


Workplace Relevant Rulings

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KHUMS



KHUMS RELATED TO WAGES

Salary not yet received – Khums is Wajib immediately upon receipt

Advance salary/wages for work not yet done – Khums not applicable until after the work is done

Severance pay, Retirement bonus and Pensions – Khums will be applicable in the year you received the money

401K and other investment schemes – Includes a combination of 4 types of funds:

1. A portion of worker's wages
2. A matched amount by the company
3. Returns based on 1
4. Returns based on 2






Miscellaneous rulings

- Using office equipment for personal use
 - Radd al-Madhalim
- Going against the terms of your contract
- Aiding the oppressors – buying their goods or shares

Issue 1588: It is not permissible to purchase shares related to the Israeli government and Zionist companies. Additionally, if it is known that another company effectively and significantly supports the Israeli government by paying a portion of its income as taxes or similar payments, purchasing their shares is also not permissible, as it is considered a form of assistance and support for oppression.



Adhering to the laws of the land



Secular law is of 3 kinds:

1) It is necessary to follow laws that, regardless of their legal status, have other reasons that make violating them problematic. Disobeying these laws is not permissible. Some of these cases include:

- Actions that lead to unlawful appropriation of government property, such as theft, fraud, embezzlement, money laundering, wasting government resources, causing damage to them, unauthorized use of such resources, betrayal of trust, and similar acts. Similarly, receiving full wages while an employee has not been present at work for the full required time.
- Actions that cause disruption to the social order.
- Actions that result in significant harm—something which Islamic law does not condone—such as disrespecting Islam, Muslims, the Shia faith, or Shiites.
- Actions that cause harm to individuals whose lives or property are considered inviolable, such as certain traffic laws where disobedience may lead to unlawful danger to life or the risk of unlawful financial loss.
- Cases where following regulations is part of a valid religious contract or a condition within a contract, such as when a specific agreement or sale requires the observance of particular regulations.

2) Laws that have been approved as valid by the Jurist



Adhering to the laws of the land

✦ 3) Laws that do not fall under either of the previous two categories are divided into two types:

a. Laws that are contrary to Islamic law, such as the following cases:

- Requiring or committing to pay damages for delay in debt repayment;
- Requiring or committing, in some institutions, offices, or organizations, to wear clothing or use makeup or adornment that is religiously forbidden in front of non-mahrams (those one can marry);
- Requiring landlords to provide tenants with business or trade rights when no compensation has been paid for the location's goodwill.

Following such laws is not permissible.

b. Laws that are not inherently contrary to Islamic law, such as certain traffic laws that do not result in unlawful danger to life or unlawful financial harm if violated.

Disobeying such laws is not permissible, and permission is not granted to ignore them. However, in these cases, one may refer to another fully qualified religious jurist (mujtahid), adhering to the principle of following the most learned (al-a'lam fa'l-a'lam).



Adhering to the laws of the land

Issue 558: A person who has emigrated to a non-Muslim country, if they have committed to following the laws of that country when receiving a visa or similar documentation, must fulfill their commitment, even if this commitment was implicit rather than explicit. However, this does not apply to laws that are contrary to Islamic law.