

Paid Leave and the Quran

FAMILY

The Quran speaks about the centrality of family. A family that creates and preserves strong bonds through mutual care and respect is one of the greatest blessings Allah offers us and is the foundation of a strong nation. Paid leave helps us honor this gift by allowing us time to care for loved ones and ourselves.

“And your Lord has decreed that you worship none but Him. And that you be dutiful to your parents. If one of them or both of them attain old age in your life, say not to them a word of disrespect, nor shout at them but address them in terms of honour.” — Quran, Surah al-Isra’ 17:23

“The best of you are those who are best to their families, and I am the best of you to my family.”
—Prophet Muhammad

“Each of you is a shepherd and is responsible for his flock. The leader is a shepherd and is responsible for his flock. The man/women are the shepherd of their family and are responsible for their flock.”
—Prophet Muhammad



“The most perfect Muslim in the matter of faith is someone who has excellent behavior, and the best among you are those who behave best toward their wives.” —Prophet Muhammad

“Your body has a right over you, your eyes have a right over you, your wife has a right over you and your guests have a right over you.” —Prophet Muhammad

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EQUITY AND INCLUSION

The Quran says we must take the well-being of others into account in our actions and decisions—a mandate that applies to our families and the wider community. We are to care for the vulnerable (children, elders, people living in poverty, etc.) as well as honor workers. Paid leave policies that cover all families and types of workers help us meet this obligation.

“Whoever relieves the hardship of a believer in this world, Allah will relieve his hardship on the Day of Resurrection. Whoever helps ease one in difficulty, Allah will make it easy for him in this world and in the Hereafter.” —Prophet Muhammad

“Give to the near of kin his due, and also to the needy and the wayfarer.” — Quran, Surah al-Isra’ 17:26
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“Fear Allah and treat your children [small or grown] fairly (with equal justice).” —Prophet Muhammad

“The Holy Qur’an teaches that people should ‘fulfill all of your obligations.’ An employer is obligated to properly compensate, which is not just about money. We’re talking about providing a good atmosphere; good working conditions, benefits, and allowing a person to have time with their families.” —Imam Makram El-Amin of Minnesota, quoted by Interfaith Worker Justice

CIVIC ENGAGEMENT

Working together toward justice for all is a way of living out our Muslim values, including seeking change through civic engagement. Voting and policymaking for paid leave are important ways to ensure everyone is cared for.

Muslims are expected to work for justice and to do so in collaboration with others, even with those who are different from ourselves in faith, nationality, or class.

“One day a trader came to do business in Mecca (a major place of trade at the time), but was wronged by a businessman who didn’t pay him his money. The trader stood on a mountain and he cried out for justice. When he cried out, people of Mecca decided to create an alliance that transcended tribal and religious barriers to fight for the rights of those wronged. Before Muhammad Ibn Abdullah received revelation and became a prophet, he joined this coalition and after becoming a prophet, he said to one of his companions, ‘I was called to this coalition before I became a prophet and if somebody called me today to stand for what is just and address issues of equality and fairness with people of different backgrounds, I would respond.’ One of the missions of a Muslim is to work with those who work for justice.” —Imam Mohamed Magid of the ADAMS Center, Washington, DC, quoted by Interfaith Worker Justice

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