



Asking an employee to work overtime while having no task to be done

Fatwa no. 19818

Q: I work in one of the government departments which occasionally requests us to work overtime beyond

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the regular working hours. It submits a request to the official who is in charge of approving that assignment. Most often, the request is approved. It goes as follows: Dear His Excellency the undersecretary of the administrative and financial affairs, As-salamu `alaykum warahmatullah wabarakatuh (May Allah's Peace, Mercy, and Blessings be upon you!) Due to the many tasks the department has to do and is unable to finish during the regular working hours, we hope that your Excellency will approve that the department works overtime for (the days are defined). Please be informed Your Eminence that in pursuant to article no (26) of the Civil Service Law states that Overtime work is only allowed when it is impossible to do the work during the regular working hours, while I can do all the tasks assigned to me during the regular working hours. Now, is it permissible for me to receive the overtime payment, if I go to work at night and am present during the hours of the overtime assigned to me even if I have no task? Please note that I have financial obligations such as car installments, house rent, and so on. Please advise. May Allah reward you!

A: If you are able to finish the tasks assigned to you during regular working hours and you have no task

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to do during the overtime hours, it is impermissible for you to accept working overtime and to take payment for it. The overtime payment should be paid only to people working during this period and are unable to do tasks during regular working hours. As you have mentioned that you have no task to do during the overtime hours, you should abstain from doing overtime to free yourself from liability. May Allah grant us success! May peace and blessings of Allah be upon our Prophet Muhammad, his family and Companions!

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