Dear brothers and sisters:

Islam places great importance upon work because it helps in building civilization and societies. Prophets of Allah and messengers whom Allah has chosen worked in many different jobs; some worked as a carpenter, others worked in business; others worked as a shepherd. The Prophet said, ‘Every Prophet worked as a shepherd.’ When he was asked about himself, he said, ‘I worked as a shepherd for the people of Makkah.’

It follows, then, that Islam does not condone laziness and backwardness. Someone who is hard-working is regarded by Allah better than someone who does not work, and becomes dependant on others.

That is why, in Islam, everything that we do that is good and beneficial is considered as an ibadah, a form of worship, as long as that deed does not go against the teachings of Islam. In Islam, worship is not limited to prayers, zikr and rituals. All the good deeds that we do, when done with sincerity and in accordance to the teachings of Islam, is also a form of worship.

Having a job in Islam is compulsory upon every able person. Therefore, societies should provide opportunities of jobs; to help people to find a job; to encourage them to work; and discourage to be dependent; for they cannot succeed without doing that. The one who work and has a job serves people and society in the same time and help in the advance of the society.

Any job contains rights and responsibilities that should be fulfilled by the employee who in return get wages for that job. Every employee who works hard to benefit himself, his family, and his society get reward from Allah in this life and in the hereafter. Before one gets a job, he signs a contract which includes his job description, conditions and responsibilities. Respect the contract is compulsory in Islam. The Qur’an says, ‘O believers! Fulfill [all] your obligation.’ [5:1]

You job is a trust and responsibility and you deserve it if you fulfill the responsibility and able to complete it. Talut was chosen by Allah over his people because he has two good characteristics what required for this job: knowledge and strength. The Qur’an says, ‘He said: ’Allah hath Chosen him above you, and hath gifted him abundantly with knowledge and bodily prowess….’, the Prophet [pbuh] told Abu Dharr when the latter asked the Prophet to do a job that he is not qualified to do it due to lack of strength and qualification. He also told him that it is a responsibility which you will be questioned on the Day of Judgment.

Dear brother and sister: the proper and qualified person should be placed in the right place so that success and advance might be achieved. The improper and unqualified person delays advance and development in the job and in fulfilling the interests and services of people. Therefore Islam rejects appointing the improper and unqualified person in the wrong position. Rules of justice and fairness should be followed so that cooperation and help can be achieved. The Qur’an says, ‘Help ye one another in righteousness and piety, but help ye not one another in sin and rancour: fear Allah: for Allah is strict in punishment.’ [5:2]

Allah has commanded us to work to maintain ourselves, to sustain our lives and our families. In Islam, someone who works hard and is committed to his amanah/responsibility is respected and highly regarded. So this amanah should be fulfilled and not betrayed. The Qur’an says, ‘O ye that believe! betray not the trust of Allah and the Messenger, nor misappropriate knowingly things entrusted to you.’ [8:27]

Dear brothers and sisters: The ideal worker is the one who finishes his work on time; and come to work on time. His the one who does waste the time of work; he is the one who always keen to help people as much as he can and does not feel unhappy when people ask him for help. The Prophet [pbuh] said, ‘The best among people is the one who is most beneficial to others.’ He also promised those help and benefit people that they will be saved in the Day of the judgment.’
The ideal employee is the one who is sincere in his job; solves the problem with peace, truth and trust; and away from cheating, lies and fighting. Negligence and lack of care about one’s job will incur punishment. Some people claim to do their work according to their wages, using that as an excuse to be imperfect owing to a small salary. This is also unlawful. It is *haram* for you accept payment for imperfect work.

Everyone should do his job perfectly and accurately. The doctor should be sincere and perfect in his job. He should not be hasty in an effort to accommodate more patients. The lawyer should also be perfect and sincere in his job. Traders and businessmen should be sincere and honest in doing their jobs. Manufacturers should be sincere and honest in their work. Farmers should do their work perfectly. All will be rewarded for this. The Prophet [pbuh] said, ‘*Surely, Allah loves those people who are sincere in their work i.e. do it perfectly and accurately.*’ [Al-Baihaqi]

The ideal worker is the one who does not take or give a bribery or *rishwah*. The Prophet [pbuh] said, ‘The cure of Allah upon those who give or take bribery [rishwah].’

The ideal Muslim employee should also turn away from showing off and hypocrisy at work. He should do his job for the sake of Allah. He should intend his sincerity in work to be for the sake of Allah and His reward. This applies not only to worldly deeds. It can also be applied to all acts of worship such as prayer, fasting, Zakah, pilgrimage, etc. It is therefore a general Hadith, meaning that sincerity and accuracy should cover everything as much as possible.

This Hadith is directed at laborers, workers, employers, employees, and all others who have a job. The message of the Prophet to them is to do their job in the best way so as to attain the love of Allah.

Sincerity and perfection in work are signs of the true Muslim; signs of respect for and from others and signs of respect for his religion. They present a good picture of Islam because people seeing sincerity in work interpret it as a result of religion. They therefore incline to Islam and accept it. By contrast, if one is negligent in his work and does care about it, it means that he is disobedient to Allah and disrespectful to others, whom he deceives and cheats. It makes for a bad picture of Islam. People see Islam through Muslims’ behavior, so if you are negligent in work, you will convey to others a bad picture of Islam. Negligence in one's work or job is a sign of cheating others because they are harmed by your negligence.

The ideal Muslim employee is the one is humble to his colleagues and does feel superiority or preference over them. The Prophet [pbuh] said, ‘Whoever is a humble to people will be raised by Allah to a high status.’

The employer should be humble to the employees as well. He should fulfill their needs and encourage them to do their job in the best way and as required. He should encourage them to work as one team. The ideal Muslim employee is the one who always say good words to his colleagues and deal with in noble manners; and respect them; smile in their face. The Prophet [pbuh] said, ‘Smiling at people face is equal to giving a charity. The Qur’an also declares, ‘And say good words to people.’

The ideal employer is the one who treat his employees equally and dose not distinguish among them on personal basis.

**Dear brothers and sisters:** the ideal employee is the one who is truthful in his work, truthful with his colleagues and with his employer. The Qur’an says, ‘*O believers! Fear Allah and be among the truthful.*’

The ideal employee is the one who tries to improve skills and gain experience and work hard in order to achieve his goals and reach to the highest office. The Qur’an declares what means; ‘*Every one will get a degree according to his work.*’

The ideal employee is the one who keep the secrets of his job and the secrets of his colleagues in the job and not to disclose these secrets to others. The Prophet said, ‘*Achieve your works in secrets …*.’

**Dear Muslims:** Finally, we ask Allah to accept our deeds, prayers and supplications. We ask Him to guide us all. Ameen