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**The Role of Labour Law in Regulating Employment Relationship between
Labour Organizations and Human Resources.**

ZEGHOUDI Amar^{1*} , KETTAF Rezki²

¹ University Centre of Aflou, Laboratory of Law and Economics, Algeria,
a.zeghoudi@cu-aflou.edu.dz

² Mohamed Lamine Debaghine University, Setif 2, Algeria, Laboratory of
Algerian Contemporary Society, Algeria, r.kettaf@univ-setif2.dz

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***Corresponding author**

Abstract:

This research paper aims to highlight the great importance of the role played by labor law, as it includes a set of legal systems and rules governing employment contracts between social and economic organizations on the one hand, and human resources on the other hand.

There is no doubt that many legal and social jurists refer to the Labor Law as a social law that represents a regulating officer to which parties to employment contracts resort, whether before or during the worker's entry into professional life, or even after retirement. The Labor Law is what determines the duties of human resources and guarantees their rights.

Keywords: social work law, labor relations, labor organizations, human resources.

Introduction:

Human society is based on a set of laws that regulate it and control the relationships of individuals with each other, so the authorities are interested in establishing a set of rules that individuals must follow to serve the nation by following the system imposed on them and achieved by the extent to which individuals respond to these legal articles.

Given the importance of the law in an individual's social, political, and economic life and in various institutions, the law has been introduced into labor institutions to regulate the relationship between the boss and the subordinate in these institutions, while also regulating the work of human resources and their relationship with each other.

This topic was the focus of this research paper, which sought to answer the following questions: How does labor law contribute to controlling labor relations between management and human resources? To what extent can it be considered a social law?

Given the importance of the topic, which revolves around understanding the impact that labor law has on societies, the role of labor law in developing the economy, and the necessity of having a law regulating work between workers and their subordinates.

The research also seeks to uncover some points that are considered its objectives, such as revealing the importance of labor law for its implementation, revealing some of the problems faced by relationships within work to reduce

them, and knowing the role of human resources and labor law in developing the economy and social relations.

First: Labor Law:

Labor law is defined as the rules imposed by the employer on his employees to achieve the smooth running of his work, achieve positive results and reach the desired position, or imposed by the state on the worker and the manager alike. This type of law is newly emerging and appeared, as it appeared at the beginning of the twentieth century due to its importance and benefit, as it guarantees the worker his rights, just as it guarantees the employer his rights as well.

It is a set of legislative and regulatory rules that regulate the relationships of individuals among themselves, and ensure the proper functioning of the labor institution and its products as well. Therefore, it is called the term "labor legislation" and it is also called "labor administration." The enactment of these laws also depends on legislative texts and custom. The labor law is also established to meet the needs of workers when they demand their entitlements, and in view of an economic or social inevitability that requires the establishment of a labor law to address the issue.

There are those who consider the labor law to be part of social law, considering that the workers or employer are part of society, and therefore the worker and the manager are the two parties that apply this labor law so that there is no debate about the right of either of them, and there is no violation of the sanctity of either of them.

The Labor Law is also distinguished by features that pertain to it alone and not to other laws. It was initially newly established, as it appeared with the emergence of the Industrial Revolution. However, in Algeria alone, it was adopted and implemented in 1971 AD. Therefore, it can be said that it is a law that is quickly published and accepted by public and private opinion due to its importance. The economic and social aspect also adapts to it and accepts it without any rejection. It is also distinguished by issuing realistic provisions and rules that the individual can apply and that do not hinder him. Thus, it has diverse provisions and multiple rules as needed.

Labor administration, or what is called labor law, was first associated with the International Labor Organization, which since its inception has been interested in labor administration, since it seeks a set of goals that will be mentioned later. Rather, it needs laws to work with it so that it will be a year after that in all

international labor organizations to organize labor. They are laws to which the worker and the manager are subject to control the relationship between them and achieve the goals desired by both of them on the economic level first and the social level second.

The Labor Code was adopted in Algeria from the pre-independence period, where most of the laws established by France to regulate labor in Algeria were applied. As for the first years after independence, there was no law regulating labor. Until 1971, the first purely Algerian law to regulate labor was established, which is the Socialist Management of Institutions Law, which indicates how to manage labor institutions according to socialist laws. It was implemented until 1978. One of its most important provisions was equality among workers to support and manage economic institutions. After that, a basic law for the worker was issued on August 5, 1978. It paid attention to the worker and his relationship with his work, and the worker's rights and duties. It was implemented until 1990, when the Labor Relations Law was issued to solve political and economic problems, especially the decline in the value of the dinar. Its goal was to prevent labor disputes and regulate labor relations.

A set of laws were also put in place regarding work, workers and work duties, as stated in the 'Official Gazette' issued on Wednesday, the first of Shawwal of the year 1041 AH (1410 AH), corresponding to the twenty-fifth of April 90, 1990 AD (1990 AD), which contained a set of laws and decrees regarding workers' rights and duties, individual work relations, employment conditions and methods, duration of work, overtime hours and their conditions, shift work, Legal rest, holidays and absences, training and promotion during work, the internal system of institutions, and other laws, which indicates that Algeria has a labor law that it applies in labor institutions like other countries, and if this indicates anything, it indicates its endeavor to develop the economy and serve the people.

Thus, Algeria has entered the circle of countries implementing and adopting labor law to achieve positive results in the labor sector and develop the economic aspect, which is indirectly considered a reason for developing other sectors and aspects.

Second: Labor relations:

It refers to the relationship between one worker and the rest of the workers, or between the worker and his manager. This relationship is formed by the availability of three conditions: the worker, his manager, and the state that sets the law that governs the relationship between them.

Labor relations are also called professional relations, socio-professional relations, that is, professional humanity, or we can say the relationship between people within the profession, and they are also called industrial relations.

These relationships may be individual, between a single worker and the head of the business. The reason for the formation of this relationship is the element of work performed by the worker, the element of wages given by the official, the element of subordination, or what is known as legal subordination, i.e. submission to the law that governs the relationship, and the element of duration, i.e. the period during which the worker works.

The second type is the collective relationship between a group of workers and the head of labor. Among its conditions are agreements between workers and trade union organizations for the purpose of organizing work and employment and work conditions.

Labor relations are also characterized by features, the most important of which is that they are humane, social, and economic, with specific rules that aim to organize work, workers' ties, and their professional affairs, achieve stability in the field of work, and have specific rules that must be followed.

Thus, labor relations are considered the basis for establishing institutions and labor organizations, given that understanding between work members will inevitably contribute to creating an atmosphere suitable for the smooth running of work and achieving honorable results at all levels of work that satisfy all parties.

However, a number of problems may prevail in these relationships that must be included in this research paper to allude to them, in order to warn against them and try not to fall into what is forbidden from them, so that labor institutions do not fall into bankruptcy as a result of the conflicts within them, which appear in child labor, for example, as it is considered one of the biggest problems, as the head of labor is then held accountable for exploiting children for a low price. It may be a reason for the weakness of the child's production, as the child's work is not similar to the work of the adult, and it may be a reason for imposing penalties on the employer.

It is also embodied in long working hours that create tension within the organization and a rejection of the nature of the system, and may be a cause of strikes, which worsens the relationship between workers and their manager, and exploits the weak such as women and does not give them their rights. It also creates rebellion against the official, and does not give workers their rights, especially during paid holidays.

All of these problems result in the destruction of the relationship between the worker and the boss, which may be a reason for weak returns, lack of trust, or the absence of any impact on the relationship between the worker and the official, which is supposed to be built on foundations, including the official's respect for the worker's rights to wages, dignity, respect, comfort, legal holidays, insurance, social security, retirement, constitutional rights, strikes if he attempts to change, professional protection, and respect for the laws and regulations governing work. As well as the worker's respect for the recommendations and orders of his official, which would organize and develop the work, and the worker's respect for the tasks related to the work position and professional confidentiality, both the worker and the official must respect the labor law and work according to it and in accordance with it.

From these points, the importance of having a law governing human resources belonging to a work organization appears, to improve performance and control relations between workers and officials, and this is what appears in the human resources section.

Third: Human Resources:

Human resources refer to the state's workforce capabilities that contribute to developing the economic system and accelerating the pace of production. They are the foundation of labor organizations, as a business cannot be considered without a manager, administrator, or workers working within it.

From this perspective, the focus was on human resources and their care, through the establishment of laws that guarantee the rights of both workers and managers, ensuring each of them has his own dignity and rights, and requiring him to adhere to his duties.

Work organizations also sought to attract the largest possible number of human resources that would contribute to their advancement and development of work, considering that machines do not work without a worker, and cannot be manufactured or maintained without the presence of a worker, who in turn also works in the management of work (monitor), controls technologies, and sets plans for the smooth running of work.

Given the importance of human resources, "human resources management" laws have been established, which focus on training and organizing human resources, evaluating their performance, and compensating them in the event of injuries, for example. They also seek to provide services to workers, and this management falls within the labor law, which addresses most of these points.

Management is concerned with selecting suitable workers to include in the organization or institution, with the aim of strengthening its ranks with those who have competence, experience and ability in the field, and planning and maintaining the workforce, with the aim of making proper use of human resources.

The idea of human resource management emerged for several reasons, such as the development of industry and the economy, increased awareness among workers, linking the relationships of a single institution with the government: that is, the relationship between the boss and the workers, the emergence of labor unions and organizations, which created the need to organize them according to laws, administrative development and modern economic and social developments, developing relationships within the labor institution and organizing it, reducing work problems, and achieving human resource requirements.

Algeria also sought to implement human resources management to improve labor relations and manage them in accordance with the commercial, legal and economic aspects. For example, labor relations were managed in accordance with Order No. 06-03, one of the contents of which was the realization of the General Basic Law for Public Employment, through which the professional path was managed and human resources were employed as an application of it.

On the other hand, Law No. 11-90 dated April 21, 1990 AD, corresponding to Ramadan 26, 1410 AH, was implemented, which seeks to establish a labor law and regulate labor relations as well. One of its results was the employment of human resources in accordance with what the text of the law dictates.

Therefore, human resources are considered the foundation of the international economy, due to their contribution to serving it in various aspects, including industry, trade, and agriculture.

Fourth: Labor and human resources organizations and their relationship to labor law:

Labor organizations are those institutions that include a group of workers, who in turn are available human resources that contribute to the process of economic development. As researchers define it, it is a social institution because it includes workers concerned with producing goods to achieve the individual's goals at various levels and satisfy his desires. At the same time, it is an economic organization because it is concerned with developing the economy. Its mission is production and achieving material profits at the same time. Therefore, it can be

said that it is an institution that seeks to serve the individual from two aspects: The first is to preserve his dignity by providing him with a job position befitting him, and the second is to provide for his needs through its manufacture and production.

Among labor organizations, we find the International Labor Organization, which is one of the agencies established by the United Nations in 1991 AD, to which men from the government and other organizations from around the world belong, aiming to set labor rights standards, as it approved a set of principles and laws to regulate work and get rid of forms of forced labor, develop human resources and strive to develop the global economy, and clarify the importance of implementing human resources management systems, by preparing a brochure entitled: Human Resources Management System as a training and application guide for companies.

It is, in turn, an international institution that emerged after World War I. Its approved name at the time was the "International Labor Office." Before that, there were labor union organizations, including the trade union conference held in England and the Bern Conference in Switzerland. They sought to achieve social justice and protect the dignity of the working person. They also set labor policies and encouraged job opportunities that were appropriate for the human personality and fit for it, in an effort to achieve the aforementioned goals, such as developing institutions and the global economy, among others It is also based on a group

Among the principles, it considers work to be honorable and not a commodity traded by workers, and recognizes freedom of opinion and getting rid of poverty by paying attention to the economy and developing it.

It is also concerned with achieving the well-being of the individual, the independence of its manager and giving him a distinguished social position, supporting innovation and development in terms of renewal in industries, for example, providing job positions, and gaining opportunities to achieve a financial income for its workers. It has economic responsibilities through developing manufacturing and synthetic industries, and achieving legal responsibility through adherence to a set of laws and contracts attributed to the Labor Law, as well as solving society's problems by achieving sufficiency in industries and providing job positions, i.e. eliminating unemployment And raising the individual's standard of living.

Convention 111 of the International Labour Conference held in 1988 stated that all human beings, regardless of their backgrounds, customs and traditions, have the right to work, given its value and merit in facilitating human life and

achieving well-being. In the 14 articles addressed by the conference, the value of work, the rights of the worker, and the work of states in controlling the method of work and its success and paying attention to this field were mentioned.

Therefore, to organize the work of these organizations that are interested in employing human resources, laws are resorted to in order to manage them, or what is called individual management, so that each one contributes to his work and positively affects the return of the institution. Therefore, interest in this type of management has been since the idea of the labor law appeared, as it is the officer that controls this management. It is not possible to manage an institution or its workers without the existence of a law that controls the workers first Secondly, rights they have over him.

Thus, the labor law is the means adopted to manage human resources within the labor system. Thanks to it, work is analyzed, the work method is planned, the wage structure is designed, and workers are granted their rights to insurance and paid vacations. This law also helps in planning the career path and evaluating performance.

The functions of human resources management stand out in accordance with the labor laws imposed by the institution in human resources planning and recruitment, by providing the appropriate quantity and type of human resources, by attracting workers and managers to the labor institution. Designing work by organizing it, organizing groups of workers, working hours, and their potential outcomes.

Selection and appointment, which means choosing someone who has competence in either management or work, so someone who has the ability to develop the work is chosen from among the candidates for this work, and development, that is, directing human resources to help them until they get used to the work, or training them and introducing them to work skills and knowledge, or achieving compatibility among employees in one organization, is also concerned with evaluating the work.

Compensation, by giving workers their wages or compensation after injuries, or motivating them to develop their work, or rewarding them for respecting and developing their work, and preserving human resources, by organizing the relationships of workers with each other, or preserving the health and safety of workers and others, and finding solutions to workers' problems, while increasing workers' desire for production, developing the performance of the human element and motivating them, and finally creating competition among human resources to

unleash their creativity and achieve sufficiency in the workforce, And the formation of individuals.

Here the importance of adopting the labor law in these institutions or organizations appears, considering that it contributes to organizing relations within these institutions and organizations, and achieving economic balance in the institution by giving workers their rights in exchange for them performing their duties according to legal texts, and thus not losing this money, which is considered the official's capital in vain, while not burdening employers with what they cannot bear by organizing wages Granting workers fair wages, increasing purchasing power, and guaranteeing their rights by setting a minimum wage. It also seeks to transform the relationship between the worker and the manager into common interests that achieve balance in life, and thus organize labor relations, improve production and increase it in quantity and quality, through mastering the work imposed by the texts of the law, organizing working hours and not assigning workers more than their ability, and getting rid of the dominance of employers and assigning workers beyond their capacity, while improving working conditions and providing health and safety conditions in the workplace to protect human resources from diseases. Thus, it ensures the achievement of social security, through the interconnection between the group within the work and its repercussions on society, in addition to getting rid of workers' demonstrations and strikes that occur due to their injustice in their work.

Thus, the importance of labor law and its application in institutions and labor organizations becomes clear, as it has an impact on achieving the well-being of human resources, which ultimately creates support for them and develops their capabilities and production.

Conclusion:

At the end of this research paper, a set of points were reached related to the relationship between human resources and labor organizations and the role of labor law in managing both, as labor law is considered the regulator that controls the role of human resources within labor organizations and institutions, by regulating the relationships of workers with each other and regulating their relationship with their manager, and preserving the rights and duties of each one of them, and thus controls individual and collective labor relationships between management and human resources Labor law can also be considered a social law because it serves the relationships of individuals within the institution and preserves the dignity and rights of individuals as an integral part of society, and these relationships may develop from the work side to the social side outside the

framework of work, so they remain built on respect and cooperation, which embodies the values of the group.

Given the importance of human resources and their effective role in achieving economic as well as social development, "Human Resources Management" has been established as laws to manage and organize its work and improve relations within the labor organization. Its importance lies in developing the economic system and ensuring the proper functioning of labor organizations through the application of laws. It also constitutes the basic building block within the institution, as it constitutes the largest percentage in terms of the workforce of various capabilities and talents. The human resources management mechanism also plays a direct role in improving the performance of work organizations. Therefore, Algeria, like the rest of the world, paid attention to human resources and sought to find legal texts that would organize its work, test its capabilities, employ it, and guarantee its rights.

Human resources, labor organizations, and labor law combine a complementary relationship. We cannot imagine an organization without a law or individuals. Human resources cannot exist within an organization without an officer governing them. Human resources cannot be dispensed with by the existence of a law and a labor organization, as each of these three parts serves another part.

Algeria, like the rest of the world, was interested in enacting a set of laws to regulate work within economic institutions in particular and labor institutions in other fields in general, in an effort to change, develop and organize the work system and raise the pace of production. The beginning of its interest in establishing these laws was after independence, as a beginning to change what colonialism left behind and to advance its assets and harness all the capabilities of its people. Thus, it established its own law to manage work and manage the human resources that it abounds with. It is particularly distinctive among young people, as it keeps pace with the provisions of the International Labour Organization and other organizations.

Labor law is also the reason for the existence of labor organizations that are also established according to laws that serve and regulate them, as they contain human resources working in them. They are thus the greatest example of labor institutions that contain human resources that operate according to labor laws that regulate them, guarantee their rights, and dictate their duties.

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