

Labor law and employee status worldwide and in Libya

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Abstract- In recent years, multinational corporations have faced growing criticism from consumers, local communities, NGOs, and even the United Nations for not paying attention to the negative effects of their business. In the ongoing race for profit, companies have been accused of both endangering earnings rights and destroying the environment. As a result of these criticisms, managers are slowly becoming aware that, on a global level, business decisions and activities can have unpredictable consequences at different levels of society and in a much larger area than where the company operates directly.

Index Terms- Culture,tradition,labour law,employment, relationships .

I. INTRODUCTION

As this awareness grows, so does the idea of corporations evolving to ensure that their activities do not have a negative impact on different groups in society - self-employed workers, consumers, local communities, as well as various public goods, among which the environment is increasingly abolishing boundaries between municipality, region, state, and even continent. Companies are beginning to understand that with the free market and the rights that arise from that principle, there are obligations and responsibilities. That is why companies today seek to prevent their business activities from endangering the well-being of people, voluntarily join business associations and organizations that establish new business standards of conduct in business, or seek, in partnership with the local community or NGOs, to implement community development projects.

II. CULTURE AND SOCIETY

The subject of this essay is about all those effects that cultural traditions have on the employment status of civil servants in Libya. Culture encompasses what people do and what they believe in. Culture greatly influences how we see the world, how we try to understand it, and how we communicate with each other. Therefore, culture largely determines the styles of learning and behavior, and thus the attitude towards work and obligations. Human resource management, including employee training, delegation of work responsibilities, rewards, etc., is one of the most important organizational strategies at the organizational level, and the reason may be a direct impact on employee performance, and thus impact on organizational performance in general and competitive advantage.

Culture usually, can be defined, as any human behavior that is not biologically determined acquired through education or socialization. Culture, as such, refers to all people, to behaviors that are learned, act, and socially transmitted through the observation and instruction of other members of society. It implies a formal and informal educational process. It broadly encompasses the process of social influence following the socially constructed rules of the game. The rules in question are social norms, values and beliefs.

These rules are applied at the general level of human behavior in society, but also at the individual or specific social level. At such specific levels of society, the definition of cultures is further qualified to refer to traditional ways in society. In that sense, tradition also refers to education, behavior, decision-making in a reasonable period of time that is long enough to produce stereotypes of behavior and socio-cultural identities. The time factor is an essential factor within this definition.

Society as an entity, is seen as a group of people who share a common culture and sense of identity. Both, culture and identity, develop as functions of the process of socialization, that is, through the educational process by which new knowledge is passed on to members of a society that includes, in addition to adult men, women and youth. People are absolutely dependent on culture and society. Culture refers to the ways in which different groups of people organize their daily lives within national or ethnic groups, urban neighborhoods, companies and professions. Culture in Libya is often perceived as a celebration of holidays or a religious tradition.

Corporate social responsibility is a much greater partnership with all relevant actors in the local community that seeks to jointly implement projects based on the real needs of the community. However, the first level of activity of companies in the field of social corporate responsibility is the way they treat their employees. The benefits of respecting economic and social rights in the workplace are numerous. In addition to raising the profile of the public and the business environment, companies are becoming more competitive, reducing business risks, achieving higher productivity and improving relationships with their employees.

Theoretical and empirical review requires the definition of terms in the categorical-conceptual system: culture, labor relations, tradition. Culture, the entire social heritage of a group of people, that is, the learned pattern of thoughts, feelings and actions of a group, community or society, as well as the expression of those patterns in material objects. The word culture comes from the Latin word *colere*, which meant: to inhabit, cultivate, protect, respect.

For culture, there are other definitions that reflect various theories for understanding and criteria for evaluating human activity. Anthropologists consider culture to be a feature of the genus *Homo Sapiens*. Tradition is primarily an oral transmission of knowledge, skills, behaviors and customs within a culture or group of people. The use of this word is not always unambiguous. Among other things, tradition means: oral tradition, transmission of knowledge about the usual, customs, conventions, ancient folk customs, etc. In that sense, tradition is a cultural heritage that is passed down from generation to generation. These include learned knowledge, and artistic crafts as well as rituals, moral rules, and eating habits.

Ethnic identity can be defined as that part of an individual's self-perception that determines his knowledge of membership in a social group, together with the value and emotional significance ascribed to that membership measuring ethnic identity indicates an individual's propensity to show favoritism toward people with similar characteristics. The evaluator's personnel decisions may be influenced by one's own ethnicity and level of ethnic identity. Using social identity theory, it is assumed that people show favoritism to those belonging to the same group.

III. MODERN SOCIETY AND EMPLOYMENT

Employment relationships are contractual relationships and an employment contract establishes an employment relationship. The basic obligations from the employment relationship are that the employer is obliged to give the employee a job and to pay him a salary for the work performed, and the employee is obliged to perform the taken over work independently according to the instructions of the employer given in accordance with the type of work. In employment, the employer and the employee are obliged to comply with the provisions of the Labor Law, other laws, international agreements, other regulations, collective agreements and regulations related to employment.

The basic rights from the employment relationship are the following: the right to adequate earnings, material security during temporary unemployment, protection at work, health care and other rights in case of illness, reduction or loss of working capacity and old age, as well as rights to other forms of protection in accordance with the law and the collective agreement. In order to be able to theoretically and empirically investigate the subject of research defined in this way, it is necessary to break it down into its constituent structural factors.

Modern society and globalization that has led to market expansion, great mobility of people, technological innovations, especially all the benefits provided by the Internet, have enabled the inclusion of a large number of people, institutions from different parts of the world in international communication. Promotion and understanding of cultural diversity and intercultural communication, as well as the advancement of digital culture can have a great impact on contributing to the equalization of global economic development.

The right to protection at work, employer is obliged to provide employees with such working conditions which, as far as possible, reduce injuries at work, occupational diseases and diseases related to work. On the other hand, the Law obliges the employee to respect the regulations on safety and protection of life and health at work for the sake of his personal safety and the safety

of other persons. Also, an employee with health problems, determined by the competent health authority, cannot perform jobs that would cause deterioration of his health condition or consequences dangerous for his environment. The employer is obliged to provide work during the day if, In the opinion of the competent health authority, night work has led to a deterioration in the health status of the employee, age of life, etc.

The implementation of flexible and tolerant intercultural communication at all socio-economic levels is becoming a significant dimension of modern international business. The importance of multinational corporations in the process of globalization is enormous and multiple. In order to achieve competitive advantage, multinational global companies are forced to apply global business engagement strategies Globalization, as a process that has been present for several decades, has led to numerous changes in all segments of life.

IV. MOTIVATION OF EMPLOYEES

In order to motivate employees to do their job professionally, employers in the EU have found a way for the company's interest to become the personal interest of employees, by allowing the acquisition of company shares in a certain percentage by workers and their family members. That is how the employee of the company became, in part, its owner. Since the future of workers, as well as the future of their families, depends on the survival of the company in which they invested, their loyalty is ensured. Another way to ensure lasting loyalty of employees is certainly the possibility of buying an apartment on credit from their own company. Conditions of those that exist in the real estate market.

Although employers are obliged by current regulations in the Union to provide professional development for employees, some of them go further, and fund the studies of their workers' children at elite, world universities, aware of the fact that their knowledge will pay off in the long run. If these children return to the country after graduation, they are automatically employed by the company that provided them with the scholarship, to which they will return the service with their knowledge, expertise and loyalty. The ultimate solution is the possibility of a strike. Strikes in the strongest members of the Union are usually better organized and more efficient thanks to the existence of strike funds from which workers are temporarily financed, if necessary, and the very possibility of such strikes is a serious barrier to possible arbitrariness of employers.

The procedure is as follows: the company buys a large number of apartments at the time of construction, which can achieve significant savings, especially if it also owns the plots on which the apartments will be built. After that, the company establishes the criteria on the basis of which the candidates will be determined among the employees from whom the sales contracts will be concluded. In this way, workers become attached to the company, usually for the rest of their working life.

In the European Union, an increasing number of workers, especially women, decide to work part-time, as a rule 3-4 hours a day. This form of employment has a number of bad consequences, such as lower wages, the inability to be promoted to managerial positions, in certain cases the inability of the employer to organize the work process and others.

The good side of this organization of work is, in addition to more free time for employees, and the possibility of employing more workers, which could be one of the most favorable solutions to the problem of acute unemployment in our country. Of course, it would be necessary to harmonize tax regulations in advance so that high taxes on wages would not deter employers, but also job seekers, from accepting part-time work.

V. LABOUR RELATIONS WITHIN LIBIAN SOCIETY

Here is to show how application of Sharia law affects the employment status of officials in Libya. The scientific goal should make research using description, classification and typology of traditional and modern cultural models. A significant level of the scientific goal that is to be achieved by preparing this doctoral dissertation is the discovery and scientific explanation of the connections and relations between the traditional culture and the labor and legal status of the employees in Libya. Therefore, we believe that deep-rooted socio-cultural traditions play a significant role in labor relations in Libya. The social goal of the research is to identify and establish criteria for distinguishing between different traditional cultural values.

Few presumptions can be made derived from our theme of research. We presume that if the application of Sharia law in the field of labor relations is more pronounced, the rights of civil servants will be guaranteed and more secure. Also we can presume that if there are ethnic traditions in Libya that are respected and maintained because they define the identity of the people, then aspects of culture that are discriminatory, restrictive tend to devalue the physical, emotional and psychological development of officials. If employees have reached a higher level of education, the more positive their status is in society.

The goal is twofold. First, to obtain scientifically and socially reliable knowledge and second, to make that knowledge useful for further scientific research. The questions will be posed in order to achieve whole set research goals in the most reliable way possible, to prove our presumptions and to justify and prove scientific and social justification of paper. This discussion should contribute to obtaining scientifically reliable knowledge that has scientific and social significance.

The subject refers to the consideration of the significance that Sharia law has on the labor law status of employees, requires the selection of methods that will enable the consideration of numerous phenomena and processes, as well as their interdependence. Observation highlights following methods: Dialectical observation of Sharia law and labor law relations in constant change and improvement, in accordance with the requirements imposed by modern ways of working and doing business in the narrower, wider and global space. Novelty and training refer to the level of scientific knowledge, as well as to the level of practical application of labor-legal relations in the

conditions of application of Sharia laws. We will enable individual judgments, conclusions or claims to be derived on the basis of general judgments, ie general logical features between the researched concepts.

We also discover new insights, prove new facts, or new laws that exist between the norms of Sharia law and employee behavior. When, based on the analysis of individual facts, processes or phenomena related to the norms of Sharia law and the behavior of employees, general conclusions are to be reached. The inductive way of concluding will enable the generalization and formation of new facts and new laws on the basis of individual facts or knowledge.

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