

## Muslim Readings and Prayers

Social justice is a central Islamic theme, the objective of social justice in Islam is to promote and maintain social order, harmony, balance and general welfare. It is a comprehensive system that balances the private with the general good, so that the one compliments the other. Islam is both a religion and a comprehensive way of life and exemplifies justice for its practitioners. It is a formula that will satisfy anyone's moral and spiritual needs as well as natural aspirations. Islam instructs people on how they may live in harmony and peace with others, regardless of socio-economic status, race, gender or faith.

The notion of justice in Islam is based on equality and human dignity. God has enjoined justice and righteousness for all humans in all matters including but not limited to family matters, workers issues, trade and all relationships. Prophet Muhammad peace and blessings of God be upon him said, "Your servants/workers are your brothers whom God the most High has placed under your authority. Therefore, a person who has a brother under his authority, should feed him out of that which he eats himself and should dress him with the same kind of clothes which he wears himself; he should not assign work to him which is beyond his capacity, and if you do so, then help him in his work" (Bukhari collection). This saying emphasizes the importance of ensuring that our hired workers receive a fair pay that ensures a dignified living that guarantees basic needs such as food, housing, and healthcare; as an employer will surely seek for himself or herself.

In Islam, workers issue are lucid: "And O my people! Give just measure and weight, nor withhold

from the people the things that are their due" (Quran 11:85). The employer-worker relationship must be based on justice and mutual consent honoring the dignity of the worker. To illustrate this, it is ordained that workers' wages should be made clear before a worker commences his or her work. The Prophet Muhammad said "Give the employee his wages before his sweat has had time to dry" (Ibn Majah collection).

"O you who believe, be maintainers of justice, bearers of witness for God, even though it be against your own selves or (your) parents or near relatives – whether he be rich or poor; for God can best protect both. Follow not the lusts (of your hearts), lest you swerve. And if you distort or turn away (from truth), surely God is ever Aware of what you do." (Quran 4:135).

It is also required by employers not to give workers work that is beyond their capacity. Employers are accountable for their workers and have to ensure that there workers are justly treated at all times.

Those who cheat their employees are warned of serious consequences in the Hereafter. The Prophet Muhammad said: "There are three types of people to whom I am going to be an adversary on the Day of Judgment," and he lists one of them as "the one who hires the services of a worker who then fulfills his work but yet that employer does not compensate him his due pay".

However, there must be equilibrium, as employers care for their workers; employees too have dutiful rights and obligations toward their employer. The Prophet peace and blessings of God be upon him, said "God likes, if one of you performs a piece of work, that he should do it well." This saying of the Prophet means to exemplify that a Muslim who is entrusted with a job should do it the best of manners. Muslims believe that working towards establishing social justice is a mandate of their faith. The notion of equality in labor laws is prerequisite to attaining social justice.

For more information, contact the Council-American-Islamic Relations (CAIR), [www.cair.com](http://www.cair.com), 202-488-8787; [info@cair.com](mailto:info@cair.com)

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