



Islam & Moral Education

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Chapter-3=Lesson-6

EMPLOYER- EMPLOYEE RELATIONSHIP

Introduction:

In this age of industrialization, every individual has got to look up to others to maintain himself. One individual works under another in all levels of society. So, one becomes an employer and the other his employee.

Relationship:

The relationship between the employer and his employee is very close. As the employer cannot do without the help of the working class, so also the working classes are dependent on the salary and allowance of the employer for their daily life (sustenance). It is not a condemnable matter to work for others for a fixed remuneration.

- Our beloved Nabi Hazrat Muhammad (Sm.) also worked as a wage earner. He was asked, "Which type of income is the best and pure? He replied, the earning by one's own hands as well as that earned by honestly dealing (trade)." (Baihaqi)
- Islam has enjoyed decent dealing with subordinates. Allah the Most High says,

"You behave courteously with your parents. Deal decently with your near relatives, orphans, the needy (beggars) and also be kind to your neighbours, friends and fellows, travellers and your subordinates." (Sura: Nisa, Ayat: 36)

- Islam does not approve any discrimination between the master and the worker in respect of every matter including food, dress, etc. About the dignity and rights of the worker Rasulullah (Sm.) said, "They (who work for you) are your brethren, Allah has made them subservient to you. It is meet that he(master) feeds them with (servants) what he himself eats, that he let them wear that what he wears and will not impose such burden upon him as he cannot carry out. In case it so happens, then he himself must come forward for his aid." (Bukhari Muslim)
- The master should impose work load proportionate to the strength and capacity of the worker. Rasulullah (Sm.) said, "He (worker) must not be burdened with work beyond his strength and capacity." (Muslim)

- During the farewell pilgrimage Rasul (Sm.) was asked – "How many times may a subordinate person be pardoned?" Rasul (Sm.) said in reply, "Seventy times a day." (Tirmizi)
- It is not right to delay the payment unduly. Rasulallah (Sm.) saw to it that a worker gets his just wage when he says, 'do not employ him without fixing his pay.'
- Similarly, a worker has been inspired by Islam to discharge his responsibility to his master with fairness. Hazrat Muhammad (Sm.) said, "When a slave (worker) performs his duties for his master nicely, and worships Allah properly, he gets double remuneration." (Bukhari and Muslim)
- The Islamic regulation in respect of quick payment of wage, is quite clear. Hazrat Muhammad (Sm.) said-"Pay the worker his dues before his sweat dries out." (Ibn Majah)

Example:

- ❖ We come across an excellent example of decent relationship between the employers and the employee in the life of Hazrat Anas (Ra.) He says, "I have served Rasulallah (Sm.) for ten years. He never uttered 'Uh! To me and never scolded me saying why did you not do this, why did you do this? He used to help me more often than not with his own hands." (Bukhari)
- ❖ Hazrat Umar (Ra.) was the Amirul Muminin (commander of the faithful). He set example of equality and human dignity while riding the camel at times and dragging it at another during his visit to Jerusalem. He shared the benefit of riding and the labour of dragging the camel equally with his servant by turns. Such an example of excellent relationship between the employer and the servant is unprecedented in history.

Importance:

- ✚ If the employer and the worker can work out their relationship in the way envisaged by Islam, the worker will get his due and the owner will get just service. There shall never be bad blood between the master and the servant. Stability will prevail in the mills and factories. Therefore, we should follow the ideal labour policy offered by Islam.

- 1) Which type of income is the best and pure?
- 2) In Which sura Allah ask to deal decently with the employees?
- 3) Who served Prophet (sm) for 10 years?
- 4) Who set an example of equality and human dignity with his subordinate?
- 5) What is the meaning of Amirul Muminin?
- 6) Pay the worker his dues before _____.
- 7) Write the significance of working honesty for the employer.
- 8) How many times may a subordinate person be pardoned?
- 9) Write down 10 sentences on rights of worker.
- 10) What should be the relationship between employer and employee? Explain with the reference of Quran and Hadith.
- 11) Write the importance of making good relationship between employer and employee
- 12) Explain the ideal labour policy offered by Islam.