

# Criteria And Bases For Determining Wages In Islamic Economic Thought And Its Economic Effects On Distribution And Achieving Social Security

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## Abstract:

The importance of the study is based on the importance of criteria for determining wages in Islamic economic thought and its economic effects on distribution to achieve social security, and then identifying the provisions of work and wages in Islam and in man-made systems and clarifying the rules and provisions that regulate the relationship between workers and business owners in the light of highlighting the practical application of Islamic principles in The system of work and wages through theoretical foundations and realistic practices that confirm the supremacy of the Islamic view of both sides of the relationship, and clarify the strengths of the Islamic economic system compared to other systems that depend in their distribution of wealth on the basis that need is an exception and this is evident in the capitalist system. As for the socialist system, the distribution of wealth is based on preventing the individual from owning capitalist production factors. The study also aimed to measure the relationship between low wages and low productivity and to clarify the role of determining the appropriate wage in achieving stability for workers and establishments, with an explanation of the impact of mastering work on achieving development and progress for nations. The study assumed many hypotheses, the most important of which include the existence of significant statistically significant differences between the opinions of the study sample's vocabulary with regard to measuring the criteria for determining wages due to their personal and functional characteristics at the level of significance ( $\alpha \leq 0.05$ ), and that there is a significant effect of the extent of low wages on the low level Productivity in Islamic economic thought at the level of significance ( $\alpha \leq 0.05$ ). The study used the deductive approach to study the jurisprudential rulings. As for the applied approach, it is based on studying the wage system and its economic dimensions through labor market transactions, and then adherence to the scientific method. Which you will answer about. The study deals with the main question, which is: "What are the determinants of the distribution of wages in Islamic economic thought in light of the economic implications of that?"

## Introduction

Sharia has arranged the Islamic economy according to clear jurisprudential rules and texts on the one hand, and the limits of human diligence within the fixed and variable in Islamic Sharia on the other hand, and among these texts are those related to property, which stems from the religion's comprehensive view towards the Muslim individual and society. And that man's need for ownership was not the result of the capitalist individualist theory that abolished public ownership, so Islam came with its holistic view that took into account from the beginning the innate human requirements, which relate to his own needs in individual ownership, his need to live in the group and respect its rules, a sense of security and the sharing of public wealth and benefit From them in a fair and equal manner for all,

within the framework of these human needs towards himself and towards the group, it was necessary for a force or authority to organize these relations and draw them according to the rules of Islamic jurisprudence and legitimate politics, it is the Islamic state that depends for its ownership on the treasury, from which it proceeds to run the country. establishing justice and equality.

and accordingly; The Islamic economy depends on four main pillars that form its fixed structure, and each of them essentially constitutes in itself the private and public sector, the state, behind them the charitable sector represented in the charitable endowment. Islam also regulated the rights and duties resulting from work with regard to the relationship between the worker and the employer. Work is a trust that the worker is required to do with perfection, the worker has the right to

receive wages through the distribution of income and wealth.

### **The importance of studying:**

- 1- Learn about the provisions of work and wages in Islam and in man-made systems.
- 2- Clarifying the rules and provisions that regulate the business relationship, with clarification of the rules of power in the Islamic economic system.
- 3- A statement of the actual application of Islamic principles in the work and wage system through the Islamic view of work and workers.
- 4- Presenting the foundations of wealth distribution in the capitalist system on the basis of need and the socialist on the basis of the factors of production.

**The study Problem:** The problem of the study lies in defining the theory of wealth distribution to develop solutions. The capitalist system's problem lies in the scarcity of natural resources and the scarcity of production factors, and that many developing countries have low wages. Which affects the productivity of the individual, and then the relationship between the employer and the worker in regulating the distribution of wealth or wages in a fair system. Accordingly, the main question of the study becomes clear, which is: **“What are the determinants of wage distribution in Islamic economic thought in light of the economic implications of that?”**.

### **Objectives of the study:**

- 1- Measuring the relationship between low wages and low productivity.
- 2- Explaining the role of determining the appropriate wage in achieving stability for workers and establishments.
- 3- Clarify the impact of mastering work on achieving development and progress for nations.
- 4- Explanation of the economic problem in the capitalist, socialist and Islamic economic thought.
- 5- A statement that work and need are one of the foundations of wealth distribution in the Islamic economic approach.

### **Study hypotheses:**

- 1- There are substantial differences of statistical significance between the opinions of the study sample's vocabulary with regard to measuring the criteria for determining wages due to their

personal and job characteristics at the level of significant effect ( $(\alpha \leq 0.05)$ ).

- 2- There is a significant effect of the extent of low wages on the low level of productivity in Islamic economic thought at the level of significance ( $(\alpha \leq 0.05)$ ).
- 3- There is a significant effect of the role of determining the appropriate wage in achieving stability for workers and establishments in Islamic economic thought at the level of significance ( $(\alpha \leq 0.05)$ ).
- 4- There is a significant effect of the role of workmanship in achieving development and progress for nations at the level of significance ( $(\alpha \leq 0.05)$ ).

**Study Approach:** The study relied on the deductive and applied approach to find out the economic dimensions of the wage discrepancy problem. The deductive approach is based on the study of jurisprudential rulings. As for the applied approach, it is based on studying the wage system and its economic dimensions through labor market transactions, then adhering to the scientific method.

### **The first topic: the policy of wages in Islamic economic thought**

The wage policy in Islamic economic thought includes the concept, estimating and protecting wages, in the socialist system relying on the worker's share of the product<sup>(1)</sup>, and in the capitalist system on the amount of money paid for services he performs<sup>(2)</sup>.

### **First: Reward in Islamic Economic Thought:**

- A- The concept of reward in Islamic economic thought:** Reward comes with several meanings, including reward meaning: reward for work<sup>(3)</sup>, including reward in the sense of dowry<sup>(4)</sup>, as in His saying, Blessed and Exalted be He: “Oh, O Prophet, we have made lawful for you your wives who are to come”<sup>(5)</sup>. And say (Peace be upon him) as narrated Nuh said: The Messenger of Allah (Peace be upon him): "Verily we Nuhnakm for meat to eat them up three in order Tsekm, the God came capacitive, so eat and Enshrined and Atjroa, not that these are the days of eating, drinking and remembering God Almighty"<sup>(6)</sup>. That is, give in charity, asking

for a wage<sup>(1)</sup>, and in the tap: “The wage is the price of the benefit”<sup>(2)</sup>. It is known to contemporaries as: “everything that the employer undertakes to pay to the worker under an employment contract in return for his performance of the agreed-upon work”<sup>(3)</sup>.

**B- Types of wages in the Islamic economy:** There are many types of wages in the Islamic economy according to their nature, purchasing power, and methods of payment. The wages, according to their nature, are cash wages, which are the sum of monetary units that an individual receives as compensation for work, whether they are in the form of monetary or paper units<sup>(4)</sup>. As for wages in kind; They are what the worker receives other than money, and finally wages with benefit; And it is in the event that the two parties agree that the wage for the work is a benefit that the employer pays to the worker<sup>(5)</sup>.

As for wages, according to their purchasing power; They are like cash wages and real wages; monetary (nominal) wage; It is the number of monetary units that the individual receives in compensation for the work he has done<sup>(6)</sup>, and the real wage is the cash that the worker receives from the purchasing power”<sup>(7)</sup>. And finally, wages according to the method of payment, which is the wage over time without regard to what the year produces<sup>(8)</sup>. And the wage in categorical terms, which is calculated on the basis of lump-sum regardless of the time spent in production<sup>(9)</sup>. The wage in proportion: that the wage is a certain percentage of the output or a share of the profits<sup>(10)</sup>.

**C- Estimate the wage in Islamic economic thought:** The determination of the wage according to market mechanisms comes through the presentation of elements that allow giving a result in this regard. away from the dominance of strict law”<sup>(11)</sup>.

- 1- The reward and the level of sufficiency: The Holy Qur'an reviewed many texts and situations that refer to the reward and the level of sufficiency, including what the Almighty said: “If I breastfeed for you, then give them their wages”<sup>(12)</sup>.

- 2- The mechanism of determining the sufficiency or need in the Islamic economy: The needs under the Islamic system are not left to the market system only<sup>(13)</sup>.
- 3- Rulings of pricing and monetary wages in the Islamic economy: The ruling on pricing depends on the situation in which pricing is carried out<sup>(14)</sup>.

**D- Protection of wages in Islamic economic thought:** The basic rights of workers include the right to a job opportunity, and then the right to a fair wage<sup>(15)</sup>. While the relationship between the worker and the employer is governed in Islamic jurisprudence, the work contract, and one of the most important foundations that govern the relationship between the two parties is justice in the distribution of income or wealth<sup>(16)</sup>.

**Second: The wage in socialism and capitalism and its comparison with the Islamic economy:**

The wage is considered the point of permanent conflict between workers and employers<sup>(17)</sup>, and the wage is defined in socialism as: “the worker’s share of a part of the social product designated for personal consumption, which is expressed in money”<sup>(18)</sup>, and it is defined in the capitalist as: “the price of the necessary labor power necessary for the continuation of the power of work and production”<sup>(19)</sup>.

**A- Marxist theory of wages:** wages are determined in Marxist theory by the quantity of labor needed to produce the necessary means of subsistence. As the concept of wage moved to the concept of return for production due to the emergence of trade unions<sup>(20)</sup>.

**B- Regulatory frameworks for wages in the socialist system:** wages in the socialist system were considered an implicit means for distributing wealth in society, and the individual had the right to work guaranteed by law, and the application of the socialist principle of distribution came through

controlling this wage<sup>(1)</sup>, and in view of the legal framework for wages in socialism After the transformation of the system, the appropriate means of production were used for socialist production, and the harmful ones were left behind<sup>(2)</sup>.

**C- Comparison of wage regulation in socialism and capitalism:** There is no capitalist production without the existence of the wage system. The socialist wage system is a temporary system that is controlled by production conditions<sup>(3)</sup>, while the capitalist system tends to production with the aim of increasing what the capitalist class obtains from production & profits and reducing the share of the working class from it<sup>(4)</sup>.

**D- Balance between the Islamic economy and the capitalist and socialist systems:** The Islamic economic system is considered a divine system, so it is considered valid for all times. Among the most important things that make the Islamic system distinctive are the following:

- 1- Social human tendency: the goal of banks is profit and the achievement of the largest possible profit, while the goal of Islamic banks is cooperation, warding off harm, and paying the need, beside profit<sup>(5)</sup>.
- 2- Equality between the two parties to dealing, and trust in investment: Banks do not know these principles, but what is important is to operate funds with the knowledge of the bank's management, and to return lending to non-depositors at an interest rate higher than the interest rate of deposits, and do not depend on lending with interest<sup>(6)</sup>.
- 3- The basis of profit is the operation of capital and work: it depends on the operation of capital and work on the part of the bank, so the deposit of money in return for a fixed interest is not achieved<sup>(7)</sup>.

**The second topic: Economic control over work and wages and their impact on the distribution of wealth**

**First: The economic effects of control over work and wages in Islamic economic thought:**

**A- The role of the state in monitoring the labor market and wages:** Many thinkers see that the state's intervention in the Islamic economy is an application of one of the accepted principles to create something of social balance<sup>(8)</sup>, and some see that state intervention in the economy is one of the important principles in the Islamic economy to achieve Public interest<sup>(9)</sup>.

- 1- Historical progression to determine the role of the state in managing the economy: Many Muslim scholars tried to explain the state's role in managing the economy, such as Abu Yusuf, Ibn Khaldun, Ibn Taymiyyah, Al-Mawardi, and Abu Ya'ali al-Farra<sup>(10)</sup>, and that the importance of private ownership with state intervention is a necessary need<sup>(11)</sup>.
- 2- The role of the state in supervising economic activity: It is the function of the state in Islam to supervise economic activity; So that no defect occurs in it<sup>(12)</sup>, and the saying of the Messenger of God (Peace be upon him): "Whoever lives in a land that does not belong to anyone, then he is more entitled to it"<sup>(13)</sup>. Islam also requires obtaining and using the most advanced technologies and achieving economic prosperity<sup>(14)</sup>.

**b- Islam's position on unemployment:** Islamic economic thought addressed what concerns both the individual & society when he identified the links & laws that govern economic relations & phenomena that seek to solve economic problems according to divine directives, for the adult nation does not allow unemployment to spread in society<sup>(15)</sup>.

- 1- The causes leading to unemployment: Unemployment rates vary from one country to another<sup>(16)</sup>, There is no doubt that the return of funds investment can help in eliminating the problem of unemployment and solving a large proportion of it<sup>(17)</sup>.
- 2- The foundations of addressing the problem of unemployment in Islamic economic thought: Among the economic problems that the Islamic economy seeks to solve are: poverty, inflation, indebtedness and poor income distribution, and

among the most important solutions; the following<sup>(1)</sup>:

- Urging to work: The true Islamic religion called for work and the reconstruction of the land, as work is one of the important necessities of human life. From an economic point of view, it is considered a means by which a person obtains his livelihood requirements<sup>(2)</sup>.
- Implementation of the Zakat system: Zakat is considered one of the five pillars of Islam, one of its financial and economic pillars, and one of the resources of the Islamic state. Zakat plays an important role in treating unemployment<sup>(3)</sup>.
- Prohibition of monopoly: Monopoly is defined as the confinement of goods for a while, and monopoly is one of the prohibited transactions, because it violates Islamic principles that are based on the care of moral principles and the protection of social interests<sup>(4)</sup>.

**C- Social security for workers:** within the framework of the inclusion of social security and safety in the Islamic economic system, and from the charter of civil society, which affirmed rights, obligations with the rule: "They have what we have and they have what we owe"<sup>(5)</sup>.

- 1- Components of the Islamic economic structure: The Islamic economy depends on four main pillars that constitute it, and each of them constitutes an asset in itself<sup>(6)</sup>, and these pillars are linked to the changing conditions of Islamic societies<sup>(7)</sup>.
- 2- the contribution of the private sector in the distribution: the private sector constitutes permanent and continuous financing from the rich<sup>(8)</sup>, and companies undertake social solidarity alongside the state<sup>(9)</sup>.
- 3- The contribution of the public property sector in the distribution: this sector plays a role with the state in achieving social security, and one of the most important public property expenditures is spending on the poor from entering public projects<sup>(10)</sup>.
- 4- The role of state ownership in distribution: the state in Islam is responsible for the poor groups who do not find money and are unable to work, or who do not find a supporter<sup>(11)</sup>. Therefore,

the state places the responsibility of social security as its first priority to reach the level of sufficiency<sup>(12)</sup>, and human needs are addressed and their ranks and priorities are identified<sup>(13)</sup>. The necessities are the actions on which the maintenance of the five pillars of people's life depends<sup>(14)</sup>.

**D- Islam's position on social security:** The belief foundations in Islam root the issue of social security in Islam. And that the social security link is evident through the Islamic distribution system, which depends on organized human rights foundations that achieve these purposes; Islam legally requires the individual to secure his self-sufficiency<sup>(15)</sup>.

- 1- The Islamic property system: The Islamic property system emphasized the social function of private property, preventing abuse in its use, and stipulating efficiency in its exploitation, and established in this property a social right, the least of which is zakat.
- 2- Institutional frameworks for social security in Islamic economic thought: Islam has approved a set of symbiotic frameworks for social security to achieve social security and its purposes<sup>(16)</sup>:
  - The system of family due expenses: it is an innate system of solidarity; So the man is motivated by instinct, and is legally obligated to provide for his family and children, and consequently the children are legally required to spend on their parents when they are old; For He, Blessed and Most High, says: They ask you what they should spend. Say, "Whatever you spend of good, it is for parents and kindred"<sup>(17)</sup>.
  - Sponsorship of orphans: Islam enjoins sponsorship of orphans on their kinship in terms of origin, because he (Peace be upon him) said: "I and the one who takes care of an orphan will be in Paradise like this. He said with his index and middle fingers"<sup>(18)</sup>.
  - Zakat system: Zakat is a mechanism for redistribution among members of society: "It is taken from the rich and given to the poor"<sup>(19)</sup>.

**E- Contemporary institutional frameworks for social security systems:** Contemporary social

security frameworks come in accordance with cooperative insurance, contractual takaful insurance, and as follows:

- 1- Social security systems: Arab countries witnessed the emergence of legislation codifying the emergence of social security<sup>(1)</sup>.
- 2- Contractual Takaful Insurance: The contractual Takaful insurance system is a new insurance product managed by profit-oriented Islamic insurance companies, which declare their readiness to manage the insurance service<sup>(2)</sup>.

## **Second: The results achieved from the method of Islamic thought in the distribution of wealth:**

### **A- Contribution of the private ownership sectors:**

The private sector has a prominent economic role in society, as its institutions intervene in the distribution of wealth from resources and incomes; As follows<sup>(3)</sup>:

- 1- Contribution of the private sector in the distribution of resources: The Islamic economy has approved for community members to acquire private ownership of natural resources, benefits and rights through the legal methods and reasons for ownership that allow work on the land through direct revival, petrification, acquisition and so on<sup>(4)</sup>, and the Islamic economy also allows the individual to own the resource Temporarily natural through petrification, where Sharia does not allow neglecting those resources<sup>(5)</sup>.
- 2- The contribution of the private sector in the distribution of income: Islamic distribution is a necessary condition for the growth and development of production<sup>(6)</sup>. Therefore, the Islamic economy recognizes the right of individuals to what they produce in their income earned from the production process in the form of production returns from wages, each according to his function in production<sup>(7)</sup>, The Islamic economy guarantees complete protection for every individual in the Muslim community as an opportunity to satisfy his various needs<sup>(8)</sup>.
- 3- The contribution of the private sector to redistribution and the achievement of social interdependence: its purpose is to avoid the imbalance in the functional distribution of wealth and income. As for social solidarity, it is a religious, social and economic tool practiced by the private sector in the Islamic society<sup>(9)</sup>, and the

Islamic economy has given mechanisms to avoid the accumulation and monopolistic accumulation of wealth. And then the eradication of poverty to provide a sufficient limit for members of society<sup>(10)</sup>.

- 4- The contribution of the private sector to investment, production and consumption: Production is one of the most important activities of the national economy, and it is the only tool to achieve consumption, as it works to provide the citizens' needs for the necessary commodities<sup>(11)</sup>.

### **B- The contribution of the collective ownership sectors:**

- 1- Public ownership sector: It is the one that has the ownership of the whole of the nation, without regard to individuals, so that the benefit of the money that is related to it is for all of them, and public ownership lies in everything owned by the state on the communal<sup>(12)</sup>.
- 2- The sector of state ownership and the treasury house: It is the property in which the owner of competence is the treasury house, in which the private owners dispose of their properties on the condition that the public interest of the Islamic group is achieved<sup>(13)</sup>.
- 3- The role of state ownership in redistribution and achieving social security: Social security means the social and economic policy practiced by the Islamic state with the aim of achieving the optimal distribution of income and wealth among all members of society, thus increasing the volume of employment, and thus achieving social justice<sup>(14)</sup>.

## **The third topic: analysis of the results of the field study**

**First: Introduction:** Linking the theoretical side of the study to the practical reality contributes to reaching practically applicable results and recommendations, which is to measure the economic effects of determining the criteria and foundations of appropriate wages in Islamic economic thought in the field. Therefore, this chapter presents the characteristics of the study sample, the results of the characterization of the study variables, the coefficients of the binary linear correlation between the study

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variables, as well as the results of the study's hypotheses test. This chapter deals with a presentation and analysis of the results of the field study, which were reached through the use of the statistical program (SPSS), using the appropriate statistical analysis tools, and from the reality of the statistical analysis of the study data. Statistical, hypothesis testing.

## **Second: The methodological procedures of the study:**

**A- Method and method of the study:** to achieve the objectives of the study, it will depend on the descriptive-analytical approach (deductive): the study will use the descriptive-analytical approach in conducting the study because it is commensurate with the phenomenon in question, and is concerned with describing the problem, analyzing its data, measuring and interpreting it, and the study relied on:

- 1- Theoretical study: The theoretical study focuses on the theoretical analysis of the role of determining the appropriate wage in achieving stability for workers and establishments, and consequently the development and progress of nations through reviewing previous books and studies.
- 2- The field study (for the purpose of obtaining primary data): it was relied on to design a survey form directed to a sample of the research community (employees and workers in different sectors) and a random sample of (110) individuals was taken and the sample size was distributed in order to analyze the survey answers from them to make the necessary statistics To test the hypotheses, in addition to personal interviews with the vocabulary of the study sample in order to reach results and recommendations.

**b- Formulation of the study's hypotheses:** The current study is based on three main hypotheses; some sub-hypotheses:

- 1- The first hypothesis (P1): There are substantial differences of statistical significance between the opinions of the study sample's vocabulary with regard to measuring the criteria for determining wages due to their personal and

functional characteristics at the level of significance ( $(\alpha \leq 0.05)$ ). The following sub-hypotheses emerge from the first main hypothesis:

- There are substantial differences of statistical significance between the opinions of the study samples vocabulary with regard to the measurement of wage determination criteria due to gender at the level of significance ( $(\alpha \leq 0.05)$ ).
  - There are significant statistically significant differences between the opinions of the study sample vocabulary with regard to measuring the concept of micro-enterprises and their characteristics due to age at the level of significance ( $(\alpha \leq 0.05)$ ).
  - There are substantial differences of statistical significance between the opinions of the study samples vocabulary with regard to measuring the criteria for determining wages due to the educational level at the level of significance ( $(\alpha \leq 0.05)$ ).
  - There are substantial differences of statistical significance between the opinions of the study samples vocabulary with regard to measuring the criteria and foundations for determining wages due to the workplace at the level of significance ( $(\alpha \leq 0.05)$ ).
- 2- The second hypothesis (P2): There is a significant effect of the extent of low wages on the decrease in the level of productivity in Islamic economic thought at the level of significance ( $(\alpha \leq 0.05)$ ).
  - 3- The third hypothesis (P3): There is a significant effect of the role of determining the appropriate wage in achieving stability for workers and establishments in Islamic economic thought at the level significance ( $(\alpha \leq 0.05)$ ).
  - 4- The third hypothesis (P4): There is a significant effect of the role of workmanship in achieving development at the level of significance ( $(\alpha \leq 0.05)$ ).

**D- Determining the population and sample of the study:** The study focused on the workers in the agencies mentioned in the following table.

**Table (1): Distribution of the sample size to the groups of the study population**

N	Place	Number of lists distributed
1	Banks	22
2	Universities	19
3	Social Affairs	12
4	Social Security	13
5	manpower union	11
6	trade unions	8

N	Place	Number of lists distributed
7	NGOs	15
8	Service projects	12
9	craft projects	11
Total		123

**Source:** Prepared by the researcher based on the data of the number of lists and their distribution to the concerned authorities.

**E- Data collection tool:** The paragraphs of the study tool were formulated to serve the objectives to be achieved so that they are clear and easy to understand, and they have been formulated according to the triple gradation (agree, agree to some extent, disagree). The study tool was prepared in its initial form, including (31) items that measure the role of determining the criteria and foundations of appropriate wages and the economic effects resulting from that Islamic economic thought. Agree when answering questions.

**Table (2): Likert Triangular Scale of Availability Distribution**

approval level	OK	somewhat ok	not agree
Class	3	2	1

The survey list was implemented and data was collected from the study sample categories, and then the lists were distributed to the sample groups in the traditional paper-based way by distributing the lists by going personally to the investigator from it. (90%) of the total number of distributed lists (110) survey lists, and thus the size of the sample subject to statistical analysis becomes (100) singles distributed among the categories of the study sample.

**E- Methods of statistical analysis of data and hypothesis testing:** After reviewing the data contained in the survey lists, they were unpacked and coded, so that the study could be processed using statistical methods appropriate to the nature, objectives and hypotheses of the study. The study relied on the (SPSS: 23) program in data analysis.

- 1- Validity and reliability: reliability analysis according to Cronbach's, in order to determine

the coefficient of reliability and validity of the study tool, to ensure the validity of the data collection required to test hypotheses and answer the research questions concerned in the study. The results of the validity and reliability tests were as follows:

- Stability: It is clear from the following table that the stability coefficients range from (0.71) to (0.91), which are high coefficients, which indicates the possibility of relying.
- Validity: It is clear from the following table that the validity coefficients range from (0.93) to (0.95), which indicates the validity of the standards used in the standards for what they were designed for. Table (3) to find the reliability and validity coefficient. The study used the alpha stability coefficient on a sample of (100) individuals from the research community.

**Table (3): Cronbach's alpha reliability coefficient and validity for scale expressions (n = 100)**

Key Variables (Scale)	Alpha Crew Nabach Labs	honesty coefficient	Sub Variables (Dimensions)	Alpha Crew Nabach Labs	honesty coefficient
Work and wage standards	0.79	0.89	wage standards	0.83	0.93
			work controls	0.74	0.86
The resulting economic effects Determination of wage standards and bases	0.75	0.87	productivity level	0.71	0.84
			Stability for workers and facilities	0.74	0.86
			development and progress of nations	0.91	0.95





It is clear from the previous table (3) that the coefficient of stability of the scale of work and wage standards has reached coefficients in their two dimensions between (0.83, 0.74), and the scale as a whole is (0.79), while the coefficient of stability of the scale of economic effects resulting from work controls and wage standards has reached coefficients of Its dimensions are between (0.71 , 0.81), and the scale as a whole reached (0.75), and these values are a high indicator in the measurement tools, this indicates the stability, validity of the measurements under discussion. After confirming the validity and stability of the scale, it is ready to be applied to the basic sample

of the research, and to be assured of the possibility of relying on the respondents' responses to measure the study's variables to achieve its objectives and to test the hypotheses.

- 2- Characteristics and characteristics of the study community: After collecting the lists from the respondents, the study described the study population based on the personal data of the study sample's vocabulary, as follows:

**- Study sample according to type:**

**Table (4): Characterization of the study sample according to type**

Type	Repetition	percentage
Male	74	74%
feminine	26	26%
Total	100	100%

Source: The table is the work of the researcher based on the survey lists.

It is clear from Table (4) that the percentage of males is (26%) and the percentage of females is (74%), that is, the largest percentage of the female variable, and this reflects that the study sample included the two categories, which reassures the diversity in the answers.

**- Study sample according to type:**

**Table (5): Characterization of the study sample according to age**

Age	Repetition	percentage
less than 30 years old	15	15%
to 40 years old 30	40	40%
years and over 40	45	45%
Total	100	100%

Source: The table is the work of the researcher based on the survey lists.

It is clear from Table (5) that the age group of less than (30 years) represents (15%), and the age group of (30 to 40 years) represents (40%), while the percentage of those who are (40 years and over) A percentage (45%), and this reflects the balance in the study sample and that it included the opinions and trends of all age groups.

**- Study sample according to educational level:**

**Table (6): Description of the study sample according to educational level**

Educational level	Repetition	percentage
Less than university education	40	40%
University education	53	53%
Higher education than university	7	7%
Total	100	100%

Source: The table is the work of the researcher based on the survey lists.

It is clear from Table (6) that (40%) education is lower than university, and (53%) university education, while (7%) education is higher than university, and this reflects confidence in the results and respondents' awareness of the survey list and its content.

- **Study sample according to the place of work (institution):**

**Table (7): Description of the study sample according to the place of work**

Workplace	Repetition	percentage
the bank	10	10%
Universities	10	10%
Social Affairs	10	10%
Social Security	10	10%
NGOs	13	13%
Man power	9	9%
trade unions	10	10%
service projects	14	14%
craft projects	14	14%
<b>Total</b>	<b>100</b>	<b>100%</b>

**Source:** The table is the work of the researcher based on the survey lists.

It is clear from Table (7) that (10%) represented by (labor unions, social insurance, social affairs, universities and the bank), while (craft projects and service projects) represented (14%), while the percentage of NGOs (13%) and finally the workforce (9%); Which reflects the inclusion of the sample for all parties, which achieves accuracy in the results and the possibility of better generalization of the results.

the study sample members to each statement of the list, i.e. determining the approval category for each question within the list by the interviewer among them and arranging them according to The importance for the larger mean, and calculating the standard deviation to identify the extent of the deviation of the responses of the study sample members from the mean, that is, whenever the standard deviation approaches one, it means that their responses are not focused, i.e. their dispersion, while if it approaches zero, this indicates that the response is concentrated and less dispersed, according to the scale Next: (Category Length = Maximum Answer (5) – Minimum Answer (4) = 1/Number of Answer Levels “5”).

3- Results of the initial indicators of the study: The study described the variables included in the study by calculating the arithmetic circles to identify the extent of the high or low responses of

**Table (8): Determining the degree of approval according to the average value**

average classes	degree of approval
From 1 - less than 1.7	not agree
From 1,7-less than 2,3	somewhat ok
from 2,3- 3	ok

**Source:** Prepared by the researcher based on the results of statistical analysis of the data.

**Table (9): The trends of the study sample vocabulary towards the elements of micro-enterprises (arithmetic means and standard deviations of the study variables)**

Descriptive Statistics				
Measuring the study variables through the responses of the study sample vocabulary				
N Sample volume	Std. Deviation standard deviation	Mean weighted average	R Correlation value	Survey List Phrases
100	.288	2.91	.89	X1
100	.488	2.32	-.60	X2

Descriptive Statistics				
Measuring the study variables through the responses of the study sample vocabulary				
N Sample volume	Std. Deviation standard deviation	Mean weighted average	R Correlation value	Survey List Phrases
100	.548	2.45	-.62	X3
100	.649	2.75	-.86	X4
100	.597	1.91	-.90	X5
100	.535	2.52	-.64	X6
100	.793	2.31	.75	X7
100	.851	2.65	.79	X8
100	1.063	2.34	.59	X9
100	.577	2.22	.75	X10
100	.584	2.62	.59	X11
100	.745	2.71	.64	X12
100	.489	2.74	.73	X13
100	.642	2.45	.49	X14
100	.645	2.63	.68	X15
100	.674	2.54	.73	X16
100	.589	2.73	.59	X17
100	.532	2.91	.66	X18
100	.797	2.42	.56	X19
100	.725	1.74	.91	X20
100	.707	2.76	.69	X21
100	.718	2.68	.53	X22
100	.603	2.61	.85	X23
100	.681	2.55	.60	X24
100	.651	2.57	.74	X25
100	.565	2.66	.82	X26
99	.699	1.71	-.70	X27
100	.254	2.13	.62	X28
100	.723	2.91	.71	X29
100	.423	2.33	.65	X30
100	.054	2.96	.60	X30

Source: Prepared by the researcher based on the results of statistical analysis of the data.

It is clear from Table (9) that the correlation coefficients between the scale expressions ranged between (-0.60, 0.91), which are statistically significant correlation coefficients, which indicates the internal consistency of each dimension, and that the average is greater than (2) for most questions, and this indicates a good level about The general trend about the role of criteria and bases for determining wages, work regulations and economic effects in Islamic thought from the point of view of

the study sample. And that the standard deviation of the questions is less than the correct one, which indicates a decrease in the dispersion in the sample responses. The scale of criteria for determining wages and controlling work comes with an arithmetic mean of (2.61) and a standard deviation of (0.132) in the first place, followed by the scale of economic effects resulting from determining the appropriate wage with an arithmetic average of (2.433) and standard deviation of (0.78).

Table (10): Correlation coefficients between the degree of each dimension and the total degree of the scale (n = 100)

N	Variables	SMA	Standard deviation	value of "t"	Importance
1	Criteria for determining appropriate wages and controlling work	2.61	0.132	0.845	1

N	Variables	SMA	Standard deviation	value of "t"	Importance
2	The economic effects resulting from determining the appropriate wage	2.433	0.78	0.821	2

Source: Prepared by the researcher based on the results of statistical analysis of the data. The tabular value of "t" at the level of 0.05 = 0.44

It is clear from the table that the correlation coefficients between the dimensions of the scale and the total degree of the scale ranged between (0.845, 0.821), which are statistically significant correlation coefficients, which indicates the internal consistency of the scale.

4- Hypothesis tests: After analyzing the validity and reliability of the measurement methods used using the alpha-Cronbach coefficient, the study conducted the appropriate statistical analysis for the nature and objectives of the study, and tested the hypotheses, as follows:

- **The first hypothesis:** Are there fundamental differences with regard to the wage determination criteria scale due to the characteristics of the personal and occupational

study sample items at the level of significance ( $\alpha \leq 0.05$ ). The following sub-hypotheses are derived from this:

- Are there fundamental differences with regard to the scale of wage determination criteria due to gender: To test this hypothesis, the study used the Mann-Whitney test to determine the extent of differences between the study sample according to gender.

The null hypothesis: There are no differences in the concept of wage determination criteria due to gender.

The alternative hypothesis: There are differences in the concept of wage determination criteria due to gender.

**Table (11) Results of the Mann-Whitney test to show the differences between the sample members about the concept of criteria for determining wages due to gender**

Test Statistics / The concept of wage determination criteria	
Mann-Whitney U	493.000
Wilcoxon W	1174.000
Z	-.197-
Sig. (2-tailed)	.972
Grouping Variable :Type	

Source: The results of the statistical analysis of the data of the field study. n = 100 single

From the previous table, it is noted that with the difference in gender (male - female), there is no difference in the study sample's vocabulary perception of the concept of wage determination criteria. Accordingly, the null hypothesis is accepted that says: There are no significant differences between the subjects of the study sample about the concept of wage determination criteria due to gender.

- Are there fundamental differences with regard to the concept of wage determination criteria due to age:

The null hypothesis: There are no differences in the concept of wage determination criteria due to age.

Alternative Hypothesis: There are differences regarding the concept of wage determination criteria due to age.

**Table (12): The results of the Kruskal Wallis Test to show the differences between the opinions of individuals, the concept of criteria for determining wages according to age**

Test Statisticsa,b / The concept of wage determination criteria	
Kruskal-Wallis H	7.841
degrees of freedom	2
morale level Sig.	0.035
a. Kruskal Wallis Test	
b. Grouping Variable: Age	

Source: Statistical analysis of field study data n = 100

From the previous table, it is noted that with the difference in age, there is a difference in the study sample's vocabulary view of the concept of wage determination criteria, and the above results of the second sub-hypothesis test indicated that there is a difference between the study sample's vocabulary perception of the concept of wage determination criteria according to the nature of age, and therefore the null hypothesis is rejected saying: there are no differences Significance among the vocabulary of wage determination criteria due to age.

- Are there fundamental differences with regard to the concept of wage determination criteria due to the educational level:

The null hypothesis: There are no differences in the concept of wage determination criteria due to the educational level.

The alternative hypothesis: There are differences about the concept of wage determination criteria due to the educational level.

**Table (13): Results of the Kruskal Wallis Test to show the differences between the opinions of individuals, the concept of criteria for determining wages according to educational level**

Test Statistics <sup>a,b</sup> / The concept of wage determination criteria	
Kruskal-Wallis H	10.811
df	2
Sig.	0.018
Correlation coefficient	0.67
a. Kruskal Wallis Test	
b. Grouping Variable: Educational level	

Source: Statistical analysis of field study data n = 100

From the previous table, it is noted that with the difference in the educational level there is a difference in the study sample's vocabulary view of the concept of wage determination criteria. Significant differences between the vocabulary of the study sample about the concept of wage determination criteria due to the educational level.

- **Are there fundamental differences with regard to the concept of micro-enterprises due to the workplace:**

**The null hypothesis:** There are no differences in the concept of wage determination criteria due to the workplace.

**Alternative Hypothesis:** There are differences about the concept of wage determination criteria due to the place of work.

**Table (14): Results of the Kruskal Wallis Test to show the differences between the opinions of individuals about the concept of criteria for determining wages according to the place of work**

Test Statistics <sup>a,b</sup>	
The concept of wage determination criteria	
Kruskal-Wallis H	3.834
df	8
Sig.	0.231
a. Kruskal Wallis Test	
b. Grouping Variable: Workplace	

Source: Statistical analysis of field study data n = 100

From the previous table, it is noted that with the difference in the workplace, there is no difference in the study sample's vocabulary view of the concept of wage determination criteria. There are significant differences between the vocabulary of the study sample about the concept of wage determination criteria due to the place of work.

- **The second hypothesis: To test the effect of the contribution of the level of wages to the level of productivity:**

To test this hypothesis, simple linear regression analysis was used to find out the strength and direction of the relationship between the study variables in total, and the following table shows the results of the linear regression analysis for this purpose.



**Table (15): Results of simple linear regression analysis of the contribution of the role of setting wage standards and foundations in limiting the low level of productivity**

independent variables	Estimated parameters $\beta_i$	t-test		F-test		$R^2$
		the value	level of morale	the value	level of morale	
Constant	5.324	5.113	0.000**	44.012	0.000**	0.463
wage level	2.573	7.234	0.000**			

Source: Statistical analysis of field study data n = 100 \*\* p < 0.05

- The previous results indicate that there is a medium direct relationship at the level of significance 0.05 between the contribution of the wage level and the level of productivity. Which indicates that the greater the interest in setting standards and bases for wages, the better the level of productivity from the point of view of the sample vocabulary.
- The coefficient of determination R<sup>2</sup> As for the coefficient of determination, it reached (46%), meaning that its value (46%) of changes in the level of productivity results from the change in the level of wages, and the rest of the percentage (54%) may be due to the presence of other factors that did not enter into the regressive relationship or As a result of not including other independent variables in addition to the random errors resulting from the sampling, the effect degree value was B (2.573).
- The significance of the t.test used means the significance of the effect of the two variables, which is expressed by the regression coefficient (B).
- Significance of the F.test regression model fit quality test, which confirms the high explanatory

power of the two-variable linear regression model, where the value of (F) was 44.012, which is a statistically significant value at a significant level less than 0.05.

**Accordingly, the regression equation of the model can be formulated as follows: Productivity level = 5.324 - 2.573 (wage level):** When compensating with the value of the wage level in the model, it is possible to (obtain) the total expected value of the improvement that will occur in the level of productivity, and from the above it is clear that there is a relationship between the decline Pay and lower productivity.

- **The third hypothesis: To test the impact of the role of determining the appropriate wage in achieving stability for workers and establishments in Islamic economic thought:**

To test this hypothesis, simple linear regression analysis was used to find out the strength and direction of the relationship between the study variables in total.

**Table (16): Results of simple linear regression analysis of the role of determining the appropriate wage in achieving stability for workers and establishments**

independent variables	Estimated parameters $\beta_i$	t-test		F-test		$R^2$
		the value	level of morale	the value	level of morale	
Constant	5.423	13.307	.000	11.143	.033	0.41
The role of determining the appropriate wage	3.187	8.873	.023			

Source: Statistical analysis of field study data n = 100 \*\* p < 0.05

- The previous results indicate that there is a moderate direct relationship at the level of significance 0.05 between determining the appropriate wage and achieving stability for workers and establishments. Which indicates that the more attention is paid to the role of

determining the appropriate wage, the more this helps in achieving stability for workers and establishments from the point of view of the study sample vocabulary.

- The coefficient of determination R<sup>2</sup> As for the coefficient of determination, it reached (41%),



meaning that its value (41%) of the changes in the level of stability for workers and establishments is a result of the change in the level of the role of determining the appropriate wage, and the rest of the percentage (59%) may be due to the presence of other factors. It was not included in the regression relationship or as a result of not including other independent variables in addition to the random errors resulting from the sampling, and the effect degree value was B (3.187).

- The significance of the t-test used means the significance of the effect of the two variables, which is expressed by the regression coefficient (B).

The significance of the test of the quality of the fit of the regression model F-test, which confirms the high explanatory power of the two-variable linear regression model, where the value of the test (F) was 11.143, which is a statistically significant value at a level of significance less than 0.05, and indicates the validity of the quality of the simple linear regression model and the effect of the role of wage determination. Appropriate for achieving stability

for workers and facilities in Islamic economic thought.

**Accordingly, the regression equation of the model can be formulated as follows: Stability level for workers and facilities = 5.423 -3.187 (appropriate wage level):** When compensating for the value of the appropriate wage level in the model with predictable values (obtaining) the total expected value of the improvement that will occur in the level of stability for workers and facilities. And based on what was previously presented, we conclude that determining the appropriate wage helps in achieving stability for workers and establishments.

- **The fourth hypothesis: To test the impact of the role of workmanship in achieving the development and progress of nations:**

To test this hypothesis, simple linear regression analysis was used to find out the strength and direction of the relationship between the study variables in total.

**Table (17) Results of simple linear regression analysis of the role of workmanship in achieving development and progress for nations**

independent variables	Estimated parameters $\beta_i$	t-test		F-test		$R^2$
		the value	level of morale	the value	level of morale	
Constant	3.416	12.411	.000	8.976	.043	0.37
Workmanship level	1.542	7.112	.031			

Source: Statistical analysis of field study data n = 100 \*\* p < 0.05

- The previous results indicate that there is a medium direct relationship at the level of significance 0.05 between work proficiency and achieving development and progress for nations. Which indicates that the greater the proficiency in the work, the more it helps in achieving the development and progress of nations from the point of view of the vocabulary of the sample of the study.
- The coefficient of determination  $R^2$ . The coefficient of determination reached 37%, meaning that its value (37%) of the changes in the level of development and progress resulted from the change in the level of workmanship, and the rest of the percentage (63%) may be due to the presence of other factors that were not included in the regressive relationship or as a result of not including other independent variables in addition to the random errors resulting from the sampling, the effect degree value was B (1.542).
- The significance of the t-test used means the significance of the effect of the two variables,

which is expressed by the regression coefficient (B).

- The significance of the test of the quality of the fit of the regression model F-test, which confirms the high explanatory power of the two-variable linear regression model, where the value of the test (F) was 8.976, which is a statistically significant value at a level of significance less than 0.05, indicates the validity of the simple linear regression model.

**Accordingly, the regression equation of the model can be formulated as follows: The level of development and progress of the nations = 3.416 -1.542 (the level of workmanship):** When compensating for the value of the level of workmanship in the model, it is possible to predict (obtain) the total expected value of the improvement that will occur at the level of development and progress for nations, and based on what was previously presented, we conclude that workmanship helps in achieving development and

progress for nations, and this is consistent with Islamic economic thought, equal to other economic systems.

## **Conclusion: (study summary; results; recommendations)**

**A- Summary of the study:** The study showed that the Islamic economic system is a comprehensive system because the religion of Islam is a religion that includes the relationship of the slave to his Lord and his relationship with the members of his society. The personal, social, political, and economic aspects of peace and war, all on fixed bases and stable conditions that serve specific purposes and achieve known and organized goals. And that economists usually distinguish between the personal distribution of income and the functional distribution of it, and the distribution varies according to the existing economic system and has several means and tools, the most important of which is wages. In a capitalist society, wages are determined according to the theory of equality between workers and employers and according to the conditions of supply and demand. Thus, the capitalist distribution is the distribution of the market, no matter how distorted and unfair this market is. Many economic theories, and an analysis of the various economic phenomena through their causes and consequences in order to achieve the integrative construction of economic theory, and accordingly the study reached some results and proposals:

### **I- Study results:**

- The Islamic economic system is a set of rules and rules that apply to economic activity in the Muslim community. Islam came with certain principles and principles that involve a distinct economic policy.
- The capitalist system is an economic system with a social and political philosophy, based on the satisfaction of the necessary and perfect human needs, the development and preservation of individual property, and socialism, as they are man-made systems that do not concern the interest of the individual.
- The Islamic economic approach to the problem of unemployment is based on several practical axes, the most important of which is the moral preparation of the human being, considering that it is the basis for development in the economy.
- The superiority of the principled position of Islam towards the issue of social security and the superiority of the safety nets serving it over any position or contemporary institutional formation.
- There is a positive, statistically significant relationship between low wages and low productivity.

- There is a positive, statistically significant correlation between the level of wages and its impact on work proficiency and development.

### **2- Study recommendations:**

- Activating the overall studies in Islamic economics that are concerned with the structure and the economic structure, which would improve planning and policy-making in the Islamic economy.
- Commitment to the priorities of the Islamic economy, which are the necessities, and then the needs in all areas of productive activities and investment, and linking this to the needs of the human being, which were decided by Sharia in the preservation of religion, soul, mind, honor and money.
- Precisely specifying the quality, duration and wages of the work by the worker and the employer, whether the employer is an individual or a governmental or private institution, to ensure that the work proceeds in its ethical path and achieves the legitimate interest considered for all.
- Develop property policies that are committed to the application of Islamic law, while working on linking property theory in Islam with macroeconomic studies and the economic structure.
- Setting economic policies that serve wage policy and applying Islamic thought in the process of linking wages to productivity.
- Concentrating and unifying the efforts of charitable organizations within the framework of a central bank for Islamic endowments at the level of a single Islamic state to reach the World Bank for Islamic Endowments.
- Setting policies for investments of a social nature while activating zakat institutions in Islamic countries, and spreading successful experiences among Islamic countries.

Finally, the study suggests that Muslims adhere to the Islamic economic system as a basis for truth and justice based on what God, the Blessed and Most High, mentioned in the final revelation and what our Noble Prophet (Peace be upon him) narrated in the purified Sunnah, it is incumbent upon us as Muslims to follow the impact of economics in Islamic thought.

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