



Health and Safety of a Work Environment in an Islamic Perspective

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ABSTRACT

Work environment safety and health is a program designed as an effort to prevent occupational accidents and diseases by identifying, controlling and monitoring potential hazards in the work environment. In working, every Muslim must pay attention to occupational health and safety, because accidents can occur due to various causes. Islam teaches its people to work and work safely and safely recommended by the Prophet Muhammad. The K3 relationship with Islam is the same as reminding us to always behave in a safe and healthy manner at work wherever we work. Efforts are made to minimize, eliminate and control the potential dangers that exist, which can endanger oneself and others. In Islam, occupational safety and health is doing a job in the best possible way and prioritizing maintaining safety and health, because Islam highly respects safety for its adherents. Islam in the Al-Qur'an and hadiths prohibits people from causing damage, let alone the damage to the environment, to oneself Allah forbids it.

Keywords: *islam, safety, health, work environment*

Background

Occupational safety and health is a program created as an effort to prevent accidents and occupational diseases by identifying, controlling and monitoring potential hazards in the work environment. (International Labour Organization, 2013) Accidents that occur due to work can result in losses to workers and the company where they work. Islam is a religion that carries the vision and mission of progress to build civilization in the life of the universal human race. In Islam, it encourages people to do charity and forbids them to be lazy. (Islam, 2019) As Allah says in QS. Al-Jumu'ah (62): 10.

فَإِذَا قُضِيَتِ الصَّلَاةُ فَانْتَشِرُوا فِي الْأَرْضِ وَابْتَغُوا مِنْ فَضْلِ اللَّهِ وَاذْكُرُوا اللَّهَ كَثِيرًا لَعَلَّكُمْ تُفْلِحُونَ

Meaning: "When the prayer has been fulfilled, then you are scattered on the earth, and seek Allah's bounty and remember Allah much - so that you may be lucky."

Likewise the word of God in QS. At-Taubah (106) Verse 9:

اسْتَشْرُوا بِآيَاتِ اللَّهِ تَمَنَّا قَلِيلًا فَصَدُّوا عَنْ سَبِيلِهِ ۗ إِنَّهُمْ سَاءَ مَا كَانُوا يَعْمَلُونَ

Meaning: "And say, work you then Allah will see your treatment, as well as His Messenger, and the believers, and you will be returned to (Allah) Who knows the unseen and the real, then he will inform you of what is you have done".

Islam teaches its people to work and work safely and safely recommended by the Prophet Muhammad, as in the hadith. "It must not cause harm and must not harm other people." (Narrated by Ibn

Majjah). In working every Muslim must pay attention to Occupational Health and Safety, because accidents can occur due to various factors, including unsafe behavioral factors (Unsafe Action). Working not according to SOPs and not wearing personal protective equipment, not caring about safety and so on. Both environmental factors (Unsafe Condition). Unsafe equipment conditions, improper building facilities, chemical, biological and so on. The aspect of unsafe behavior is the biggest contribution to the incidence of accidents and occupational diseases. (Ismail et al., 2018)

We do not have protection against the evil that Allah wills, which means we cannot avoid the evil that Allah wills, which means we cannot avoid the evil that has been ordained by Allah, but we have the right to maintain safety and health from threats that occur at work, keep trying to change the situation. Islam really upholds safety, forbids people to do damage to themselves and their environment. The relationship between OSH and Islam is the same as reminding us to always behave in a safe and healthy manner at work wherever we work. (Ismail et al., 2018) Efforts are made to minimize, eliminate and control the potential hazards that exist, which can endanger themselves and others. So with this, we should not do things that lead to destruction by ignoring K3 because those actions include actions that throw ourselves into destruction. With safe and healthy behavior, it will create a work environment that supports the progress of the workplace, both companies, agencies, factories, health facilities and organizations. Working in a safe way, thinking before acting and always prioritizing safety at work are the main things. (Putri et al., 2019)

Understanding of Occupational Safety and Health in Islam

Work in Islamic teachings is a manifestation of faith. Work is part of worship. The characteristics of working as a dedication to Allah swt in Islam, namely:

1. Work motivation is solely seeking the pleasure of Allah swt
2. How to work according to or not against Islamic law
3. Field of work that is lawful, good or ma'ruf
4. Work benefits for the good, welfare and safety for all

The work environment has potential hazards, both endangering the health and safety of employees or other people in the workplace. Therefore, at work, safety and health must be prioritized. Occupational Safety and Health are all conditions and factors that can have an impact on the safety and health of workers and other people (contractors, suppliers, visitors and guests) in the workplace. In Islam Occupational Safety and Health is doing a job in the best possible way and prioritizing maintaining safety and health, because Islam highly upholds safety for its adherents. Islam in the Qur'an and hadith forbids people to do damage, let alone the damage occurs to the environment, only to oneself, Allah forbids it. (Ismail et al., 2018)

Al-Baqarah verse 195:

وَأَنْفِقُوا فِي سَبِيلِ اللَّهِ وَلَا تُلْقُوا بِأَيْدِيكُمْ إِلَى التَّهْلُكَةِ وَأَحْسِنُوا إِنَّ اللَّهَ يُحِبُّ الْمُحْسِنِينَ

Meaning: "*And spend (your wealth) in the way of Allah and do not drop (yourself, and do good. Allah loves those who do good.*"

And in Surah Al-An'am verse 17:

وَإِنْ يَمَسُّكَ اللَّهُ بِضُرٍّ فَلَا كَاشِفَ لَهُ إِلَّا هُوَ وَإِنْ يَمَسُّكَ بِخَيْرٍ فَهُوَ عَلَىٰ كُلِّ شَيْءٍ قَدِيرٌ

Meaning: "*And if Allah cloths (overwhelms) you with the danger of calamity, then no one can erase it but He Himself and if He cloths (overwhelms) you with goodness, then He is All-Powerful over everything.*"

Factors that affect the potential for harm to Occupational Health and Safety in Islam

ILO (International Labor Organization) Book on Occupational Safety and Health said that there are 4 (four) potential hazards that affect Occupational Safety and Health in the workplace, (ALLI, 2008) including:

1. Chemical hazards are health risks arising from exposure to various chemicals. Many chemicals that have toxic properties can enter the bloodstream and cause damage to the system. Toxic substances can enter the bloodstream and cause damage to other body systems and organs. Hazardous chemicals can be in the form of solid, liquid, vapor, gas, dust, smoke or mist and can enter the body in three ways, namely inhalation (inhaling), absorption into the skin and digestion (swallowing).
2. Physical hazards are factors in the workplace that are physical in nature, including noise, lighting, vibration, work climate, microwaves and ultraviolet light. These factors may be certain parts resulting from the production process or unwanted by-products.
3. The dangers of biological factors are occupational diseases of various types, such as inhalation of organic dust in tobacco workers can cause lung disease.
4. The dangers of ergonomics factors and work arrangements, namely the risk of potential ergonomics hazards will increase with monotonous, repetitive or high-speed tasks, with non-neutral or awkward postures, if there are inappropriate supports and if there is not enough rest that results in boredom, body pain, fatigue and stress.

Hazards (occupational hazards) including unsafe/dangerous work behavior must be overcome or eliminated or minimized. (Eva et al., 2019) This is in accordance with the words of the Prophet Muhammad. "There must be no danger and no harm to others." (H.R Ibn Majah Kitab Al-Ahkam, 2340) in the history of Al-Hakim and al-Baihaqi there is an addition "Whoever harms another person, then Allah will repay the danger to him and whoever makes it difficult or difficult for others, Allah will make it difficult for him."

From one of the hazards above, it is explained that dust is often used as an indicator of pollution which is used to indicate the level of danger both to the environment and to occupational health and safety. Dust particles will be in the air for a relatively long time in a state of floating in the air and then enter the human body through breathing. Silicosis is a disease of the Pneumoconiosis group of diseases. The reason

is the free silica contained in the dust that is inhaled when breathing and is accumulated in the lungs with an incubation period of 2-4 years. Workers who are often affected by this disease generally work in companies that produce stones for buildings, such as granite, ceramics, tin mines, iron mines, coal mines, and so on. Symptoms of this disease can be distinguished from mild, moderate, severe levels. At a mild level, it is characterized by dry cough, expansion of the lungs. At a moderate level of shortness of breath (bronchial), there are ronchi lung bases. At a severe level, shortness of breath occurs resulting in total disability, right heart hypertrophy, right heart failure. (Corrin & Nicholson, 2011)

Then it was also conveyed by Ibn Sa'ad in *Thabaqat al Kubra VIII/198*, narrating that Abdullah bin Salih al Mashari said; "One time Amr bin al Ash came while Ibn Sindir was with a group of people. Suddenly a group of people playing around scattered dust into the air. Amr then took out his Imamah (turban) while covering his nose and said, "Be careful with dust, for it is the easiest thing to enter and the hardest to come out." When the dust has entered the lungs, then asthma occurs."

According to Kuswana (2014) the workplace is any room or field, closed or open, moving or fixed, where workers work, or are often entered by workers for the purposes of a business and where there are sources of danger. (Kuswana, 2014) Each type of work has various characteristics, supporting factors such as the equipment that is prepared, namely;

1. Sitting work

Judging from the health aspect, working in a sitting position that takes a long time can cause the abdominal muscles to become more elastic, the spine to curve, the eye muscles to concentrate so they feel tired quickly. A sitting workplace i.e. a chair that requires active sitting allows the user to alternate between sitting and other positions during the task, adjustable chair height and backrest, instructions for correct sitting position, chair characteristics determined by the type of task, and height, work surface, seat, and feet must be compatible.

2. Standing work

Another tendency, is to require more energy compared to the sitting position, considering the legs as the support of the body, the following should be noted; standing alternately with sitting and walking, the height of the worker depends on the task, the height of the work table is adjusted, do not use a plate shape, provide sufficient leg room, hand and arm posture, and choose an alternative sitting posture. From the explanation above, it is necessary to achieve the goal of good, neat, and accurate work so as to reduce costs due to inaccuracy in work. As Rasulullah SAW said, "Verily, Allah loves one of you who does the work with *itqon* (neat, thorough, and diligent)" (Narrated by Baihaqi). In Islam, we often hear the word *Fastabiqul Khairat* (competing in goodness) in work to produce and get goodness at work and after work. The human spirit to work fosters motivation and sincerity for Allah.

Benefits of Occupational Safety and Health in Islam

The benefits of Occupational Health and Safety in Islam which are based on the Qur'an and al-Hadith are important for Muslims in particular, where Islam recommends that everything that will be done starts with intention, then with good intentions will result in goodness as well. Then, Islam explains in the Qur'an and al-Hadith teaches that simply doing something is not just completing a task but because of Allah, because Allah has promised good rewards for health and safety. workers in the workplace, for example in the Surah al-Qasas verse 73 that the change of day and night indicates work and rest time in which to minimize fatigue at work as a result of physical stress and muscle disorders due to work can interfere with creating a comfortable working atmosphere (ergonomic) and safe for some companies through law no. 13 of 2003 Article 77 Paragraph 4 concerning working time includes: seven hours one day and forty hours one week for six working days in one week and eight hours one day and forty hours one week for five working days in one week. The description of Islam above, needs to be grown and carried out by everyone involved in it being able to do good to one another and reduce unsafe hazards, damage to the environment and equipment due to work. (Ismail et al., 2018)

Conclusion

In Islam, Occupational Safety and Health is doing a job in the best possible way and prioritizing maintaining safety and health, because Islam highly upholds safety for its adherents. Islam in the Qur'an and hadith forbids people to do damage, let alone the damage occurs to the environment, only to oneself, Allah forbids it. The benefits of Occupational Health and Safety in Islam which are based on the Qur'an and al-Hadith are important for Muslims in particular, where Islam recommends that everything that will be done starts with intention, then with good intentions will result in goodness as well. Then, Islam explains in the Qur'an and al-Hadith teaches that simply doing something is not just completing a task but because of Allah, because Allah has promised good rewards for health and safety. Islam is a guide, a light that illuminates the life of a Muslim, only Allah knows for whom, to whom, and by whom the intentions and actions of his people are carried out.

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