of all demand the managing subject who makes decisions to establish legal security. Legal regulations and stability have been guaranteed for these decisions within the system of social services, thus they would protect the rights of the subjects of other legal relations, as these subjects are especially vulnerable, and would respect the legal interests and expectations of these subjects. Demands regarding the decisions made within the system of social services come as a consequence: clarity, harmony, precision, which would not worsen the legal state of a person and would not neglect any gained rights, legal interests, and expectations.

**Research limitations/implications** – Legal security is a research object of social sciences manifesting itself when protecting human rights and legal interests in any area, therefore it can be directly investigated via various social cuts in society, such as customer rights protection, employee rights, social services, preparation of laws and by-laws, as well as many other areas. Indirectly, legal security is made an object of scientific research in search of optimal management model - not only institutional but also organisational – as well as when tackling specific theoretical and practical problems of separate law branches;

**Practical implications** – In order to establish the principle of legal security in organisations providing social services, it is expedient to form such environment which would allow the following: a) to provide procedures which would guarantee that a high quality legal act (the manager's decision) is created; b) to provide means to check (control) and appeal the legal act (the manager's decision) which has been passed (or is about to be passed); c) to create effectively working subjects for dispute analysis and relevant supervision as well as to establish relevant procedures; d) to provide mechanisms for assuming responsibility for the creation of legally incorrect legal acts (the manager's decisions);

**Keywords:** legal security, social services, effectiveness, organisational management.

**Research type:** general review.