

wages and the right of workers to receive just compensation for their labor. In Shia jurisprudence, the concept of "Adl" (justice) is central, and it is believed that workers have a right to receive fair compensation for their work. Shia scholars also emphasize the importance of treating workers with dignity and respect and prohibiting exploitation in the workplace. (Sachedina, Abdulaziz Abdulhussein, 2015). Shia scholars have argued that workers have a right to receive a fair wage that reflects the value of their work, and they have emphasized the importance of treating workers with dignity and respect" (Kamali, Mohammad Hashim., 2021).

Shia scholars generally emphasize the importance of fair compensation for workers and the prohibition of exploitation in the workplace. The concept of "Adl" (justice) is central to Shia jurisprudence and is believed to extend to economic affairs. According to Shia thought, employers have a moral obligation to pay workers justly and provide for their basic needs, such as food, clothing, and shelter. In addition, Shia scholars emphasize the importance of providing social protections to workers, such as insurance and job security (Kamali, 2021). The concept of a "just wage" from an Islamic perspective explores how it can be applied to minimum wage policies. The author draws on Shia jurisprudence to argue that a just wage should be determined based on the worker's needs, the nature of the work, and the economic conditions of the society (Ali, Zahraa, 2015).

Regarding minimum wage specifically, there is some debate among Shia scholars. Some argue that a minimum wage should be set by the government or through collective bargaining to ensure that workers receive fair compensation for their labor. Others argue that the market should be allowed to determine wages, as long as there are protections against exploitation and wage discrimination (Zaman, 2002). Saeedi, Reza (2018) analyzes the minimum wage provisions of the Iranian Labor Law from a Shia perspective. The author argues that the minimum wage should be set at a level that allows workers to meet their basic needs and provides them with a reasonable standard of living. The article also explores the impact of inflation on the value of the minimum wage and discusses possible solutions to address this issue.

Muhammad Ali, (2017) discusses the concept of minimum wage from a Shia perspective and compares it with the provisions of the Iranian Labor Law. The author argues that the minimum wage should be set at a level that allows workers to meet their basic needs and provides them with a reasonable standard of living. The paper also explores the legal and economic challenges of implementing a minimum wage policy in Iran.

Wahabi scholars also emphasize the importance of fair wages and the rights of workers, but they may differ in their specific views on how to achieve this. Wahabi scholars may emphasize the importance of market forces and competition in setting wages, believing that free markets will naturally lead to fair wages. They may also emphasize the importance of personal responsibility and hard work, believing that individuals should be rewarded based on their efforts and abilities.

Gaps in Conventional and Islamic Perspectives on Coping with Challenges

Many economic theories assume that labor and producers have perfect knowledge of the market, are rational, and make decisions based on a comparison of consumption and gain. However, in the real world, people often have imperfect knowledge, face restrictions on their work due to age or survival needs and cannot always make rational decisions by comparing costs and benefits. In developing countries, there are various conflicts and issues created by factors such as imperfect knowledge, labor mobility and location, skill level beyond formal education, reservation wages, linguistic prowess, market entry barriers, living expenditures, and social variables like caste, favoritism, gender, kinship, and increasing inequity.

Critics of theories such as Rosen, (1986); Freeman, (1986) argue that the assumptions made in these theories do not reflect the complexity of real-world labor markets. Other theories, such as the wage fund theory and labor theory, have been criticized for violating the law of increasing returns and ignoring the supply side of labor, while the marginal productivity theory has been faulted for neglecting the demand side.

To address these issues, Ali & Rahim, (2019) propose several key assumptions for fair wage determination based on Islamic literature. These include government policies to deal with the brain drain from worker emigration and support for helpless individuals through charity or government policies. Time is also considered crucial, with government policies required to ensure the timely payment of wages. Additionally, courts for employee and employer conflicts should be established, and a fixed wage rate determined by the government based on a fair estimation of living costs. The power of fixing the variable wage rate should be shared between the government and firms to avoid negative impacts on society and the economy, and variables for the variable wage should be determined collaboratively between firms and the government to fix clear and fair rates. Islamic principles emphasize the importance of a fair wage that reflects the value of labor, without reliance on custom, culture, demand, or supply. These principles can promote welfare for both labor and producers and solve various economic challenges.

The idea of dealing with workers' immigration brain drain is supported by Shahzad et al. (2018), who suggest that policies should be put in place to provide better working conditions and opportunities for workers in their home countries to prevent them from seeking better opportunities in foreign countries.

The concept of supporting helpless individuals through charity, zakat, or government policies is in line with Islamic principles of social welfare and charity, as emphasized by Hussain and Mirakhor (2018).

The suggestion of government policies that restrict employers to pay wages to their employees on time is supported by (Ozturk,2019). who argues that late payment of wages can lead to financial stress and negative impacts on employee productivity and well-being.

The concept of having "courts of employee and employers" to solve conflicts is supported by (Khwaja,2020). who suggests that alternative dispute resolution mechanisms can help to improve employer-employee relationships and prevent conflicts from escalating.

The idea of fixing the wage rate based on a fair estimation of living costs is supported by Hasan & Alam, (2019) who suggest that wages should be determined based on the actual cost of living to ensure social justice and welfare.

The concept of sharing the power of fixing variable wage rates between the government and firms is supported by Ali & Rahim, (2019) who suggest that ethical wage determination should involve collaboration between various stakeholders to ensure fairness and justice.

The idea of firms and the government working together to determine the variables and rates of variable wages is supported by Ali & Ahmad, (2016) who suggest that profit-sharing models can help to align the interests of workers and employers and promote fairness in wage determination.

Brain Drain

The idea that wages adjust until similar jobs have similar compensation is supported by the law of one price in economics. According to this law, in a competitive market, identical goods or services sold in different locations will have the same price once transportation costs and other barriers to trade are considered (Krugman, Obstfeld, & Melitz, 2015). Additionally, rational people are expected to make decisions at the margin, weighing the costs and benefits of each option before making a choice (Mankiw, 2014). Hence, if wages are similar in different countries, individuals may be less likely to emigrate and contributing to brain drain. However, effective government policies can also play a crucial role in controlling the issue of brain drain.

Support for unable individuals to work

The idea that individuals who are unable to work should be supported by charity or government policies is in line with the concept of social welfare in economics. According to this concept, governments have a responsibility to ensure that basic needs are met for all individuals in a society, particularly those who are unable to work due to disabilities or other reasons (Atkinson, 2015). When such individuals are given monetary support, it is considered a transfer payment and is not included in the calculation of GDP to avoid double-counting (Mankiw, 2014).

Timely paid wages

The idea that timely payments of wages are important for increasing output is supported by the concept of efficiency wages in economics. According to this concept, paying wages above the market equilibrium level can increase worker productivity, reduce employee turnover, and attract higher-quality workers (Shapiro & Stiglitz, 1984). However, delaying

payments or reducing wages can have negative consequences on employee morale and productivity, ultimately leading to lower profits for the employer (Akerlof & Yellen, 1986).

Special courts for employee and employer disputes

The idea that there should be special courts to resolve employee and employer conflicts is in line with the concept of dispute resolution in economics. According to this concept, having a formal system in place to resolve disputes between parties can reduce the costs associated with conflicts and improve overall economic efficiency (Besley & Ghatak, 2003). However, the effectiveness of such courts may depend on factors such as the quality of the judges and the level of corruption in society (La Porta, 2002).

Wage determination: The wage is divided into two parts, fixed wage, and variable wage. Further, the variable wage is divided into two parts. The wage rate of some factors will be decided by government policy, and the wage for the remaining factors will be decided by firms. However, to ensure fair wages, final approval from the government department is compulsory.

Fixed wage

The daily expenditure (economic level) that can be given the name of a "fixed wage" is the reward for an individual's service or work. The fixed wage should be determined by the government after analyzing the living cost in that country. Inflation effects and currency value must be considered when the fixed wage rate is being decided. Fixed wages can control social crime and unethical issues, saving society from the negative impacts that later spill over from micro to macro levels.

Variable wage

As per the principle of economics (Mankiw, 2013), people respond to incentives. The "variable wage" can be given the name of a reward or contribution. The power of fixing the variable wage rate should be shared between the government and firms to save society and the economy from a large negative impact. When the variable wage rate is divided into two parts, the reward for some factors like education and experience must be fixed by the government through a fair policy because the firm or producer can fix an unfair rate to maximize profit, which will negatively impact society.

From the Shia sect's perspective, it is important to consider the principle of social welfare in wage determination. This principle emphasizes the responsibility of governments to ensure that basic needs are met for all individuals in society, especially for those who are unable to work due to disabilities or other reasons. This includes providing monetary support for such individuals, which is considered a transfer payment and not included in the calculation of GDP to avoid double-counting. Additionally, integrating Islamic principles with conventional wage determination methods can promote fairness, justice, and sustainability. The Quran and Sunnah suggest that wages should be divided into a fixed wage that covers basic expenses for survival and a variable

wage that covers other factors such as education, experience, and productivity. This approach ensures that workers receive a fair wage that is commensurate with their skills and experience while also ensuring that they can meet their basic needs. Furthermore, incorporating the principles of social welfare, equity, and the distribution of wealth found in Islamic literature is crucial in promoting a just and sustainable wage determination system.

The Need for a Unified and Ethical Wage Determination Criterion

The need for a unified and ethical wage determination criterion arises due to the failures of conventional wage determination theories and the absence of a fair and just wage system that considers social, economic, and political factors (Ahmed, 2017). The current wage determination methods, such as minimum wage and efficiency wage, have been criticized for creating numerous problems, including income inequality, poverty, gender pay gaps, social crime, and unemployment (Belman & Wolfson, 2014; Doucouliagos & Stanley, 2009; Neumark & Wascher, 2008). Furthermore, the conventional wage determination theories fail to consider the ethical and moral dimensions of wage determination, which is essential for promoting fairness and justice in society. The absence of an ethical wage system leads to the exploitation of workers and an unfair distribution of wealth (Zaidi et al., 2021). This not only affects the individual worker but also has broader social and economic implications, including reduced productivity, increased poverty, and social unrest (Acharya, 2017).

In light of these limitations, there is a need for a unified and ethical wage determination criterion that ensures fairness, justice, and sustainability in wage determination (Khan & Shah, 2019). Islamic literature offers several principles for wage determination that prioritize fairness and justice, such as the division of wages into fixed and variable components, where the fixed component covers basic expenditure for survival, and the variable component covers education, experience, and productivity (Asutay & Yalçin, 2012). Islamic literature also emphasizes the importance of social welfare and encourages the distribution of wealth through Zakat and other forms of charity (Mousavi, 2014).

By integrating conventional and Islamic views on wage determination, a unified and ethical wage determination criterion can be developed that considers the social, economic, and political factors and promotes fairness, justice, and sustainability. Such a system would lead to increased productivity, reduced poverty and inequality, and improved social and economic outcomes (Asutay, 2010; Khan & Shah, 2019).

RESULTS AND DISCUSSIONS

First

The wage determination process has been a subject of discussion in economics for many years. Conventional economic theories have focused

mainly on the supply and demand of labor as the main factors influencing wage determination. However, these theories have been met with criticism and limitations due to their inability to account for the complexities of on-ground reality markets and their impact on wage determination. In contrast, Islamic literature offers several principles for wage determination that prioritize fairness and justice, such as the division of wages into fixed and variable components, where the fixed component covers basic expenditure for survival, and the variable component covers education, experience, and productivity. These principles emphasize the importance of social welfare and encourage the distribution of wealth through Zakat and other forms of charity.

To bridge the gaps between conventional and Islamic views on wage determination, there is a need for a unified and ethical wage determination criterion that takes into account the social, economic, and political factors and promotes fairness, justice, and sustainability. By integrating conventional and Islamic views on wage determination, a unified system can be developed that prioritizes fairness and justice and takes into account the complexities of on-ground reality markets. Several scholars have emphasized the importance of bridging the gaps between conventional and Islamic views on wage determination. For instance, Hasan and Alam (2019) argued that a unified approach that integrates both conventional and Islamic perspectives can help to ensure social justice and welfare. Similarly, Ali and Rahim (2019) stressed the importance of integrating ethical and Islamic principles in wage determination to ensure fairness and social justice.

In conclusion, bridging gaps between conventional and Islamic views on wage determination can lead to a unified and ethical approach that considers the social, economic, and political factors and promotes fairness, justice, and sustainability. Such a system can contribute to reduced poverty, inequality, and social unrest, and improved social and economic outcomes.

Second

The integration of conventional and Islamic views on wage determination has several potential benefits, including promoting fairness, justice, and sustainability in wage determination. Islamic literature offers several principles for wage determination that prioritize social welfare, equity, and the distribution of wealth. These principles include the division of wages into fixed and variable components, where the fixed component covers basic expenditure for survival, and the variable component covers education, experience, and productivity (Ali, 2016). Integrating conventional and Islamic views can help address the limitations and criticisms of conventional wage determination theories. For example, conventional wage determination methods, such as minimum wage and efficiency wage, have been criticized for creating numerous problems, including income inequality, poverty, gender pay gaps, social crime, and unemployment (Kuddo et al., 2015; Belman & Wolfson, 2014; Allegretto et al., 2011).

Integrating Islamic principles of wage determination into conventional methods can help address these problems by promoting fairness and equity in the distribution of wages. Additionally, the integration of Islamic and conventional views can help bridge the gap between the theory and practice of wage determination, by considering the complex realities of on-ground markets and the influence of social, economic, and political factors (Mohsin, 2018). Hence, integrating Islamic principles of wage determination can have broader social and economic benefits, such as increased productivity, reduced poverty and inequality, and improved social welfare outcomes. Islamic literature emphasizes the importance of social welfare and encourages the distribution of wealth through Zakat and other forms of charity (Hussain & Mirakhor, 2018).

So, the integration of conventional and Islamic views on wage determination has the potential to promote fairness, justice, and sustainability in wage determination, and address the limitations and criticisms of conventional wage determination theories. It can also have broader social and economic benefits by considering the influence of social, economic, and political factors and promoting social welfare and the distribution of wealth.

Third

Integrating conventional and Islamic views in wage determination can lead to a unified and ethical wage determination criterion that prioritizes fairness and justice while taking into account social, economic, and political factors. Several proposals have been put forward for integrating conventional and Islamic views in wage determination. One proposal is to combine the principles of efficiency wage and Islamic finance to develop an ethical wage system that encourages productivity and fairness. (Khan and Kamal, 2017). Another proposal is to incorporate the Islamic concept of Zakat into wage determination by imposing a Zakat tax on employers who pay wages below the minimum living wage standard. The revenue generated from the tax could be used to support social welfare programs and alleviate poverty. (Abdel-Hameed and Al-Sayed, 2014) The use of performance-based pay is another proposal for integrating conventional and Islamic views in wage determination. By tying wage rates to individual performance and productivity, employers can encourage workers to increase their productivity and efficiency while ensuring a fair and just wage system. (Ahmed et al., 2021) The adoption of profit-sharing models is also proposed as a way of integrating conventional and Islamic views in wage determination. By linking worker compensation to company profits, employers can incentivize workers to work more efficiently and productively while ensuring a fair distribution of wealth. (Ali and Ahmad, 2016)

In sum, integrating conventional and Islamic views in wage determination can lead to a more just and fair wage system that considers the needs of both employers and workers while promoting social and economic welfare.

Fourth

Several scholars have explored the implications of integrating conventional and Islamic views on the wage determination for social, economic, and political outcomes. According to Ali and Ahmed (2018), integrating Islamic principles into wage determination can lead to a more equitable distribution of wealth and reduce income inequality. This, in turn, can have positive effects on social cohesion and stability. Similarly, Hasan and Ali (2015) argue that a unified and ethical wage determination criterion based on Islamic principles can promote economic growth and development by increasing worker productivity and reducing poverty. They suggest that a fair and just wage system can also lead to increased job satisfaction and employee loyalty, which can positively impact organizational outcomes. Integrating Islamic principles into wage determination can have positive political implications, as it promotes a sense of social responsibility and encourages the distribution of wealth through Zakat and other forms of charity (Siddiqui, 2008). This can lead to improved social welfare outcomes and greater political stability.

However, it is important to note that integrating conventional and Islamic views on wage determination may not be without challenges. According to Sajjad and Ali (2016), there may be resistance to change from employers and policymakers who are accustomed to conventional wage determination methods. Additionally, there may be differences in interpretation of Islamic principles and how they should be applied in wage determination. Despite these challenges, the potential benefits of integrating conventional and Islamic views on the wage determination for social, economic, and political outcomes cannot be ignored. As such, scholars and policymakers should continue to explore ways to bridge the gaps between conventional and Islamic perspectives and develop a unified and ethical wage determination criterion that prioritizes fairness and justice.

Fifth

Various key assumptions proposed by Ali and Rahim (2019) for fair wage determination based on Islamic literature. These include deal workers' worker's immigration brain drain, supporting helpless individuals, timely payment of other wages, establishing "courts of employee and employers," a fixed wage rate based on living costs, and sharing the power of fixing variable wage rates between government and firms. These assumptions are supported by various economic concepts such as the law of one price, social welfare, efficiency wages, dispute resolution, and incentive-based variable wages which are supported by the Shia Sect. The passage also emphasizes the importance of collaboration between the government and firms in wage determination and the potential positive impact of fair wages on national output and poverty reduction.

CONCLUSION

The existing conventional wage determination theories have failed to provide practical solutions to the complex realities of on-ground reality markets, leading to various problems such as income inequality, poverty, gender pay gaps, social crime, and more. Integrating Islamic principles of wage determination can help to address these problems by prioritizing fairness and justice in wage determination. Islamic literature offers several principles for wage determination that prioritize social welfare, equity, and the distribution of wealth. Integrating conventional and Islamic views can help bridge the gap between the theory and practice of wage determination, by considering the influence of social, economic, and political factors. A unified and ethical wage determination criterion that considers the social, economic, and political factors can promote fairness, justice, and sustainability in wage determination. Several scholars have emphasized the importance of bridging the gaps between conventional and Islamic views on wage determination to ensure social justice and welfare. Integrating conventional and Islamic views on wage determination has the potential to promote fairness, justice, and sustainability in wage determination, and address the limitations and criticisms of conventional wage determination theories. It can also have broader social and economic benefits by considering the influence of social, economic, and political factors and promoting social welfare and the distribution of wealth.

However, integrating conventional and Islamic views on wage determination may not be without challenges. There may be resistance to change from employers and policymakers who are accustomed to conventional wage determination methods. Additionally, there may be differences in interpretation of Islamic principles and how they should be applied in wage determination. Despite these challenges, the potential benefits of integrating conventional and Islamic views on the wage determination for social, economic, and political outcomes cannot be ignored. This study proposes several methods for integrating conventional and Islamic views, such as combining efficiency wage and Islamic finance, incorporating the Islamic concept of Zakat into wage determination, using performance-based pay, and adopting profit-sharing models. The adoption of these models can lead to a more just and fair wage system that considers the needs of both employers and workers while promoting social and economic welfare. In sum, the integration of conventional and Islamic views in wage determination can lead to a more just and fair wage system that considers the needs of both employers and workers while promoting social and economic welfare. It is crucial to bridge the gaps between conventional and Islamic perspectives and develop a unified and ethical wage determination criterion that prioritizes fairness and justice. Further empirical studies are needed to confirm the effectiveness of the proposed models in different cultures and regions. From a Shia sect perspective, the principles of social welfare, equity, and the distribution of wealth are emphasized in Islamic literature, making the integration of conventional and Islamic views on wage determination an important area of research and development.

The implication of the Research

The research suggests that conventional economic theories on wage determination are limited and fail to account for the complexities of on-ground reality markets, leading to problems such as income inequality, poverty, and social unrest. Islamic literature offers several principles for wage determination that prioritize fairness and justice, and integrating these principles with conventional views can lead to a unified and ethical approach that considers social, economic, and political factors. The integration of Islamic principles into wage determination methods such as performance-based pay and profit-sharing models can incentivize productivity while ensuring a fair distribution of wealth. The adoption of an ethical wage system based on Islamic principles can have positive social, economic, and political implications by promoting social welfare and reducing income inequality. However, challenges may arise in implementing these principles due to resistance to change and differences in interpretation. Nonetheless, the potential benefits of a unified and ethical wage determination criterion that prioritizes fairness and justice should continue to be explored by scholars and policymakers. The Shia sect emphasizes the importance of social justice and the welfare of the community, and incorporating Islamic principles into wage determination can help promote these values in the labor market.

LIMITATION AND FUTURE RESEARCH GUIDE

The review paper suggests that integrating conventional and Islamic views on wage determination can lead to a more just and fair wage system that considers the needs of both employers and workers while promoting social and economic welfare. However, it fails to consider other perspectives such as Marxist or feminist theories. To address these limitations, future research should explore the potential benefits and challenges of integrating different theoretical perspectives into wage determination, including Islamic, Marxist, and feminist theories. Empirical studies could be conducted to test the feasibility and effectiveness of proposed wage determination methods, such as incorporating the Islamic concept of Zakat or adopting profit-sharing models. These studies should take into account the cultural and contextual factors that may influence the effectiveness of these methods, particularly in non-Islamic contexts. Furthermore, the research could explore the potential implications of a unified and ethical wage determination criterion for different sectors and industries and identify any potential barriers to implementation. The potential cultural and contextual factors that may influence the effectiveness of proposed wage determination methods, particularly in non-Islamic contexts, should also be investigated. Lastly, the research could investigate the potential implications of a unified and ethical wage determination criterion for broader social and economic outcomes, such as social cohesion, political stability, and economic growth. By addressing these future research areas, scholars and policymakers can further develop a unified and ethical wage determination criterion that promotes fairness, justice, and sustainability, and contributes to improved social and economic outcomes.

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