



Hadith Perspectives on Labor Welfare: The Principle of Compensation for Effort

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Abstract: Abstract: The issue of worker welfare and fair compensation is becoming increasingly important in the modern world of work. Islamic values, especially those contained in the hadith, provide ethical guidance in creating fair labor practices. The hadith of the Prophet Muhammad PBUH which reads “Give wages to workers before their sweat dries” emphasizes the importance of timely payment of wages as a form of respect for workers' rights and prevention of exploitation. This research aims to explore the application of Islamic principles related to wage justice and the protection of workers' rights, focusing on the contemporary context where late payment of wages is still a significant problem. A qualitative approach is used to analyze relevant hadiths and interpretations of scholars, as well as to review literature and case studies to understand the impact of wage payments on workers' welfare. The findings show that timely payment of wages not only reflects fairness, but also contributes to workers' financial well-being, preserves their dignity, and increases satisfaction and productivity. Compliance with the principle of fair wage distribution also encourages the creation of a positive and harmonious work culture. The study concludes that Islamic principles of justice and welfare are universal and relevant to address the challenges of modern employment. The application of these principles can create mutually beneficial working relationships and support the formation of a more just and prosperous society.

Keywords: Worker Welfare, Hadith, Wages.

Abstrak: Isu kesejahteraan pekerja dan kompensasi yang adil menjadi semakin penting dalam dunia kerja modern. Nilai-nilai Islam, khususnya yang terkandung dalam hadis, memberikan panduan etis dalam menciptakan praktik ketenagakerjaan yang adil. Hadis Nabi Muhammad SAW yang berbunyi “Berikanlah upah kepada pekerja sebelum keringatnya mengering” menegaskan pentingnya pembayaran upah tepat waktu sebagai bentuk penghormatan terhadap hak pekerja dan pencegahan eksploitasi. Penelitian ini bertujuan untuk mengeksplorasi penerapan prinsip-prinsip Islam terkait keadilan upah dan perlindungan hak-hak pekerja, dengan fokus pada konteks kontemporer di mana keterlambatan pembayaran upah masih menjadi masalah yang signifikan. Pendekatan kualitatif digunakan untuk menganalisis hadis-hadis relevan dan interpretasi para ulama, serta meninjau literatur dan

studi kasus guna memahami dampak pembayaran upah terhadap kesejahteraan pekerja. Temuan menunjukkan bahwa pembayaran upah secara tepat waktu tidak hanya mencerminkan keadilan, tetapi juga berkontribusi terhadap kesejahteraan finansial pekerja, menjaga martabat mereka, serta meningkatkan kepuasan dan produktivitas. Kepatuhan terhadap prinsip distribusi upah yang adil juga mendorong terciptanya budaya kerja yang positif dan harmonis. Studi ini menyimpulkan bahwa prinsip-prinsip Islam mengenai keadilan dan kesejahteraan bersifat universal dan relevan untuk menjawab tantangan ketenagakerjaan modern. Diterapkannya prinsip-prinsip ini dapat menciptakan hubungan kerja yang saling menguntungkan dan mendukung terbentuknya masyarakat yang lebih adil dan sejahtera.

Kata Kunci: Kesejahteraan Pekerja, Hadis, Upah

1. Introduction

Hadiths, which are the sayings(*aqwal*), actions(*af'al*) and decrees(*taqrir*) of the Messenger of Allah (saw), have a very important role in Islam as the foundation of Islam, they must be valid and authentic, not weak, let alone false. To determine the authenticity and validity level of the hadith, a careful study is needed, especially research into the credibility of the people who narrated it to implement the teachings of Islam, because the hadith is the second main source after the Qur'an. Because the hadith is the second main source of Islamic teachings (Yazid, 2013).

Fairness in wages is one of the basic principles in Islamic teachings that emphasise human welfare and benefit. One of the most frequently quoted traditions in this regard is the statement of the Prophet ﷺ which reads: “أَعْطُوا الْأَجِيرَ أَجْرَهُ قَبْلَ أَنْ يَجِفَّ عَرْقُهُ” which means, “Pay the labourer his wages before his sweat dries” (HR Ibn Majah). This Hadith emphasises the importance of providing workers' rights in a fair and timely manner, a principle that is in line with the human need to be rewarded for their hard work. In Islam, the fulfilment of these rights is considered a form of worship and a manifestation of compassion and concern for others (Antonio, 2001).

In the context of labour, this hadith has significant implications on both small and large scales (Antonio, 2001). On an individual scale, the provision of wages on time can increase workers' motivation, loyalty, and trust in the employer. Meanwhile, at the scale of the wider community, the application of this principle can create a fairer and more stable economic system. This is particularly relevant in the face of current socio-economic challenges, such as income inequality and inequity in labour wages. In a modern economy, where fierce competition often makes companies focus on profits, these Islamic values remind us to keep welfare and justice in mind (Al-Ghazali, 2005).

Islam teaches that any form of delay in the granting of rights can be considered a form of injustice. When a worker's wages are delayed for no apparent reason, the negative impact is not only felt by the worker himself, but also his family who depend

on that income. The Prophet ﷺ on many occasions reminded his followers to always be fair in all aspects of life, including in financial matters. Paying wages fairly and on time is part of a Muslim's moral and spiritual responsibility. It is therefore not only an ethical directive but also a guideline rooted in religious obligation.

In addition, this principle serves as a form of prevention against potential conflicts between workers and employers. When workers' rights are fulfilled, the working relationship becomes more harmonious and productive. Conflicts between workers and employers often occur due to inaccurate wage payments (Chapra, 2000). Under these circumstances, the Prophet's hadith points out the importance of trust between the two parties, because with such trust, the worker feels valued and recognised, while the employer gains the loyalty of the worker.

In a historical context, this hadith became the basis for many social policies in the early Islamic civilisation. Caliph Umar bin al-Khattab, for example, implemented strict rules regarding the rights of workers, which were based on the principles taught by the Prophet ﷺ. Umar emphasised that workers' rights were obligations that should not be delayed, and any violation of these rights was seen as an injustice that had to be dealt with immediately. This example shows that the Islamic teaching on timely wages has been applied since the early days of Islam.

Furthermore, the Islamic view of fair labour wages is in line with ethical principles in modern economics. The concept of fair and timely payment is now one of the main issues in global labour policy. Many international institutions, such as the International Labour Organization (ILO), have set standards to protect workers' rights, including the prompt payment of wages. Islamic teachings, through this hadith, make an important contribution to the formulation of ethical principles that are relevant in today's world of work.

Not only that, the implementation of the principle of giving wages before the sweat of labour dries up can contribute to the overall improvement of social welfare. When workers receive their entitlements in a fair and timely manner, they are able to fulfil their basic needs, which in turn contributes to economic and social stability. This Hadith underlines that fairness in wage payment is not just a technicality, but part of the Islamic vision of building a prosperous and just society.

The Islamic view of wage payment also encompasses the spiritual aspect, where the wage-earner not only acts as a financial authority, but also as a moral responsibility who is obliged to adhere to ethical principles. By paying wages on time, employers play an active role in performing a form of obedience to Allah SWT. Paying wages is not only a fulfilment of the employment contract, but also a form of respect for the humanity and dignity of the worker.

Many commentators and scholars have emphasised the importance of this hadith as a guide in the world of work. Imam Nawawi, for example, in his commentary on this hadith, states that giving wages on time is a form of justice that must be maintained. According to him, any unnecessary delay can lead to injustice, which is strictly prohibited in Islam. Thus, this hadith shows that Islam is very concerned about the welfare of workers and their rights in the wider social order.

Ultimately, this Hadīth is clear evidence that Islam prioritises social justice and the welfare of mankind in all aspects of life, including the payment of wages to workers. By understanding and applying the principles in this hadith, it is hoped that Muslims can play a role in creating a fair and harmonious work environment and participate in realising a more prosperous and just society.

2. Result and Discussion

This study reveals that the hadith “Pay the labourer his wages before his sweat dries” affirms the basic Islamic concepts of justice and humanity in the provision of rights to labourers. It is not only a moral guide, but also a principle that can be practically applied in modern economic settings. One of the key findings is the importance of timely payment of wages as an effort to respect the dignity of workers. Timeliness in the payment of wages has a direct impact on the lives of workers, as they can fulfil their daily needs more adequately and are free from excessive financial pressure. From an Islamic perspective, delay in paying wages can be categorised as a form of injustice that must be avoided.

Hadith of Ibn Majah on Wages

One important aspect of Islamic social and economic interaction is the establishment of fair wages in labour relations. In Islam, the principle of fairness in wages is highly emphasised, as reflected in various hadiths. Sunan Ibn Majah, one of the hadith books included in the Kutubus Sittah (six major hadith books), contains many of the Prophet Muhammad's guidelines regarding rights and obligations in labour relations, including the issue of paying wages to workers. As stated in Hadith Ibn Majah number 2434

حَدَّثَنَا الْعَبَّاسُ بْنُ الْوَلِيدِ الدِّمَشْقِيُّ حَدَّثَنَا وَهْبُ بْنُ سَعِيدٍ بْنِ عَطِيَّةَ السَّلَمِيِّ حَدَّثَنَا عَبْدُ الرَّحْمَنِ بْنُ زَيْدِ بْنِ أَسْلَمَ عَنْ أَبِيهِ عَنْ عَبْدِ اللَّهِ بْنِ عُمَرَ قَالَ قَالَ رَسُولُ اللَّهِ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ
أَعْطُوا الْأَجِيرَ أَجْرَهُ قَبْلَ أَنْ يَجِفَّ عَرْقُهُ

Sunan Ibn Majah 2434: Al Abbas ibn Walid Ad Dimashqi reported: Wahb ibn Sa'id ibn Athiah As Salami reported: 'Abdur-Rahman ibn Zaid ibn Aslam reported

from his father, Abdullah ibn 'Umar reported: The Messenger of Allah (peace and blessings of Allah be upon him) said: “Pay the labourer his wages before his sweat dries (Abd Al-Rahman Saeed, 2010).

The above hadith confirms the basic Islamic concept of justice and humanity in the provision of rights to workers. It is not only a moral guide, but also a principle that can be practically applied in modern economic settings. One of the key findings is the importance of timely payment of wages as an effort to respect the dignity of workers. Timeliness in the payment of wages has a direct impact on the lives of workers, as they can fulfil their daily needs more adequately and are free from excessive financial pressure. In the Islamic perspective, delay in paying wages can be categorised as a form of injustice that must be avoided.

According to Rani Mayasari, not only should payroll be done on time and according to the rules, but also provide opportunities for employees to grow. She even opens opportunities for her employees to become investors by establishing new branches. “I am very supportive if my employees want to grow, including if they want to become investors. It is precisely in line with the vision of development that I expect from this shariah coffee shop,” he said (Yuniarti & Nasim, 2020).

Ibn Majah's hadith on wages emphasises the ethical and moral obligation of employers to provide fair compensation to their employees. The hadith highlights the importance of fulfilling the rights of employees and ensuring that wages are commensurate with the work performed. This perspective is reinforced by various Islamic legal frameworks and scholarly interpretations.

Ethical Obligations in Wage Payment Islam mandates that wages must be paid honestly and fairly, as outlined in hadiths (Madyasari & Khamim, 2023). DSN MUI Fatwa No: 09/DSN-MUI/IV/2000 provides guidelines for timely payment and protection of employee rights (Madyasari & Khamim, 2023).

According to the Hanafiyyah and Malikiyyah, the obligation of wages is based on three things, namely:

- 1) Requiring the wages to be hastened.
- 2) Accelerating without conditions
- 3) Paying the benefit little by little, if the two contracting parties agree to delay the payment, that is permissible (Daitari, 2021).

We can understand that wages according to the Hanafiyah and Malikiyah scholars must be delivered immediately, unless there is an agreement between the two parties, that wages are paid in instalments or instalments, and that is permissible if

both parties agree and accept the agreement. According to Abu Hanifa, the wages must be given in accordance with the benefits that have been received.

Takhrij Hadith

Takhrij Hadith is an important process in the study of hadith that aims to trace and identify the sources of hadith as well as to assess their quality and validity. This process begins with takhrij by word (*bi al-Lafzi*), where the researcher searches for traditions based on the lafaz or wording found in the matan of the hadith.(Johari, 2023) For example, if researchers have a particular lafaz, they can look it up in relevant books of hadith to find its original source and context. Next, there is takhrij by the beginning of the text (*bi Awwal al-Matan*), which involves using the first letter of the text of the hadith to search through the books of hadith. For example, if the matan of begins with the letter “mim”, the researcher will search the chapter that begins with that letter, thus finding the corresponding hadith(Johari, 2023)

The hadith with the above-mentioned sanad (*chain of narrators*) is the main narration specifically recorded in Sunan Ibn Majah (d. 273 AH) in Kitab ar-Ruhun (Pawn), in Chapter Ajr al-Ujara' (Labourers' Wages), with hadith number 2443. In addition to the main narration from 'Abdullah ibn 'Umar, this hadith has several corroborating narrations from other Companions that add to its weight. Among them are:

- 1) From Abu Hurairah r.a., whose narration can be found in al-Baihaqi's as-Sunan al-Kubra (d. 458 AH) with number 11630, and in Abu Ya'la's Musnad (d. 307 AH) with number 6176.
- 2) From Anas bin Malik r.a., as narrated by al-Baihaqi in as-Sunan ash-Shaghir (no. 2465).
- 3) From Jabir bin 'Abdillah r.a., whose narration is mentioned by al-Baihaqi in Shu'ab al-Iman (no. 5244).

The existence of these various transmission routes is an important factor in determining the final status of the hadith.

The analysis of this hadith involves two aspects: an assessment of the specific sanad of Ibn Majah's narration, and an assessment of the matan (content) of the hadith as a whole after considering all the routes.

The sanad narrated by Ibn Majah is considered dha'if (weak) by scholars. The weak point lies with the narrator 'Abdurrahman ibn Zayd ibn Aslam. The scholars of hadith criticism are unanimous in stating that he is a weak narrator, mainly because of his poor memorisation. This assessment can be found in books of narrator

biographies, as explained by Ibn Hajar al-'Asqalani (d. 852 AH) in *Tahdzib at-Tahdzib* (biography no. 6271). Imam al-Bushiri (d. 840 AH) also explicitly commented on this narration of Ibn Majah by stating, “This sanad is da'if because of the weakness of 'Abdurrahman bin Zayd bin Aslam” (al-Bushiri, *Misbah az-Zujajah*, 3/74).

However, a weakness in one sanad does not necessarily invalidate the status of the hadeeth as a whole if there are other narrations that support it. In this case, the hadeeth is corroborated by other reports from Abu Hurairah, Anas ibn Malik, and Jabir ibn 'Abdillah. Due to the number of corroborating narrations, the status of this hadeeth rose from dha'if to Hasan or Sahih li Ghayrihi (Hasan or Sahih due to external factors).

Therefore, later generations of scholars, such as Shaykh Muhammad Nashiruddin al-Albani (d. 1420 AH), regarded this hadeeth as Sahih (al-Albani, *Sahih al-Jami' ash-Shaghir*, no. 149; al-Albani, *Irwa' al-Ghalil*, no. 1498).

Asbabul Wurud Hadith about Wages in Sunan Ibn Majah

Asbabul wurud is the background or context in which a hadith was delivered by the Prophet. It helps in understanding the meaning and application of the hadith more deeply. (Ibn Majah, 1998)

a. Teks Hadith:

“Berikanlah upah pekerja sebelum kering keringatnya.” (HR. Ibn Majah, No. 2443)

b. Asbabul Wurud

This hadith was delivered by the Prophet in the context of the Arabian society at that time which often employed labourers or daily workers. In that society, there was a habit of delaying the payment of wages to workers, especially labourers who worked on a daily basis. This delay often causes hardship for the workers, as they depend on the wages to fulfil their needs.

The Prophet, through this Hadith, emphasises the importance of giving workers their rights in a timely manner. The phrase “before his sweat dries” is a metaphor indicating that wages should be given as soon as the work is completed, without delays that could harm the worker. This message reflects fairness and care in labour relations, in accordance with the principles of Islamic law that uphold social justice.

Relevance to Fiqh al-Mu'amalah

In muamalah jurisprudence, this hadith is often used as a legal basis regarding the employer's obligation to provide workers with their rights fairly. Delaying the payment of wages without a valid reason is considered a breach of trust (Wahbah al-Zuhaili

2007). This hadith also forms the basis for discussions on employment relationships, such as employment contracts (*ijarah* contracts), the rights of workers, and the responsibilities of employers (Muhammad Taqi Usmani 2003). In the modern world, the message of this hadith remains relevant. Delays in payment of workers' salaries or wages are often an issue in various sectors. The Prophet through this Hadith emphasises the importance of safeguarding the rights of workers and making justice the main value in labour relations (Yusuf al-Qaradawi 1992). It also reminds employers and leaders to be fair and responsible in fulfilling their obligations to their employees (Ibn Mājah 2000).

In the modern world, the message of this Hadith remains relevant, especially in the face of the issue of delayed payment of salaries or wages of workers that still often occurs in various sectors. The Prophet Muhammad through this Hadith emphasises the importance of safeguarding workers' rights and making justice a core value in labour relations. This principle reminds employers and leaders to be fair and responsible in fulfilling their obligations towards employees. This not only serves as a moral obligation, but also as a measure to create healthy and productive working relationships.

From a social perspective, providing wages on time has a significant positive impact on the economic stability of society. When workers' rights are fulfilled, their purchasing power is maintained, thus encouraging a healthy economic turnover. This supports the Islamic vision of social welfare, where every individual contributes to creating harmony and supporting each other. The resulting microeconomic stability also has an impact on the macroeconomy, as the economic cycle can run more smoothly without bottlenecks due to inequalities in wage payments.

Arrangements for timely payment of wages have been accommodated in the labour policies of various countries, which are in line with the principles taught in this hadith. In Indonesia, for example, the labour law stipulates that employers must pay wages within the time specified in the employment contract. Although this hadith was delivered more than a thousand years ago, its values remain relevant as a universal guide in various modern labour systems.

Furthermore, the implementation of this principle has been proven to significantly improve the quality of life of workers. Accuracy in wage payment not only fulfils workers' basic needs, but also helps reduce the burden of financial stress. In the long run, this welfare will improve the quality of a country's workforce, creating a

more competitive and productive economy. As such, this principle benefits not only individual workers but also the development of the economy as a whole.

The application of this principle supports social stability by reducing the potential for conflict between workers and employers. Labour conflicts that are often triggered by wage issues can be minimised through the employer's commitment to provide workers' entitlements in a timely manner. Thus, working relationships become more harmonious, which contributes to the sustainability of company operations as well as worker satisfaction.

From a business ethics perspective, this principle is also in line with corporate social responsibility (CSR). Many modern companies are now beginning to realise that worker welfare is not only a contractual obligation, but also an important part of a company's reputation in the eyes of the public. The application of CSR in the area of labour shows that the values of justice taught by Islam have strong relevance in contemporary business practices.

Furthermore, an understanding of this hadith can help reduce the practice of labour exploitation. When employers provide wages as required, there is less risk of exploitation. Exploitation often occurs when workers do not understand their rights or when employers ignore their obligations. By emphasising the importance of justice, this hadith serves as a reminder that exploitation in labour relations is an act to be avoided.

This study confirms that the Hadīth on wages contains moral values that are relevant to be applied at various levels of employment. From small-scale employment relationships, such as domestic workers with employers, to large-scale ones such as multinational companies, the same principle applies: every worker is entitled to a timely wage as a form of appreciation for their hard work. This shows that Islam's teachings on justice in labour relations are universal.

It also guides Muslims to be fair and avoid injustice in all aspects of life, including in the world of work. Islam emphasises that justice is at the heart of every action. By providing wages on time, the employer not only fulfils a contractual obligation, but also demonstrates a moral commitment to respecting workers' rights as per religious teachings.

Further discussion highlights how the implementation of this principle can support the development of the Islamic economic system. Islamic economics, which emphasizes justice and social welfare, adopts this hadith as a foundational reference in establishing ethical standards in business and labor practices. By upholding workers'

rights, the Islamic economic system is expected to foster a more equitable work environment, thereby attracting broader public and business participation in adopting this system.

This study also demonstrates that fairness in wage distribution contributes to the cultivation of a positive work culture. When workers feel valued and receive their rightful compensation, job satisfaction increases, leading to improved productivity and a healthier, more conducive workplace environment. Conversely, a proper understanding of this hadith on the part of the workers can raise their awareness of their own rights. This knowledge is especially crucial in the modern era, where uncertainties in wage payment continue to present significant challenges.

Finally, this research underscores the importance of implementing this principle within modern employment systems. In today's increasingly competitive labor market, wage justice is often neglected. This hadith serves as a reminder that Islamic principles of justice are universal and applicable across diverse contexts. Overall, the implementation of Islamic principles concerning fairness and workers' welfare is expected to promote harmonious, sustainable, and mutually beneficial labor relations between employees and employers.

3. Conclusion

The conclusion of this study confirms that the hadith "Pay workers their wages before their sweat dries" has a very important relevance in the context of social justice and workers' welfare in modern society. It serves not only as a moral guide, but also as a practical principle that can be applied in today's labour system. Research shows that the timely payment of wages is a form of respect for the dignity of workers, which has a direct impact on their well-being. Timeliness in the payment of wages allows workers to better fulfil their daily needs, reduces financial stress, and increases job satisfaction. In addition, a good understanding of workers' rights under the hadith can increase their awareness of their due rights, especially in the modern era where uncertainty in wage payment is still a challenge. The study also highlights that the application of the principle of fairness in wage payment can create a positive work culture where workers feel valued and motivated to increase productivity. Thus, this hadith provides a reminder that the principles of justice in Islam are universal and can be applied in various contexts, including in the increasingly competitive world of work. The implementation of Islamic principles of justice and worker welfare is expected to create harmonious, sustainable and mutually beneficial working relationships for all parties. Therefore, it is important for stakeholders, including employers and workers, to understand and apply these teachings in daily practice, in order to realise a more

just and prosperous society. The study also recommends that further research be conducted to explore the implementation of these principles in a broader context, as well as to identify challenges and solutions in their application across different industry sectors.

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