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Employment

الإجارة Employment

Employment

الإجارَةُ وَ المَعيشَةُ

الإمامُ عليٌّ (عَلَيهِ السَّلامُ) - في قولِهِ تعالى نحنُ قَسَمنا بينهم معيشَتهم - أخبرَنا سبحانَه أنَّ الإجارةَ أحدُ مَعايشِ - الخَلْقِ ، إذ خالفَ بحكمتِهِ بينَ هِمَمِهم وإرادتهِم وسائرِ حالاتِهم ، وجعلَ ذلكَ قواما لِمَعايشِ الخَلْقِ ، وهُو الرّجُلُ يَا يُضْطَرُّ إلى أن يكونَ بَنّاءً لنفسهِ أو نَجّارا أو صانعا في شيءٍ مِن جميعِ يَستأجِرُ الرّجُلُ ... ولو كانَ الرّجُلُ منّا يُضْطَرُ إلى أن يكونَ بَنّاءً لنفسهِ أو نَجّارا أو صانعا في شيءٍ مِن جميعِ أنواعِ الصَّنائعِ لنفسهِ ... ما استقامَتْ أحوالُ العالَمِ بتلكَ ، ولا اتسعُوا لَه ، ولَعَجزوا عَنهُ ، ولكنّهُ أَتْقَنَ تدبيرَهُ لِمخالَفتِهِ بينَ هِمَمِهِم ، وكلُّ ما يُطلَبُ مِمّا تَنصَرِفُ إليهِ همّتُهُ ممّا يَقومُ بهِ بعضُهُم لبعضٍ ، ولِيَستَغنيَ بعضُهُم ببعضٍ في الوب المَعايشِ التي بها صَلاحُ أحوالِهِم ...

1– Imam Ali (a.s.) said about the verse: "It is We who have dispensed among them their livelihood", 'Allah, the Exalted, told us that employment is one of the means of people's livelihood. He, in His wisdom, diversified their energies, will, and conditions. Thus, He made man's employment of one another one of the means of people's livelihood ... If every one of us was forced to build for himself, make his own furniture, and produce everything himself ... the world's conditions would not be bearable and people would not be able to endure them, and would find them impossible. But He ensured its management by diversifying their energies so that everyone performs for others that which is compatible with his own capacity, in order for some of them to be served by others and for their conditions to be sound.' [Wasa'il al–Shi'ah, v. 13, p. 244, no. 3]

Divine Disapproval of Offering Oneself for Hiring

كَراهَةُ إجارَةِ النَّفْس

2– Ammar al–Sabati narrated, 'I asked Abu Abdillah (a.s.) about a man who trades but he can make the same money by working for someone else. He said, 'He should not work for someone else. Rather, he must seek Allah's bounty by trading, for by working for someone else, he restricts Allah's bounty for him.'[al–Kafi, v. 5, p. 90, no. 3]

Employment Agents

الدَّلَّالُ فِي الإجارَةِ

3- Muhammad b. Muslim narrated from one of the Imams (a.s.), that he was asked about a man who accepts a job and before doing any work, he passes it on to another and profits from it himself; to which he replied, 'No, [it is not allowed] unless he does some work on it.'[lbid. p. 273, no. 1]

Wronging the Worker

ظُلمُ الأجير

4– The Prophet (S) said, 'A man who wrongs a worker in his wage, will have Allah annul his worship and prevent him from smelling the breeze of Paradise, which can be smelled from a distance of five hundred years.' [Amali al–Saduq, p. 347, no. 1]

5- The Prophet (a.s.) said, 'Wronging the worker in his wage is a grave sin.'[Bihar al-Anwar, v. 103, p. 170, no. 27]

Informing [The Worker] of Wages and the Etiquette of Payment

6- The Prophet (S) said, 'Give the worker his wage before his sweat dries up, and inform him of his wage while he is still working.' [Kanz al-'Ummal, no. 9126]

7- Imam Ali (a.s.) said, 'The Prophet (S) forbade using the services of a worker before he is informed of his wages.'[al-Faqih, v. 4, p. 10, no. 4968]

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