



Fatwa No. (11446)

Q: Some companies and establishments do the following: They bring workers from abroad to work for such establishments being sponsored by the owner for a period of time at the end of which they are to be given their rights in full. However, after the period is over, workers are given the choice by the establishment owner either to shift their sponsorship to whomsoever they like and thus give up

(Part No : 14, Page No: 384)

their rights (of course after signing a document to the effect that they have already taken them) or take their rights and go home. What is the ruling on doing so? What is the ruling on an official who approves of this and signs falsely a document stating that workers have already taken their rights in full? Give us a fatwa, may Allah bless you!

A: It is impermissible for employers to unjustly take employees' rights and have them falsely sign a document to the effect that they have already received them in return for shifting their sponsorship. Moreover, the official responsible for this may not help employers in sin and abusing people's rights unjustly. Allah (may He be Exalted) stated: ﴿ [Help you one another in Al-Birr and At-Taqwâ \(virtue, righteousness and piety\); but do not help one another in sin and transgression. And fear Allâh. Verily, Allâh is Severe in punishment.](#) ﴾ He (may He be Exalted) also stated: ﴿ [And consume not one another's property unjustly \(in any illegal way e.g. stealing, cheating, deceiving, etc.\)](#) ﴾ May Allah grant us success! May peace and blessings be upon our Prophet Muhammad, his family and Companions!

Permanent Committee for Scholarly Research and Ifta'

Member	Deputy Chairman	The Chairman
`Abdullah ibn Ghudayyan	`Abdul-Razzaq `Afify	`Abdul-`Aziz ibn `Abdullah ibn Baz