

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



**Organization of Islamic Cooperation
International Islamic Fiqh Academy**

Fatwa of the International Islamic Fiqh Academy Secretariat

On

The Importance of Occupational Safety and Health for Workers, the Legitimacy of its Goals, the Necessity of Commitment to its Standards and the Compulsion of Applying its Procedures

In the name of Allah the Most Beneficent and Most Merciful

All praise is due to Allah, the Lord of all that exists, and may peace and blessings be upon our Prophet Muhammad, the leader of the pious, and upon his family and his companions in their entirety.

After Greetings,

In recent centuries the industry has tremendously evolved. Human has ascended high horizons in space, dived immemorial depths in seas, and tread to the lower layers of Earth. All these achievements have negatively affected the health and safety of workers. Hence, enormous numbers suffered of various impairments, diseases, temporary and permanent disabilities, and a number died due to its bad influence. All these results prompted the concerned stakeholders to work on putting an end to these damages; in order to preserve public health and safety. Therefore, they have worked in all world countries to develop necessary standards and requirements to be available in the workplace and where employees work.



The Secretariat of the International Islamic Fiqh Academy, in an effort to show the Islamic ruling and to clarify the position of Islam toward the Occupational Safety and Health, based on the request of the Statistical, Economic and Social Research and Training Centre for Islamic Countries, (SESRIC) affiliated to the Organization of Islamic Cooperation, has reviewed a number of criteria relating to occupational safety and health issued by the concerned organizations. Particularly the general instructions in the occupational safety and health prepared by the OIC network (OIC-OSHNET), which was adopted by the third Islamic Conference of Ministers of Labor, held in Jakarta, Indonesia on 28-30 October 2015, and other documents prepared by SESRIC. It found that they are characterized by the following:

- First: The general orientation of the institutions, organizations and bodies involved in occupational safety and health is based on the promotion support of workers' rights for the improvement of all conditions surrounding their work. The reason behind this is to stimulate the creation of laws and legislation obliging the factory owners to provide the best conditions to create all means of safety and health and to compensate the injured; with the aim of minimizing injuries and preserving health.
- Second: The most important general objectives which these institutions, organizations and bodies seek to achieve are as follows: to protect human from injuries and minimize the risks in the work environment, whether physical or chemical, mechanical, biological or fire or caused by negligence, to reduce all what damage his general health, from noise and vibration disturbance, temperature, lighting, dust, ventilation and radiation energy, etc., and to identify those risks and present them, then provide all the requirements of the occupational safety and health for safe working environments. The occupational safety and health should be targeted as a practical approach to place security and tranquility in the workers' hearts, and maintain properties from the risk of damage and loss.



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Third: The occupational safety and health organizations, bodies and institutions call for taking important steps to public safety for all, such as: necessity to use prevention and safety equipment, necessity for a first aid box, necessity to keep chemicals and flammable materials away from the gathering places of workers, necessity to operationalize the concept of occupational health and safety within factories and plants, necessity to focus on raising workers experience on how to deal with accidents and raise a sense of awareness in the field of public safety to reduce injuries in the workplace. At the same time, they demand to follow sound scientific foundations while construction operations with the necessity of provision of specialized technical devices. In brief, ensure the provision of a safe and secure working environment for all.

Since Allahu Azza Wajal taught us to take in consideration all means leading to the advancement in all areas of life, He has urged the importance of work and showed that He is Subhanahu, aware about everything human does, He says: (وَقُلْ اَعْمَلُوا فَسَيَرَى اللهُ عَمَلَكُمْ وَرَسُولُهُ وَالْمُؤْمِنُونَ) Act! Allah will behold your actions, and (so will) His messenger and the believers “TAWBA: 105”. He ordered us to cooperate in righteousness and piety, and forbade us to cooperate in sin and aggression, He says: (وَتَعَاوَنُوا عَلَى الْبِرِّ وَالتَّقْوَى وَلَا تَعَاوَنُوا عَلَى الْاِثْمِ وَالْعُدْوَانِ) And cooperate in righteousness and piety, but do not cooperate in sin and aggression. “MAEDA: 2”. Allahu Azza Wajal, has created human beings and deputed them on this earth where goods and wealth are granted, asking them to build it and extract their livelihoods from it using the abilities and potentials He gave them, Subhanahu says: (وَاسْتَعْمَرَكُمْ فِيهَا) “HUD: from 61”, and Azza Wajal Says: (هُوَ الَّذِي جَعَلَ لَكُمُ الْاَرْضَ ذَلُولًا فَامْشُوا فِي مَنَاكِبِهَا وَكُلُوا مِنْ رِزْقِهِ) It is He Who has made the earth manageable for you, so traverse ye through its tracts and enjoy of the Sustenance which He furnishes: but unto Him is the Resurrection. “MULK: 15”, We have been blessed by creating what protects us, He has created shadows that protect us from the sun's rays, homes that protect us from the wind and rain and keep us safe, clothes that protect us from heat and cold harms and armors to protect us in wars, He says Subhanahu:



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﴿وَاللَّهُ جَعَلَ لَكُمْ مِمَّا خَلَقَ ظِلَالًا وَجَعَلَ لَكُمْ مِنَ الْجِبَالِ أَكْنَانًا وَجَعَلَ لَكُمْ سَرَابِيلَ تَقِيكُمْ الْحَرَّ وَسَرَابِيلَ تَقِيكُمْ بَأْسَكُمْ ۚ كَذَلِكَ يُبَيِّنُ نِعْمَتَهُ عَلَيْكُمْ لَعَلَّكُمْ تَشْكُرُونَ﴾

It is Allah Who made out of the things He created, some things to give you shade; of the hills He made some for your shelter; He made you garments to protect you from heat, and coats of mail to protect you from your (mutual) violence. Thus does He complete His favours on you that you may bow to His Will (in Islam) “NEHL: 81”.

Based on this, the International Islamic Fiqh Academy Secretariat wants to emphasize on the following:

First: One of the interests that are considered religiously is the availability of specialized institutions, bodies and organizations that sponsor occupational health and safety issues for workers, pursue their affairs assigning adequate attention and perhaps fall within the advocates of good, commanders of virtue and forbidders of evil, who Allahu Azza Wajal described them by the successful ones, in His saying Subhanahu:

﴿وَلْتَكُنْ مِنْكُمْ أُمَّةٌ يَدْعُونَ إِلَى الْخَيْرِ وَيَأْمُرُونَ بِالْمَعْرُوفِ وَيَنْهَوْنَ عَنِ الْمُنْكَرِ وَأُولَٰئِكَ هُمُ الْمُفْلِحُونَ﴾

Let there arise out of you a band of people inviting to all that is good, enjoining what is right, and forbidding what is wrong: They are the ones to attain felicity. “AL IMRAN: 104”.

Second: The setting of procedures, standards and requirements related to the safety and health of employees is an order required by the Sharia, but the implementation of these requirements is the duty of all stakeholders; employees, administrators and employers at all levels, as Allahu Azza Wajal has ordered us to be good and warned us from falling into the doom of all kinds, Allahu Taala Says:

﴿وَلَا تُلْقُوا بِأَيْدِيكُمْ إِلَى التَّهْلُكَةِ وَأَحْسِنُوا إِنَّ اللَّهَ يُحِبُّ الْمُحْسِنِينَ﴾



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And spend of your substance in the cause of Allah, and make not your own hands contribute to (your) destruction; but do good; for Allah love those who do good. “Al-Baqarah: 195”. It is reported in the authentic Hadith narrated by both sheikhs with their support on Ibn Umar on the Prophet Salla Allahu Alayhe Wasallam, said: “Every one of you is a shepherd and is responsible for his flock. ”.

Third: The secretariat of the International Islamic Fiqh Academy calls upon relevant institutions, organizations and bodies to preserve its efforts and decent interest in all the related issues. The secretariat calls the governments of the Islamic countries for action on the issuance of laws and regulations that take into account the occupational safety and health issues in line with the public interest for those working in all areas, besides the work on developing the necessary mechanisms for the follow-up of their implementation. All these are part of keeping two of the five basic necessities, namely: self-preservation and money-preservation, "The purposes of Shariapurpose for people is five; to preserve their religion. themselves, their mind, their descendants and their money. All what includes the preservation of these five assets is a benefit and all what misses them is a corruption that is far from beneficial. " [Almustasfa, Ghazali, 2/482], and the Fiqh rule states that the guardian's attitude toward their subjects is a benefit.

Fourth: the Academy' secretariat supports what is stated in the "General Guidance on Occupational Safety and Health" document prepared by the OIC Network (OIC-OSHNET), which was adopted by the Third Islamic Conference of Ministers of Labor, held in Jakarta, Indonesia on 28 - 30 October 2015, hoping that the institutions, organizations and bodies ensure compliance therewith, achieving the interests of workers, their health and their safety from hazards.



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Allah knows better, and may Peace and Blessings of Allah be upon our Prophet Muhammad and his companions and followers.

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