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Accurate Description and Logical Classification for the Purposes of Quantitative and Descriptive Disclosure of Corporate Social Responsibility in the Area of Workers' Rights: An Initiative to Enrich the CSR Thought

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Keywords: *corporate social responsibility (CSR).*

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Keywords: corporate social responsibility (CSR).

I. Introduction

Employees and workers in corporations are part of the national wealth of any country. Corporations rent their efforts to perform specific tasks. The corporations must protect, develop and maintain their leased human resources. This what is known as CSR towards employees and workers. The CSR must disclose to others to evaluate the extent of the commitment of corporations in this area. It is not acceptable for organizations to pay attention to their obligations to external parties such as society and the environment and neglect their social responsibilities towards their human resources. Attention to the human resource will enhance their social performance toward other stakeholders. Also, their responsible commitment to employees and workers is also a positive step towards instilling a culture of social responsibility in the organization as a whole. The man has now become the best resource for business organizations, and a large group of these individuals is intellectual capital(Knowledge Capital), for this reason, corporations have become more aware of the importance of enhancing their social responsibility in the area of workers' rights. Requirements for a commitment to social responsibility in the area of workers' rights and how to disclose to interested parties regarding the evaluation process is one of the issues faced by corporations. This study will address all issues related to the requirements for corporations' commitment to their social responsibility towards employees' rights and how to disclose such commitment, to remove any ambiguity or confusion is related to understanding and proper practice.

II. CSR towards workers and their families "historical review"

Every year, on May 1, the world-especially the workers' movements, celebrates the International Labour Day in commemoration of the Chicago Massacre in the United States, where a number of workers were killed by the brutal suppression of the capitalist regime, which faced the workers' just demands using excessive brutality and causing a great many victims. Those demands and rights that were crushed by the American corporations and factories that were exploiting their muscular effort to produce profits for the bourgeois class, which in turn makes employers more wealthy in exchange for more poverty for the working class. Many years have passed since the Chicago Massacre, which was caused by workers 'demands to reduce working hours, and more than a century has passed since the

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celebration of the first World Workers' Day in New York City in 1882 *(El-Rifi,2017)*. International Labor Day means the triumph of the working class over fat cats "greedy employers" after centuries of struggle and conflict. The rights acquired by workers have become a focus of attention by corporations in modern times. They are part of the CSR towards workers. The following is a review of the evolution of CSR in the area of human resources "workers" over the past centuries and with the advent of the industrial revolution.

The history of humanity bitterly witnesses to the struggle of the working class throughout the world to gain its rights and dignity, that class - which suffered for a decent living from the oppression and injustice of employers for decades, has contributed significantly to the economic, social and political development that the world is witnessing now. Workers were the ones who ran the machines in the factories, dug the mines in the mountains, built the buildings, planted on the farms without respect for their humanity by their employers who were interested in filling their reservoirs with money without regard to the rights of their workers and respect them as human beings. History of humanity documented some manifestations of injustice and oppression suffered by the working class in the past periods, such as racial discrimination, inhuman treatment, stolen rights, unhealthy and unsafe work environments, lack of attention to psychological aspects of workers, etc. In most countries of the world, the working class and with the support of labor unions and through the organized strikes was able to put pressure on employers to improve its economic and social conditions. Those the strikes were often borne fruit.

In the 18th century, the smoke of factories was rising in the skies of Britain, announcing the beginning of the industrial revolution era. That revolution that swept the rest of the world as an epidemic did not pay attention to the rights of the working class. Working conditions were altogether poor and labor rights, not even on the horizon. *(See Botticelli, 2000; Fraser, 1984; King et al., 2001; Mathis; 2008:4).* All malpractices were present at that time such as child labor, long hours of work, persecution of women at work, etc. Charles Dickens accurately described the tragic living and working conditions in the industrial cities of the 19th century in his book under the title *Hard Times* in1854 *(Dickens, 1987: 33-34; Mathis;2008:5).*

Regulation concerning social, environmental, health, or other political issues did not exist or was in an embryonic stage at the beginning of the 19th century. Regulation concerning social, environmental, health, or other political issues did not exist or was in an embryonic stage at the beginning of the 19th century. Political (concerning economic policy) and economic liberalism were the dominant paradigms of the first part of the industrial revolution, especially in Great Britain *(Botticelli, 2000; Hahn, 1998; Mathis; 2008: 5).* Entrepreneurs were in a position to specify their policies on these issues without considering any other political or societal actors *(See King et al., 2001: 55-56; Botticelli, 2000: 82; Mathis;2008:5).* The only duty, they had was to pay taxes to the governmental authorities, regardless of which kind of regime was in place. State regulation was not able to protect workers. And workers could only hope for a paternalistic attitude by the entrepreneur. Social pressure resulting from severe working and living conditions in the first half of the 19th century culminated in the creation of early versions of trade unions, and socialist and communist parties all around Europe *(Mathis;2008:5*). This process was quite evident in Germany. The first organization representing the working class was the Federation of the Fair (*Bund der Gerechten*), renamed in 1847 into the Federation of Communists (*Kommunistenbund*). Further major foundings of German worker organizations occurred in 1863 (general German worker association), 1869 (Social-Democratic Labour Party), 1875 (Socialistic Labour Party of Germany- SAD) and 1891 (re-foundation of SAD as Social Democratic Party – SPD - of Germany) (*Fear, 2000; Mathis; 2008:5).* In contrast, the worker movement developed quite differently in Great Britain at that time where trade unionism was stronger than the political labor movement until the formation and growth of the Labour Party in the early years of the 20th century *(en.wikipedia.org/wiki/Trade_unions ; Botticelli, 2000: 82-84; Mathis;2008:6*). In general, it is said that severe working and living conditions found their expression in the foundation of trade unions and political parties all around Europe. As a consequence, these political bodies influenced the established political elites to react to the mounting social pressure. The political system did react, but slowly and only with minimal standards *(Mathis; 2008:6).* State regulation concerning social laws was slow to take real shape. For instance, Britain implemented the first effective social regulation in the early 1830s with the Factory Act and the Poor Law Amendment Act. The Factory Act of 1833 limited children's working hours in textile mills. Specifically, those under the age of 9 were prohibited from factory work, those under 13 could not work more than 9 hours a day and those over 13 but under 18 no more than 12 hours. This act was responsible for additional factory and mine regulation in the decades to come. Furthermore, by the 1840s, women could no longer be hired to drag coal out of mines. The working hours in the textile industry were reduced to 10 hours as was the standard in many other sectors. By the 1870s, trade union pressure limited workdays to 8 or 9 hours in many industries. The first German social law to be formulated was the Child Protection Law of 1839, which prohibited child labor under the age of 14. However, the implementation of the law was half-hearted. It took 14 years (1853) until proper implementation through the use of inspections was guaranteed. Another almost 30

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years passed without additional social legislation. During the 1880s a number of major social laws were created such as a law on health insurance (1883), an additional law on the financial security of accident victims (1884), and a law on financial security of older and disabled people (Alters- und Invaliditaetssicherung, 1889) *(Adelmann, 1962; Mathis;2008:6).* However, through these newly implemented social laws did not guarantee a high rate of efficiency. Workers were only entitled to receive the pension if they had reached the age of 70 and had paid their dues for 30 years .Due to poor living and working conditions, however a significant number of workers never enjoyed the new social regulation *(Harenberg et al., 1983; Mathis; 2008:* 6). Hence, the lowest social class was still largely depending on the 'goodwill' of the entrepreneurs. There are examples even from the 18th century for business behavior surpassing the orthodox requirements (Religious instructions) of the time. For example from the beginning of the 18th century is the Quaker Lead Company which built towns in England for its workers*(Raistrick, 1988; Mathis; 2008:* 7). Other examples of paternalism are Robert Owen and Sir Titus Salt. Owen founded the factory of New Lanark (cotton mill) in 1799 to show that efficient production did not depend on salary pressure and repression concerning the factory workers. He limited the working days to 10.5 hours instead of the normal 13 to 14 hours, introduced health and pension insurance schemes, improved the houses of his workforce, and by the unsparing and benevolent exertion of his influence, trained them to habits of order, cleanliness, and thrift. He also opened a store where people could buy goods of the soundest quality at little more than cost price and the sale of drink was placed under the strictest supervision (alcoholism was a widespread problem of the time). Owen prohibited child labour under the age of 10 *(Reitz, 1970: 34-45; Encyclopedia Britannica, 1911a; Mathis; 2008:7*). Sir Titus Salt built a model village called Saltaire in 1850 to improve the living and working conditions of his workforce. Salt built 850 houses for his workers and other facilities such as a park, school, hospital, library, and a whole range of shops. Salt supported the reduction of working hours and was the first employer in the Bradford area to introduce the 10 hour day. However, it is mentioned that Salt opposed all legislation to limit child labor and refused permission for his workers to join trade unions (*Encyclopedia Britannica, 1911b; Mathis; 2008:7).* The Netherlands also has some pioneers concerning CSR. Diederich Gelderman (a textile manufacturer) and Willem Stork (a machine manufacturer) are examples of late 19th century socially aware entrepreneurs who implemented health care funds, saving funds, widow and orphan funds, pension and relief funds for their workers, and provided a kind of refresher education for children up to the age of 18. Another forerunner of the 19th century in the Netherlands was Jacques van Marken who paid his employees far more than the average daily wage. Van Marken gives a clear reason for his behavior: "Does the master who forgets the rights of the worker understand his self-interest? He is just as foolish as if he closed the steam valve of his machine to save coal" (*SER, 2001:24 25; Mathis; 2008: 7).* It can say that, Van Marken represents a classic paternalistic entrepreneur of his time, watching over the lives of his employees literally in a more comprehensive and humane manner. He provided facilities such as kindergarten, a craft school, a library with reading rooms, cooperative shops, recreation halls, and the company's weekly newspaper *(SER, 2001: 24-25; Mathis; 2008: 7-8)*. Alfred Krupp among other German entrepreneurs can also be seen as a forerunner about beyond law behavior. For instance, Krupp provided 6,000 homes for his employees in 1906. Major German companies in all industrial sectors introduced sickness, accident, and disability insurance as well as retirement benefits for whitecollar employees(White-collar Workers and Blue collar Workers: It was the style used to classify workers). Regulation mandated some policies; companies voluntarily introduced others (*Fear, 2000; Mathis; 2008: 8).* It has to be said that these entrepreneurs stand out of the norm which was more characterized by poor living and working conditions. However, rational considerations such as attracting and retaining a quality workforce-resulting in higher efficiency, were the motivation behind these initiatives. Heal (2005) also states that higher salaries, better housing, better education, and/or better health care leading to higher productivity were factors responsible for companies to engage in activities beyond regulation in the 19th century (*Heal, 2005: 1-23; SER, 2001: 24; Mathis; 2008: 8).* Another motivation for beyond regulation behavior was the awareness by employers that were steadily increasing the division of labor (Arbeitsteilung) resulted in a higher dependency of the employer towards the working class. Qualified workers were not that easy to find anymore. Hence, employers had a strong interest in binding a core working force to their company *(Fischer, 1978: 44; Mathis; 2008: 8*). Similar to political authorities of that time, entrepreneurs had an interest in keeping the social movement under control. Political and economic unrest was high on the agenda of the more radical wing of the worker movement. Apart from social legislation issued by the government, employers also tried to calm the situation by providing additional services on an individual basis. These kinds of activities by public and private actors prevented a major uprising against the political/economic system in Germany until the outbreak of the First World War in 1914 (*Puppke, 1966: 254; Mathis; 2008: 8).* Other motivation factors for corporate behavior beyond regulation were to a large extent religious values focused on ethical codes of conduct and political-economic rationality. Religious values found their expression in ethical treatment policies of

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customers and business relations in general, in philanthropic behavior in the right direction (wealthy business people sharing with the community), stewardship, and paternalism *(Steets et al., 2006; Micklethwait et al., 2003: 74-77; Mathis;2008:8)*. Paternalism meant that the entrepreneur looked after his employees and provided them with better working conditions and other basic services. Entrepreneurs were well aware that social pressure from the lowest social classes of society which became bundled through the foundation of political organizations, would sooner or later result in regulation or social unrest *(See Micklethwait et al., 2003: 71-74; Bakan, 2005: 17; Mathis; 2008:8).* Hence, it made sense to them to anticipate upcoming social legislation and act in advance. More broadly speaking, one can observe a sample of action sequences: Public expectations concerning social regulation resulting from social pressures, for instance, did not immediately lead to social regulation. However, the social pressures resulted in the foundation of political organizations (parties and unions) which represented the interests of workers. After diffuse social expectations culminated in the foundation of various worker movement organizations, a political process towards social legislation began. In the time between mounting social pressures and their satisfaction through state social regulation, however business took the responsibility to act socially responsible (*Mathis; 2008:9*). For America, the period between 1896 and 1945 saw a crucial transition in the labor and working-class history of the United States. At its outset, Americans were working many more hours a day than the eight for which they had fought hard in the late 19th century. On average, Americans labored fifty four to sixty-three hours per week in dangerous working conditions (approximately 35,000 workers died in accidents annually at the turn of the century) (*Helgeson, 2016:1).*

In general, in Western countries, during the 18th century and until the early 19th century, working- class conditions were very difficult "long working hours and low wages", there are no rights to that class in the sense we see today "employing children, women and blacks in very harsh jobs with no health care for them". In those countries this was the most difficult period of the working class in the history of humanity. As a result of social pressure, some labor movements, now known as federations," unions", were established to exert pressure to obtain some rights for workers. In this period all the philanthropic contributions that were provided by the employers to the workers are personal initiatives were motivated by paternalism, where there were no laws to protect the rights of workers in that period. Employers' social responsibility towards workers is as voluntary initiatives with humanitarian motivations.

In the late 19th century and with the beginning of the twentieth century, the struggle between the working class and the employers increased in most industrialized countries. Governments and employers in those countries were aware of the seriousness of ignoring the rights and demands of the working class- which was, and still represents a large segment of society, and that it was inevitable to listen to its voice calling for social justice and the removal of injustice and oppression to which it is exposed. The ruling authorities were aware that political stability and economic development depend on meeting the demands of this category of people. There have been many bloody clashes among workers, employers and repressive government authorities. It is no longer possible to ignore the fact that the oppressed class was running the economy in industrialized countries. Employers realized that their economic interests were with workers, they were a source of their riches. Employers preferred to meet workers' demands rather than dispense with them- especially after the emergence of what is known as specialized work "work that needs special skill." With increasing numbers of labor movements, the emergence of human rights organizations did not previously know there, the development of trade union work, and with the escalation of strikes, clashes and the response of employers and political bodies, workers began gradually to acquire their rights over time in those countries. In 1948 the *United Nations* issued its famous Compact "Universal Declaration of Human Rights\ United Nations Global Compact" to promote freedom and the ultimate emancipation of the peoples from injustice and slavery (*for more information see United Nations).* This Declaration is the cornerstone of all domestic and international human rights laws. Reaffirming the fundamental principles of human rights at work, *the International Labor Organization* (ILO) issued in 1998 the Declaration on Fundamental Principles and Rights at Work. The ILO Declaration covers four main areas for the establishment of a social “floor” in the world of work:, freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; the elimination of discrimination in respect of employment and occupation *(for more information see ILO). The International Organization for Standardization* issued a set of standards regarding the work**.** For example, ISO 45001 sets the minimum standard of practice to protect employees worldwide" Occupational health and safety ISO 45001", ISO 26000 "Guidance on social responsibility," which includes some guidance regarding employees. In 2007 the World Health Assembly of the *World Health Organization* endorsed the Workers’ health: global plan of action (GPA) to provide new impetus for action by the Member States. A global plan of action is based upon the 1996 World Health Assembly Global

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strategy for occupational health for all. The 2006 Stresa Declaration on Workers' Health, the 2006 Promotional framework for occupational health and safety convention (ILO Convention 187) and the 2005 Bangkok charter for health promotion in a globalized world also provide important points of orientation. The Global Plan of Action sets out five objectives: To devise and implement policy instruments on workers' health; To protect and promote health at the workplace; To promote the performance of, and access to, occupational health services; To provide and communicate evidence for action and practice; To incorporate workers' health into other policies. (*WHO, 2010).* As well as, *Child Protection Organizations*" *UNICEF/Save the Children*" have played a role in combating child labor. *Women's protection organizations* have contributed to the strengthening of the rights of working women.

In the modern era, corporations have become interested in applying and respecting all human rights provisions and laws in the workplace as part of their social responsibility towards their employees and the community in which they operate, where non compliance is considered subject to criticism and accountability for them, especially in developed countries. Human rights laws at work and the pressures applied to corporations by governments, organizations and other bodies in countries contributed to the establishment of the rules of corporate social responsibility towards those working in the field of respect for human rights. Where corporations have become interested in developing the skills of their employees, improving the working environment, improving the wages, providing the security and safety equipment for them during the performance of their work, the prohibition of racial discrimination among them, commitment to non-employment of children, respect for women's rights, etc. Respect for human rights at work by corporations in our modern era is part of the social responsibility that these corporations must commit to society.

III. Highlight the Problem

Disclosure of Corporate Social Responsibility "Corporate Social Performance "whether in the form of reports attached to the financial statements or periodic bulletins issued by corporations in various media is a tool to evaluate the performance of these corporations by all parties interested in that performance. If the disclosure process is incorrect or incomplete, the results will be misleading. Where lack of knowledge, direction, and guidance may contribute to the occurrence of this outcome. CSR thought is rather modern in comparison to other administrative specialties. It is still in the stages of theoretical establishing. As a result, this thought suffers from some shortcomings in many conceptual aspects that confuse the practice of this thought on the ground. One of the most issues and problems that hinder the understanding of this thought and benefit from its content optimally is the lack of a clear and precise definition of corporate social responsibility in the area of workers' rights. As well as, Lack of criteria to distinguish\discriminate the activities, transactions, measures, and procedures that should be included in the lists and reports of disclosure of corporate social responsibility towards employees as one of the main areas of corporate social responsibility. As a result of this shortcoming, it will be certain that, corporations will disclose their performance in this area in a non comprehensive and non- objective manner. And a confirmation of the validity of this expectation, and as part of this study, the researcher designed a questionnaire list covering all activities, transactions, measures, and procedures established\adopted and expected to be followed by the corporations to fulfill their commitment to the workers , and they are the same as those referred to in the initiative of this study. This list submitted to 10 financial managers in 10 industrial corporations in the city of Benghazi - Libya in 2018 to identify any activities, transactions, measures, and procedures that could be included within the corporate social responsibility scope in the area of workers' rights, and which should be included in the lists of social performance disclosure and the other that must be excluded from this area. The result was disappointing. The financial managers' correct answers were from 65 to 73%. Managers' answers were not good, this means that the process of disclosing social performance in the area of workers' rights of these corporations will also be disappointing. The shortcomings referred to in this study are the main factor underlying this finding.

As long as there are no criteria to distinguish and identify the activities, transactions, measures, and procedures that must be included within lists and reports on the disclosure of corporate social responsibility towards employees, it will be expected that, the disclosure process may carry with it serious errors that affect the process of evaluating the social performance of corporations in this area. As well as, the neglect of the descriptive disclosure (non-quantitative)- as was clear from the responses of the financial managers in the questionnaire lists, will contribute to showing an incomplete statement about corporate social performance. Of the mistakes made by those managers in the questionnaire lists, such as but not limited to, the inclusion of salaries of employees within the schedule of disclosure of the social performance of corporations as a social cost. The process of including the employees' salaries is a fatal mistake. Employees' salaries are an economic cost. However, what should be disclosed in the non-quantitative disclosure reports on the social performance of corporations is the obligation of these corporations to pay fair salaries consistent with the effort, time and standard of living in the countries in which these corporations work. The procedure followed

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by corporations in the employment process is the advertisement of vacancies in the means of advertising. Financial managers excluded this procedure from the scope of corporate social responsibility disclosure in the area of workers' rights. Exclusion of the announcement of vacancies from the disclosure process is another fatal mistake. This procedure will be preferred to be disclosed quantitatively and qualitatively. Quantitative disclosure will reflect the sacrifice incurred by corporations to achieve justice and equality among members of society. The cost of advertising is a social cost. It is the material aspect. Descriptive disclosure will reflect the moral aspect, the moral obligation by corporations to achieve justice and equality among members of society. Also, the researcher noted in some writings, listing, and classification of the employment of disabled persons within the activities related to the area of workers. Classification of employment of disabled persons within the field of workers' rights is also a grave mistake. Where the area of interaction with the issues and aspirations of society must include activities related to the employment of disabled persons, not within the area of workers' rights. And to avoid such failures that may affect the results of the evaluation process of corporate social performance, the concept of social responsibility in this area must be correctly understood. The means to achieve this is what this study will include.

IV. Solve the Problem "An Initiative"

Almost all the activities, procedures, procedures, and procedures that are in place and expected to be followed by corporations in range their commitment to their social responsibility towards employees have specified and described. And through careful examination of the content and nature of such activities, transactions, measures, and procedures show that there is a possibility to classify them into homogeneous groups with certain characteristics " one nature and a common purpose". Those groups are selection of employees; workers' incorporeal and material rights; appropriate working environment; health and safety of workers; developing and training workers; workers and their families as one entity. "improving the quality of life for workers and their families "; working woman rights." additional rights of working woman ." As a result, depending on the characteristics of those groups, the criteria for discrimination can be determined to exclude or include activities, transactions, measures, and procedures within the scope of corporate social responsibility in the area of workers' rights. Those derived criteria are social justice; incorporeal and material rights; an appropriate environment; protection; development; improving the quality of life; additional rights due to sex. With a statement of any activities, transactions, measures and procedures which must be disclosed quantitatively, and others which must be disclosed descriptively.

a) The objective of the study

This theoretical study aims to answer the following questions:

In theory, how can CSR" in the area of workers' rights" be defined in a precise manner that contributes to the removal of any confusion related to understanding the meaning of CSR in this area to disclose the social performance in this area in a more precise and comprehensive way**?**.... How to classify the activities, transactions, measures and procedures followed and expected to be followed by corporations to meet the requirements of their social responsibility towards workers in such a way as to contribute to the extraction or innovation of discrimination criteria that will assist in the disclosure of social performance in a correct manner in the area of workers' rights?..

b) The importance of the study

This theoretical study classified activities, transactions, measures and procedures established and adopted or expected to be followed by the corporations in an unprecedented manner. Through this classification, CSR in the area of workers' rights has been defined with extreme precision, also, defining the criteria for distinguishing those activities, transactions, measures, and procedures established by the corporations to fulfill their commitment to the workers. This an initiative (classification; defining the criteria for distinguishing) reflects the content of this study. And it is through this content that the importance of this study can be deduced and identified in the following points:

1) The content of this study provides a clear and accurate vision of corporate social responsibility in the field of workers' rights. As a result, this study will contribute to removing any ambiguity or confusion for all interested parties" whether at the scientific or practical level" on corporate social responsibility in the field of human resources;
2) To establish a deep understanding of the nature of corporate social responsibility in the field of workers' rights through the characteristics of sub-areas "homogeneous groups of activities, transactions, measures, and procedures" and the criteria for distinguishing proposed in this study;
3) The content of this study can be used as an indicative guide by corporations in the processes of comprehensive disclosure of their social responsibility towards their employees in a manner that achieves the purpose of the disclosure process.

c) The methodology of the study

This study is a theoretical study. It is just a personal initiative to enrich CSR thought. The idea of this initiative depends on the identification of all activities, transactions, measures, and procedures in force and expected to be followed by corporations to fulfill their

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commitment to workers' rights, and then classify them into homogeneous groups" that are characterized by specific characteristics and common purposes." Through these homogeneous groups, a set of criteria can be identified to distinguish activities, transactions, measures, and procedures which should be included in lists and reports of the disclosure of corporate social responsibility in the field of workers' rights.

To achieve the objective of this study, The study methodology is embodied in the following stages: Identification of all the activities, transactions, measures and procedures that are in force and expected to be followed by corporations to comply with their social responsibility towards employees, which should be included within the domain of disclosure of the social performance; Classification of those activities, transactions, measures and procedures into homogeneous groups of "one nature and a common purpose", through which sub-areas can be derived for the main area" workers' rights", and definition of the criteria to distinguish those activities, transactions, measures and procedures; A statement of how the comprehensive disclosure" descriptive and quantitative " of the social performance of corporations in a correct and accurate manner .

V. The Area of Workers and their Families as a Main Area

This area includes a statement of how to avoid the impact of the activities of corporations on people who work as human resources and who contribute effectively to the achievement of the objectives of those corporations. Therefore, this area shows how to protect this resource and develop it and safeguard its rights by the corporations in which it works, like a rented resource from the community, which must be preserved and maintained.

a) Definition of CSR in this area

The researcher defines this area as follows: It is all the activities, transactions, procedure established, measures, behaviors, and actions that the corporations are committed to implementing them towards the employees -and who wish to work in those corporations, like a rented resource from the community must be developed and protected and safeguarded rights, by committing to a range of activities, transactions, measures, procedures established and actions *that are supposed to achieve* social justice for them, *ensure* their physical and moral rights and safety during the exercise of their duties, *maintain* their human dignity, *move* them from the state of ignorance to the state of knowledge, *support* them in caring for their families, *consider* their abilities according to the nature of their sex and *improve* the quality of life for them and their families in the present and future. This obligation is voluntary or compulsory "compliance with local laws and compacts issued by human rights organizations, the International Labor Organization, the World Health Organization, etc."

b) Sub-areas of the Area of Workers' Rights and their Families

Through the main area "Workers' Rights And Their Families" for indicative classification and accurate description, a set of sub-areas can be derived. These areas will include a homogeneous set (a harmonious set)of activities, measures, and procedures established/followed by corporations consistent with the nature of those areas. Those areas are Selection of employees; Workers' Incorporeal And Material Rights; Appropriate Working Environment; Health And Safety Of Workers; Developing And Training Workers; Workers And Their Families As OneEntity."Improving the quality of life for workers and their families ";Working Woman Rights." additional rights ."

1) Selection of Employees

This area indicates that the employment process must be by the criteria of Justice and Equality. To achieve this goal, corporations must adhere to their social responsibility by implementing the following instructions and guidelines: Advertising must be in all available and most popular means for vacancies. Determining the admission requirements for employment in the announcement. Defining the employee's duties and rights accurately in the advertisement. The commitment not to monopolize the human minds presented in the labor market. Giving the announcement enough time to prepare for all tests. Passing the tests and personal interviews as fair criteria for obtaining the job. Non-employment of children and illegal immigrants. Equal opportunities for both sexes" for men and women." Non-employment of women in jobs that are not commensurate with their physical abilities. Not to employ those accused of criminal cases unless they have been rehabilitated. Taking into account "psychological and physical" aspects of the applicants. The anti-racial discrimination "by race, sex or religion." Fair employment opportunities for oppressed minorities in societies. Advertising the results of the selection in the means of advertising. The commitment not to withdraw workers from other companies by malignant means.

2) Workers ' Incorporeal and Material Rights

This area refers to all financial rights as well as non-financial rights or what is known as moral rights (promotion and incentives, freedom of association, anti-persecution, slavery and forced labor, respect for human dignity, etc.). These rights are guaranteed and supported by local and international laws and compacts, which corporations must abide by in the area of workers' rights. To achieve this goal, corporations can adhere to their social responsibility by implementing the following instructions, guidelines, activities, procedure, and

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measures such as daily working hours do not exceed reasonable limits. Fair salaries that correspond to the effort and standard of living in the country. Periods of rest for workers during the daily working hours. Paid vacation weekend. Paid emergency vacation (do not exceed 12 days per year, in accordance with the Libyan Labor Relations Act No. 12 of 2010). Paid sick leave. Annual paid leave. Paid marriage vacation. Paid Hajj Vacation to Muslims by corporations. For overtime" increase in salaries resulting from overtime." High salaries must pay for evening and night shifts. Accommodation and daily subsistence allowance (compensation)" work assignments require a temporary residence outside the family in other cities and regions." Hazard premium "hazardous occupations allowance." Payment of subscriptions of the social security for employees (in Libya, corporations and staff incur such subscriptions, for the benefit of workers, according to the Libyan social Security Act.). Promotions according to efficiency standards. Compensation of workers as a result of work injuries or occupational diseases. Honoring outstanding and creative workers at work by their bosses. Corporations should allow workers to participate in decision- making. Freedom to belong to trade unions, human rights organizations, and environmental protection organizations. Corporations should allow workers to establish associations and trade union federations defending workers' rights at work. Elimination of all forms of forced or compulsory labor. The Elimination of all shapes of racial discrimination and the manifestations of slavery and exploitation.

3) Appropriate Working Environment

This area refers to the need to create an environment conducive at work that can contribute to improving the performance and productivity of workers. Creating an appropriate working environment is not limited to providing of material (tangible) things, but that environment must include other non-physical aspects such as the harmony among workers" in a family environment and social atmosphere of peace, respect, happiness, love ,and understanding," and the psychological satisfaction at working etc. To achieve an appropriate environment at work, corporations must adhere to their social responsibility towards workers by implementing the following instructions and guidelines such as air conditioning at work places. Daily cleaning of work-places "offices/squares/toilets etc." The need to provide suitable lighting at workplaces. Furnishing offices and workplaces with all equipment and tools. Contributing to resolving personal disputes and creating a spirit of love among employees. Prevention of harassment and ill-treatment at the workplace. Supporting programs and activities of social solidarity among employees. Providing meals and drinks to employees. Support annual meetings of workers. Places to rest.

4) Health and Safety of Workers

This area refers to all the activities, procedures established and measures adopted by the corporations, which aim to achieve the health and safety of the employees while performing their duties at the workplaces, and the other, which guarantees them health during the period of their contracts with the corporations "medical insurance", in compliance with the directives and guidances of local and international labor organizations and local and international health organizations, which will provide Physical protection (the health and safety)for employees of the corporations in which they operate, especially in hazardous industries. To achieve health and safety of workers, corporations can adhere to their social responsibility towards workers by implementing the following instructions and guidelines such as medical insurance for workers. Treatment of work injuries. Adherence to WHO guidelines and recommendations on hazardous occupations. A pharmacy, and ambulance and emergency unit in the workplace. Indicative/ Steering plates (Do not approach/Do not touch/Danger/To the right/to the left etc.). Special places for smoking. Emergency exits (channels for the exit of workers in case of emergency, such as fires/earthquakes etc.). Periodic medical examination of workers "especially in hazardous occupations." Security & safety equipment (Fire Extinguishers/Water Hoses Systems. etc). Preventing noise pollution within the workplaces. Providing the clothing suitable for the nature of the work (shoes/gloves/masks/headcoverings/anti-radiation glass es etc.). Providing the manual equipment to ensure the professional safety of workers while performing their duties (nippers/Cutters .etc.).

5) Developing and Training Workers

This area refers to all the activities, procedures and measures adopted by the corporations regarding the development and refinement of the professional skills of human resources to transfer them from a state of ignorance to a state of knowledge and understanding. Training is one of the most important means on which the corporation depends to achieve the alignment of job requirements with the abilities and skills of individuals to increase productivity. It aims mainly at developing the capabilities of individuals. Training has become an essential tool for all corporations wishing to improve their productivity. In general, it is the development of human capital in society. Workers are part of the society in which they live, developing their mental abilities means developing that community. The social role played by corporations towards that class of society, "the class of workers" lies in the transition from ignorance to knowledge, from poor performance to outstanding performance. Where the positive reflections of those activities exceed the walls of those corporations. Given the importance of these activities in the development of

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societies and their economic sectors, these activities have become part of the corporate social responsibility. To achieve this end," development and training of workers," corporations can adhere to their social responsibility towards workers by implementing the following activities, procedure, measures ,and actions such as paid study and research vacation or without remuneration, while retaining the post. Full time for study purpose" paid or unpaid". Supporting the participation of workers in international scientific conferences. Sending workers to training courses abroad. Sending workers for postgraduate studies abroad. Sending workers to local courses in English language, computer and other specializations related to work. Payment of the cost of study in the evening for employees. Adopting employees' ideas and their scientific proposals.

6) Workers and their Families as one Entity."Improving the quality of life for workers and their families."

This area refers to all activities, transactions, measures, and procedures established and followed by corporations, that contribute to strengthening the economic conditions of workers(achieving some economic gains and savings) and then improving the quality of life and the adequate standard of living for them and their families. It should be noted that, World Business Council for Sustainable Development- in its definition of CSR, explicitly referred to the need to pay attention to the families of workers" *Corporate Social Responsibility is the continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large"(WBCSD,2000).* It is also known that. Workers work to support their families economically by providing their daily living needs, and any improvement in a level of the economic situations of workers - resulting from additional economic gains or economic savings obtained from the corporations in which they work, will reflect positively on the quality of life and well-being of their families, and thus on the level of loyalty of the workers to the corporations in which they work. As a result of the close and strong relationship between workers and their families, and the impact of that relationship on the level of their loyalty to their corporations, corporations have become increasingly concerned with activities that contribute to enhancing the well-being and quality of life for workers and their families "as one entity." To achieve this end," improving the quality of life for workers and their families," corporations can adhere to their social responsibility towards workers by implementing the following activities, procedure, measures ,and actions such as personal advances without interest "in installments convenient." Subsidies for workers. The distribution of part of the profits to employees "as an incentive for them." Family allowance for "wife and children." War bonus (allowance)/Housing allowance/A cost of living allowance. Encouraging financial incentives "Economic support for workers." Medical insurance for the families of workers"wife, children and parents." Prepaid salaries. Financial support for tourist trips for workers and their families. Establishment of the cultural, social and sports clubs for workers and their families. Support the celebrations of workers and their families on national and religious holidays. Buses to transport workers from and to the workplaces. Housing loans for employees. Nursery school for workers' children. Suitable accommodation for workers. Pay electricity, water ,and telephone bills on behalf of employees. Cars for managers and department heads for public and private use. Paying the costs of maintaining the cars of managers and heads of departments in addition to fuel, oil and washing. Mobile phones for managers and department heads with recharging service. Allowing employees to use corporation phones for special purposes such as home calls. Salaries of families of martyrs and missing persons in wars. Subsidies for families of workers in the event of natural disasters.

7) Working Woman Rights "additional rights."

Working women must have all the material and moral rights as men without any discrimination. The nature of the woman and its physical abilities are naturally different from man. This property imposes additional rights in line with its nature as a female. This area refers to all the additional rights of working woman that are imposed by its nature and physical abilities. To fulfill the additional rights of working woman, as one of the CSR areas, corporations must adhere to the implementation of the following measures and procedures such as pregnancy and maternity" Birth " paid leave. Paid wages for breastfeeding hours" The practice of motherhood at work." Comfortable work during pregnancy.

c) Comprehensive Disclosure (Quantitative and Descriptive)

Intended comprehensive disclosure in this study is quantitative disclosure and descriptive\non-quantitative disclosure. There are many activities and social transactions committed by corporations towards workers in the framework of their social responsibility, which entails incurring financial expenditures to complete them such as "employee training expenditures, paid leave etc.," this type of activities and transactions must be quantitatively disclosed in the financial statements related to the social performance of these corporations. Financial disclosure of social performance is known as quantitative disclosure. Descriptive disclosure is used to explain some ambiguous aspects that are quantitatively disclosed, or to refer to activities, measures and social procedures (*of a social nature in the framework corporate social responsibility*) that do not require financial expenditures such as allowing the establishment of associations and trade union federations defending workers' rights. It is complementary to quantitative disclosure.

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Corporations should not neglect descriptive disclosure (non- quantitative disclosure), to have a chance for a fair evaluation of their social performance. The negligence of descriptive disclosure by corporations is considered a serious mistake in practice, especially in developed countries where the social performance of corporations has become an influential factor in the decisions and reactions of many stakeholders such as consumers, investors etc.

d) Criteria to Distinguish Activities, Transactions, Measures and Social Procedures in the Area of Workers' Rights

In this study, all activities, transactions, measures, and procedures are classified in homogeneous groups, " one nature and a common purpose," each group has a specific feature/property. Those characteristics or features are social justice; incorporeal and material rights; the appropriate environment; protection; development; improving the quality of life; additional rights due to sex. For example, sub-area " selection of employees" includes all activities, transactions, measures ,and procedures that contain in their content the property of equity and equality. This property can be used as a criterion to distinguish activities, transactions, measures ,and procedures that must be included in (or excluded from) the list of disclosure of social performance in the area of workers' rights, and which should be included within the scope of corporate social responsibility in this area.

The area of development and training of workers as a sub-area includes all activities, transactions, measures, and procedures that contain in their content the development property to transfer employees and workers from the state of ignorance to the state of knowledge. This property can be used as a criterion to distinguish activities, transactions, measures ,and procedures that must be included in (or excluded from) the list of disclosure of social performance in the area of workers' rights, and which should be included within the scope of corporate social responsibility in this area, and so on.

1) The Criterion of Social Justice

Social justice is a political and philosophical concept which holds that all people should have equal access to wealth, health, well-being, justice, and opportunity (Investopedia). Social justice means that all members of society enjoy a fair treatment in their society in which they live during their seeking to achieve their personal goals and to meet their living needs in a manner that ensures their satisfaction with that society. This standard refers to all transactions, measures, and procedures followed by corporations that contribute to the achievement of social justice among members of a single human society, whether "during the recruitment/ employment process" or among the employees included within the functional staff of those corporations. Social justice means not discriminating among members of society-job-seekers, based on sex, color, race or religion. The recruitment/employment process should be based on the criteria of equity and equality adopted in the selection of employees\workers such as tests, interviews, qualifications and practical experience. Social justice also means corporations' commitment toward their employees and workers by providing equal opportunities in material and incorporeal/moral rights. Social justice means a person's satisfaction with decisions taken that affect his or her being as a human being. Therefore, any transaction or procedure, its essence is characterized by justice ,and social equality must be included in the list of disclosure of social responsibility in the area of workers' rights.

2) The Criterion of Incorporeal and Material Rights

Workers' rights are divided into two parts: material rights "financial" and incorporeal rights "non-financial." The intended rights in the field of corporate social responsibility are the fair rights received by workers and employees in return for their performance of their work and duties which make them feel satisfied with their corporations where they work. This standard refers to all transactions involving the fair financial rights received by workers and which correspond to the effort and time spent "fair salaries"; The fair financial rights that workers receive for the effort and the extra time; The financial rights received by workers during the temporary cessation of productive activity "holidays and vacations"; Financial support for all plans and programs that ensure the decent life of workers when they are unable to work; Fair/catalytic financial rights required by the nature of the work "risk premium". This standard also includes all activities, measures and procedures that contribute to the promotion/ strengthening of workers' moral rights, which affect their level of loyalty and satisfaction with work, which are directly related to their feelings and sensations as human beings "such as the promotion of freedoms, respect for their human dignity and feelings, respect their creative abilities, appreciating their effort and dedication in performing their duties (moral encouragement), Promotions in the career ladder in accordance with the standards of justice. Accordingly, all activities, transactions, measures, and procedures which include their content these characteristics, which must be included within the scope of the disclosure of the social performance of corporations in the area of workers' rights.

3) The Criterion of an Appropriate Environment

The term of working environment refers to the location in which a particular task is completed. The working environment includes the actual location of the work, as well as the surrounding environment of the workplace (external environment). The ideal work environment includes the physical aspects such as the location of work, lighting, ventilation, furnishing and daily cleanliness of the place and other facilities such as restrooms, bathrooms etc., also includes intimate human relations at work, the friendly relation between workers,

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and workers and leaders. The work environment includes everything that surrounds the individual in his work and affects his behavior and performance, and his inclination towards his work, the group that works with it, his/her management and the project to which he/she belongs. When we look at the number of hours per day, that they are spent in our businesses, whether governmental or private, we will realize, that we spend many hours in working compared to what we spend in our homes without counting the hours of sleep. Therefore, it will be necessary to have a healthy, attractive, positive and friendly work environment, through which the employee, whatever his\her job and responsibilities, can do his/her best, and can offer his/her all skills and expertise. The working environment in order to be appropriate, it must achieve job satisfaction for workers in their organizations. The ideal environment for any employee is his\her sense of belonging to the place where he\she works, and his sense that, that place is part of it, he\she is a member in the working family, this makes him\her feel reassured and satisfied with the place where he\she works and he\she will give the place maximum productivity. Improvement of the work environment is very necessary and positively influential in the morale of the workers, their attitudes and behavior, which in turn affect their productivity. The group of facilities and services enjoyed by the worker in the workplace to run his/her work in a way that motivates him and increases his desire to work with high productivity leads to achieve the maximum possible goals of the project. This standard refers to all activities, transactions, measures, and procedures that contribute to improving the working environment, whether material or moral, which contribute directly or indirectly to increase the productivity of the worker and achieve the highest degree of loyalty to the job "loyalty of employees to their organizations in which they work." Accordingly, all activities, transactions, measures, and procedures that include these characteristics must be included within the scope of the disclosure of the social performance of corporations in the area of workers' rights.

4) The Criterion of Protection

Occupational safety and health is a field that is concerned with the preservation of human health and safety, by providing safe working environments free from the causes of accidents, injuries or occupational diseases. Occupational safety is also defined as a set of procedures and protective needs that are taken to ensure the safety and health of workers while they are at work. Occupational safety is also defined as the protection of workers from work-related injuries. Occupational health is defined as the absence/freedom of workers from physical or psychiatric illness related to work. The safe environment is the working environment that has the necessary conditions to provide safety and health for workers. Providing a safe and risk-free work environment at the industrial corporation and upgrading the efficiency of the means of prevention will undoubtedly reduce injuries and occupational diseases and protect workers from accidents , thus reducing the number of work hours lost as a result of absence due to illness or injury, as well as reducing the costs of treatment , rehabilitation and compensations for occupational diseases and injuries, which will reflect on improving and increasing the level of work performance and strengthening the economic strength of the state. In the modern era, corporations have become concerned with protecting workers from work injuries and diseases and spend a lot of money to achieve this purpose due to the importance of this issue and its seriousness. Corporations consider this attention part of their social responsibility towards employees and workers that must be adhered to according to a deliberate strategy. Accordingly, all activities, transactions, measures and procedures that contain in their content the protection of workers and employees from injuries and occupational diseases, and the provision of a safe working environment should be included within the scope of corporate social responsibility in the area of workers' rights and lists of disclosure of the social performance of corporations in this area.

5) The Criterion of Development

Training has an effective and great role in developing individuals to increase their productivity. It provides them with information that helps them achieve their goals and develop their skills and abilities. It also has a major role in modifying behavior, trends and attitudes, due to the information and ideas acquired by the individual that make him/her change his/her behavior for the better. Training and raising the efficiency of workers are one of the methods that will increase the level of knowledge of workers in order to manage their work in a productive manner, and not only that, where training contributes to increasing the level of employee loyalty to his/her corporation, it gives him/her a sense of his/her importance in achieving its goals and success and not just that he/she is an employee. Training means transferring of workers and employees from the state of ignorance to the state of knowledge and improving the level of performance, and that is why corporations spend a lot of money in this area. Therefore, all activities, transactions and procedures that contain in their content the development of workers and employees to move them from the state of ignorance to the state of knowledge should be included within the scope of corporate social responsibility in the area of employees rights and lists of disclosure of the social performance of corporations in this area.

6) The Criterion of Improving Quality of Life

Corporations are no longer limited to paying the customary rights of employees such as salaries, where salaries are no longer the only incentive to gain the loyalty of

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employees. In fact, at present, almost all corporations incur additional expenditures to earn workers' loyalty to ensure that their objectives are achieved in competitive markets. Corporations have become aware of the importance of taking into account the close relationship between employees and their families. The attention is no longer focused solely on workers, but rather includes their families to gain the highest level of employee loyalty towards their corporations. In fact, in our modern era, corporations have become committed to providing economic support to workers and their families(direct support and indirect support such as economic savings), to achieve invisible goals. As is known, the economic support provided to workers and their families will contribute to the achievement a measure of happiness and welfare for them and their families, and thus contributes to maximizing their loyalty level to their corporations, this is the desired purpose. All activities, transactions, measures and procedures that contribute to improving the quality of life of employees and their families should be included in the list of disclosure of the social performance of corporations in the area of workers' rights and within the scope of corporate social responsibility in this area.

7) The Criterion of Additional Rights Due to Sex

Attaining equality between women and men and eliminating all forms of discrimination against women are fundamental human rights and United Nations values (UN,2014:1). Women have many prerogatives, one of which is to earn a living with dignity. This right is guaranteed by international human rights conventions and compacts based on the principle of recognition of the fundamental rights of all persons. In modern times, women have fully gained their rights to the work. Women have a different special nature than men. That nature imposed a set of additional prerogatives for working women, which must be adhered to by corporations. All laws in most countries of the world have been granted to working women all the rights consistent with their nature as a female. Working women have the right to marry, to be pregnant and to have access to health care during pregnancyand related leave. Also, as one of the rights of working women is to obtain jobs commensurate with their physical capacity as a woman. The working woman has enjoyed all the rights that men receive in business organizations, as well as some additional rights imposed by the nature of women as females. This standard refers to all the extra rights that a working woman receives as a result of her nature as a female and her physical ability, which should be indicated in the lists and reports of the disclosure of the social performance of corporations in the area of workers' rights, which should be included within the scope of corporate social responsibility in this area.

VI. Conclusion

This study classified activities, transactions, measures, and procedures established and adopted or expected to be followed by the corporations into homogeneous groups in an unprecedented manner, that are characterized by specific characteristics and common purposes, through which a set of sub-areas is derived from the main area(area of workers' rights). Also, through these characteristics, the researcher concluded a set of criteria for discriminating between activities, transactions, measures and procedures which should be included in the lists and disclosure reports of social performance in the area of workers' rights and the other that must be excluded.

Through the classification proposed in this study, the state of confusion related to understanding the role of CSR in the area of workers' rights can be removed. The proposed classification will contribute to an understanding of the role of CSR towards workers and their families in a more accurate and comprehensive manner. As well as, the content of this initiative can be used as an indicative guide by corporations for descriptive\non-quantitative or quantitative disclosure of their social performance.

Appendix

A statement of how to classify activities, transactions, measures, and procedures in force and expected to be followed by corporations to achieve comprehensive disclosure "Quantitative and Descriptive" in the field of workers' rights Quantitative disclosure should be supported by descriptive disclosure.

Items of Quantitative Disclosure: The cost of the advertising in all available and most popular means for vacancies Paid vacation weekend. Paid sick leave. Annual paid leave. Paid emergency vacation. Paid marriage vacation. Paid Hajj Vacation for Muslims. For overtime" increase in salaries resulting from overtime." High salaries should be paid for evening and night shifts. Accommodation and daily subsistence allowance (compensation " work assignments require a temporary residence outside the family in other cities and regions. "Hazard premium "hazardous occupations allowance." Payment of subscriptions of the social security for employees (in Libya, corporations and staff contribute to the payment of those subscriptions, for the benefit of staff, according to the Libyan social Security Act.). Compensation of workers as a result of work injuries or occupational diseases. Air conditioning at work- places. Daily cleaning of workplaces "offices/squares/toilets etc.." Lighting is suitable at work-places. Furnishing offices and workplaces with all equipment and tools. Supporting programs and activities of social solidarity among employees. Providing meals and drinks to employees. Support annual meetings of workers. Medical insurance for workers. Treatment of work injuries. A Pharmacy, and Ambulance and Emergency Unit in the workplace" costs." Indicative/ Steering plates (Do not approach/Do not touch/Danger/To the right/ to

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the left etc.). Special places for smoking" costs. "Periodic medical examination of workers "especially in hazardous occupations." Security & Safety Equipment (Fire Extinguishers/Water Hoses Systems etc.). Preventing noise pollution within the workplaces" costs ". Providing the clothing suitable for the nature of the work (shoes/gloves/masks/headcoverings/anti-radiation glass -es etc.). Providing the manual equipment to ensure the professional safety of workers while performing their duties (nippers/Cutters etc. Paid Study and research Vacation. Full time for study purpose" Paid." Supporting the participation of workers in international scientific conferences. Sending workers to training courses abroad" costs." Sending workers for postgraduate studies abroad" costs."Sending workers to local courses in English language, computer and other specializations related to work" costs." Payment of the cost of study in the evening for employees. Personal advances without interest "in installments are convenient." Subsidies for workers. The distribution of part of the profits to employees "as an incentive for them." Family allowance for "wife and children". War bonus (allowance)/ Housing allowance/A cost of living allowance. Encouraging financial incentives "Economic support for workers." Medical insurance for the families of workers "wife, children and parents." Prepaid salaries. Financial support for tourist trips for workers and their families. Establishment of the cultural , social and sports clubs for workers and their families. Support the celebrations of workers and their families on national and religious holidays. Buses to transport workers from and to the workplaces. Housing loans for employees. Nursery school for workers' children. Suitable accommodation for workers. Pay electricity, water and telephone bills on behalf of employees. Cars for managers and department heads for public and private use. Paying the costs of maintaining the cars of managers and heads of departments in addition to fuel, oil and washing. Mobile phones for managers and department heads with recharging service. Allowing employees to use corporation phones for special purposes such as home calls. Salaries of families of martyrs and missing persons in wars. Subsidies for families of workers in the event of natural disasters. Pregnancy and maternity" Birth "paid leave. Paid wages for breastfeeding hours" The practice of motherhood at work."Comfortable work during pregnancy

Items of Descriptive Disclosure: Advertising in all available and most popular means for vacancies. Determining the admission requirements for employment in the advertisement. Defining the employee's duties and rights accurately in the advertisement. Non-monopoly of human minds offered in the labor market." Giving the announcement enough time to prepare for all tests. Passing the tests and personal interviews as fair criteria for obtaining the job. Non-employment of children and illegal immigrants. Equal opportunities for both sexes" for men and women." Non-employment of women in jobs that are not commensurate with their physical abilities. Not to employ those accused of criminal cases unless they have been rehabilitated. Taking into account "psychological and physical" aspects of the applicants. The anti-racial discrimination "by race, sex or religion. "Fair employment opportunities for oppressed minorities in societies. Advertising the results of the selection in the means of advertising. Not to withdraw workers from other companies by unfair means. Daily working hours do not exceed reasonable limits. Fair salaries that correspond to the effort and standard of living in the country. Taking into account breaks during work. Promotions according to efficiency standards. Honoring outstanding and creative workers at work. Participation of workers in decision-making. Freedom to belong to trade unions, human rights organizations ,and environmental protection organizations. Allowing the establishment of associations and trade union federations defending workers' rights at work. Elimination of all forms of forced or compulsory labor. The Elimination of all forms of racial discrimination and the manifestations of slavery and exploitation. Contributing to resolving personal disputes and creating a spirit of love among employees. Prevention of harassment and ill-treatment at the workplace. Places to rest. Adherence to WHO guidelines and recommendations on hazardous occupations. Indicative/ Steering plates (Do not approach /Do not touch /Danger/To the right/to the left etc). Special places for smoking. Emergency exits (channels for the exit of workers in case of emergency, such as fires/ earthquakes etc). Study and research Vacation or without remuneration, while retaining the post. Full time for study purpose" without remuneration." Adopting employees' ideas and their scientific proposals. The practice of motherhood at work." Comfortable work during pregnancy.

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