

Islam Question & Answer

General Supervisor:
Shaykh Muhammad Saalih al-Munajjid

352057 - The tasks at work are too many, and he manages to do most of them, and he makes it look as if others are done, but they are not really done. What is the ruling on that?

the question

I work for a company in the private sector. We work out on a monthly basis what has been achieved in the form of figures or a points system, then every year they add up these points, on the basis of which they work out the annual growth or profits. The department in which I work decides on the work tasks, or what is called targets, in a manner that is too difficult for most employees to achieve, unless the employee forces himself to work during his time off, or before or after official working hours. Otherwise, he will never be able to reach the target. My question is: am I sinning, or do I incur a burden of sin, or is there any doubt about me earning haram money if we try to achieve part of the tasks, which will take almost all of the time required of me and my colleagues unfairly, in order to complete the tasks in a way that looks as if the tasks were done? When in reality what has been achieved is only part of the target, and the other part is not done, but these points will be accumulated on the basis that the work has been completely done. Please note that the greater part of the work, approximately 90%, will be done properly both outwardly and inwardly. We have complained to all the managers, but to no avail.

Detailed answer

Praise be to Allah.

The employee must do his job and his tasks in accordance with what was agreed upon in his work contract. If he falls short in that, he does not deserve his salary except what is commensurate with what he has completed of his work.

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If the tasks are too many and there is not usually enough time to do them, then the employee has the choice between accepting that and continuing in the job, or not renewing his contract if it is of limited duration, or stopping working at the end of the month if the contract is on a monthly basis.

If he accepted what is stipulated for him, then he has no right to fall short in doing what is required of him.

What you have mentioned of showing that the work has been completed when it has not actually been done is a kind of deceit and consuming people's wealth unlawfully. Allah, may He be exalted, says (interpretation of the meaning): *"O you who have believed, do not consume one another's wealth unjustly but only [in lawful] business by mutual consent" [an-Nisa' 4:29].*

The Prophet (blessings and peace of Allah be upon him) said: "It is not permissible to take a person's wealth unless he gives it willingly." Narrated by Ahmad (20172); classed as saheeh by al-Albaani in *Irwa' al-Ghaleel* (1459).

And he (blessings and peace of Allah be upon him) said: "Whoever deceives is not of me." Narrated by Muslim (102).

So try hard to do the work as required, and strive to speak to those in charge so that they may reduce the number of tasks required. We ask Allah to help you and grant you provision by His bounty.

And Allah knows best.