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Occupational Safety and Health in Halal and Toyyib Workplaces: A Review of Maqasid Al-Shari'ah Principles

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ABSTRACT

Assuring safe and moral working conditions is a key component of Islamic ethics and beliefs, and Occupational safety and health (OSH) is essential for fostering wellbeing and productivity in the workplace. The convergence of OSH, halal and toyyib, and Maqasid Al-Shari'ah is critically examined in this paper, emphasizing the theoretical and practical ramifications of these ideas for fostering moral and secure workplaces. The review emphasizes the value of using OSH, halal and toyyib, and Maqasid Al-Shari'ah principles in daily life. Islamic principles are used in workplace decision-making, Islamic values are incorporated in OSH training and education, and shariah-compliant OSH standards are a few examples of this kind of integration. These values are based on the more general Islamic ideals of justice, fairness, and compassion, which can offer helpful direction for fostering moral and secure workplaces. The article suggested additional interdisciplinary research that integrates perspectives from OSH, halal and toyyib, and Maqasid Al-Shari'ah, as well as the creation of useful guidelines for putting shariah-compliant OSH practices into practice. In order to ensure safe and moral workplaces in Islamic contexts, the review emphasizes the significance of comprehending how OSH, halal, toyyib, and Maqasid Al-Shari'ah intersect. It also provides insights for policymakers, practitioners, and researchers who are interested in Islamic ethics and workplace safety.

Keywords: Ethics; Halal, Health; Maqasid al-Shari'ah; Occupational safety; Workplace

1 Introduction

Occupational Safety and Health (OSH) refers to the efforts and measures taken to protect and promote workplace safety, health, and wellbeing. It involves the identification and management of conditions and factors that may pose risks or hazards to workers, with the aim of preventing occupational accidents, injuries, and illnesses [1]. OSH encompasses various aspects, including physical safety, ergonomics, psychosocial wellbeing, and the integration of health promotion. It is a multidisciplinary field that draws on knowledge and expertise from psychology, public health, operations management, and occupational health and safety literature [2]. By prioritizing OSH, organizations can enhance employee performance, productivity, and overall organizational outcomes [3]. A halal and toyyib



workplace refers to a work environment that adheres to Islamic principles and values, ensuring that practices and products are permissible and wholesome according to Islamic guidelines. Such workplaces prioritize the wellbeing and spiritual needs of employees, creating an inclusive and faith-friendly atmosphere. This includes providing accommodations for religious practices, such as dedicated prayer rooms and access to halal food. The management of diversity, including religious accommodation, contributes to the perception of sufficient job resources among employees [4]. Islamic principles of human resource management (HRM), which emphasize high-performance workplace practices, align with the principles of good business practice. Additionally, the influence of Islam in the workplace extends to employee performance, creativity, and motivation [5]. Halal workplaces also promote ethical behavior, honesty, and observance. Overall, a halal and toyyib workplace integrates Islamic principles and practices to create a conducive and ethical work environment.

Maqasid Al-Shari'ah principles are a framework derived from Islamic jurisprudence that aims to preserve and promote the objectives and values of Islamic law [6]. These principles go beyond the mere observance of legal rules and regulations and encompass broader ethical, social, and environmental considerations [6]. The hierarchy of human needs in Maqasid Al-Shari'ah is similar to Maslow's hierarchy theory, with different levels of essential needs. The application of Maqasid Al-Shari'ah principles in Islamic banking is crucial for evaluating ethical performance and determining the social impact of financial institutions. It also plays a role in shaping the practices of other sectors, such as the halal industry, marriage contracts, and environmental protection [7,8]. The reconstruction and reinterpretation of Maqasid Al-Shari'ah principles are necessary to address contemporary challenges and ensure their relevance in the modern era. By incorporating Maqasid Al-Shari'ah principles into various aspects of life, individuals and organizations can strive to achieve the higher objectives of Islamic law and promote the wellbeing and harmony of society. Therefore, this review focuses on two main objectives: 1) exploring the intersection of Occupational Safety and Health (OSH), Halal and Toyyib, and Maqasid Al-Shari'ah principles in the workplace from the literature, 2) identifying and proposing practical ways to apply these principles in the workplace. The second objective also includes proposing new strategies or recommendations based on the findings of the review.

2 Occupational Safety and Health in Workplace

Occupational Safety and Health (OSH) is a multidisciplinary field that focuses on the safety, health, and welfare of people at work [9]. The primary goal of OSH is to create a safe and healthy work environment, which is crucial for maintaining the productivity and morale of the workforce. OSH practices encompass the anticipation, recognition, evaluation, and control of workplace hazards that could cause impairment of workers' health as well as their overall

wellbeing [10]. In general workplaces, OSH practices often include risk assessments, safety training, provision of personal protective equipment, and implementation of safety protocols. These practices identify and control workplace hazard outlets, dissuading accidents from occurring from such causes [11].

In Islamic workplaces, the concept of OHS extends beyond physical worker protection. It includes moral and ethical dimensions aligning with Halal (permissible) and Toyyib (good or wholesome). Maqasid Al-Shari'ah principles guide various work aspects such as behavior, business practice, and the overall work environment. The integration of these principles, the framework of overarching which guides workplace policies in today's society is called Maqasid Al-Shari'ah; developed to achieve Islam's objectives in different facets of life. This modal base maps out a comprehensive attitude bridging various OSH practices in Islamic workplaces [11]. A visual interpretation of the integration of Occupational Safety and Health (OSH), Halal and Toyyib, and Maqasid Al-Shari'ah in Islamic workplaces has been presented in Figure 1.

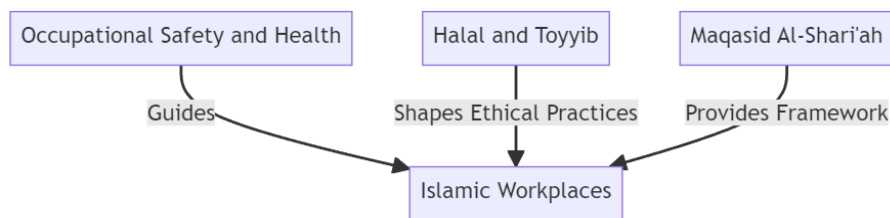


Figure 1: *The integration of Halal and Toyyib, and Maqasid Al-Shari'ah with Occupational Safety and Health (OSH) in workplace.*

3 Intersection of OSH, Halal and Toyyib, and Maqasid Al-Shari'ah

The objectives of Islamic law (called Maqasid Al-Shari'ah) play a crucial role in establishing workplace ethics and practices [12]. The Maqasid Al-Shari'ah reflect the principles that are meant to preserve religion, life, intellect, lineage as well as property. These principles are integrated into Occupational Safety and Health (OSH). The integration of Maqasid Al-Shari'ah in OSH is significant for the following reasons:

- i. **Protection of Life:** This principle directly relates the goals of OSH. It considers the prevention of accidents and illnesses through ensuring employees have a safe and healthy working environment.
- ii. **Protection of Intellect:** This principle encourages the proper use and maintenance of training and education to employees to improve skills and knowledge. It also prevents overwork and stress by improving mental health.
- iii. **Protection of Property:** This principle is related to the physical assets of the workplace. It encourages the setting up and maintaining of necessary machinery in an eco-system that ensures their proper use and accompanying services.

- iv. Protection of Lineage: Though this principle has primarily familial applications, it can relate to the workplace through functions such as improvement upon individuals since work does not end at one's residence. It encourages employers to consider family responsibilities prescribed by employees in terms of work schedules.
- v. Protection of Religion, this principle encouraged respect for religious beliefs and practices in the workplace. It assisted workplaces in encouraging tolerance and understanding among different faiths amongst its employees.

Integrating Principles in Occupational Safety and Health (OSH) Workplaces enjoy fostering holistic approaches toward employee wellbeing that goes beyond physical safety. They facilitate ethical practices towards consideration of physical, moral and spiritual traits of employees intent on bettering the occupation's wellbeing [13]. The integration of Maqasid Al-Shari'ah principles in OSH promotes a holistic approach to employee wellbeing. It ensures not only the physical safety of employees but also considers their intellectual, emotional, and spiritual wellbeing. This holistic approach aligns with the concept of Halal and Toyyib, which emphasizes wholesomeness and purity in all aspects of life.

The diagram below (Figure 2) illustrates the relationship between Maqasid Al-Shari'ah and OSH.

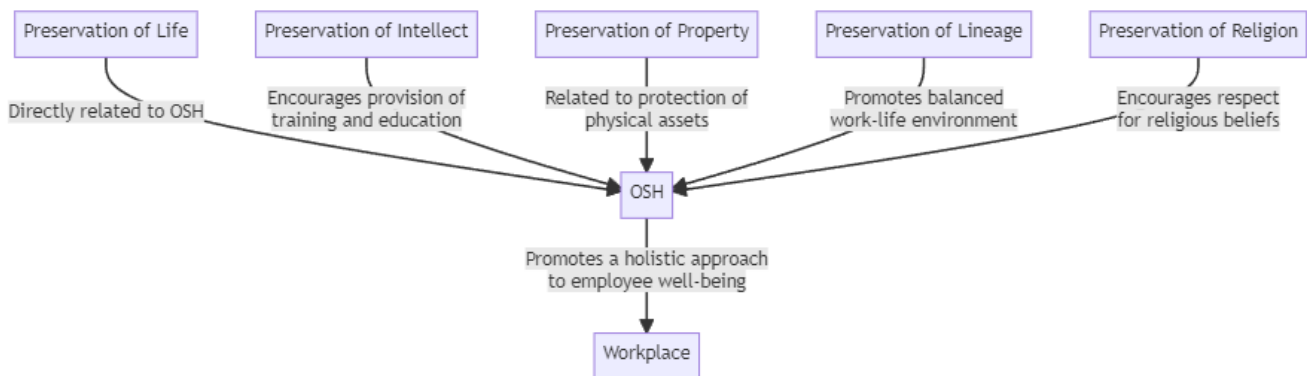


Figure 2: *The relationship between Maqasid Al-Shari'ah and OSH.*

4 Conclusions and Recommendations

The integration of Occupational Safety and Health (OSH), Halal and Toyyib, and Maqasid Al-Shari'ah principles into workplaces is a complex and multifaceted process. This review has discussed the theoretical as well as practical implications of these principles, pointing out the possibility for their adoption to foster ethical, safe, and productive workplaces. The convergence of OSH, Halal, and Toyyib, together with Maqasid Al-Shari'ah contains a holistic approach toward employee wellbeing, which extends far beyond physical safety but encompasses intellectual, emotional, and spiritual wellbeing. This framework fits in snugly according to Islamic ideals of justice, fairness, and compassion, providing an overarching framework for workplace ethics and safety. Some of the strategies that facilitate integration

include education, training, policy development, leadership commitment, and regular audit. Policymakers, practitioners, and researchers also have important roles in facilitating and implementing these principles. There is always a need for further interdisciplinary research that integrates perspectives from OSH, Halal, and Toyyib, coupled with Maqasid Al-Shari'ah. This could mean case studies, surveys, or experimental research. Developing practical guidelines for implementing Shari'ah-compliant OSH practices is yet another key area for future research.

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