



SKILLED WORKERS DRIVE THE ECONOMY
MINISTRY OF HUMAN RESOURCES
IN CONJUNCTION WITH WORKERS DAY 2016
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أَلْحَمْدُ لِلَّهِ الْقَائِلِ:

أَعُوذُ بِاللَّهِ مِنَ الشَّيْطَانِ الرَّجِيمِ

قُلْ كُلُّ يَعْمَلُ عَلَى شَاكِلَتِهِ فَرَبُّكُمْ أَعْلَمُ بِمَنْ هُوَ أَهْدَى سَبِيلًا ﴿٨٤﴾

أَشْهَدُ أَنْ لَا إِلَهَ إِلَّا اللَّهُ وَحْدَهُ لَا شَرِيكَ لَهُ، وَأَشْهَدُ أَنَّ سَيِّدَنَا مُحَمَّدًا عَبْدَهُ وَرَسُولَهُ، اللَّهُمَّ صَلِّ وَسَلِّمْ عَلَى سَيِّدِنَا مُحَمَّدٍ وَعَلَى آلِهِ وَأَصْحَابِهِ أَجْمَعِينَ.

أَمَّا بَعْدُ، يَا عِبَادَ اللَّهِ، اتَّقُوا اللَّهَ، أُوصِيكُمْ وَإِيَّايَ بِتَقْوَى اللَّهِ وَطَاعَتِهِ، فَقَدْ فَازَ الْمُتَّقُونَ، وَتَزَوَّدُوا فَإِنَّ خَيْرَ الزَّادِ التَّقْوَى، وَاتَّقُوا يَا أُولِي الْأَلْبَابِ، لَعَلَّكُمْ تَفْلِحُونَ.

Fellow Muslims blessed by Allah,

Let us foster in our souls the highest conviction for Allah SWT, and try our best to fulfill all that He has commanded and avoid all that He has prohibited. Those who truly fear Him and has full conviction towards Allah SWT shall always protect themselves and others from any harm and damage. May we belong among those who are tranquil, peaceful and happy to live in this world and in the Hereafter.

On this auspicious day, let us together reflect on a sermon entitled "**Skilled Workers Drive the Economy**" which is the theme for Workers Day 2016.

Fellow Muslims blessed by Allah,

Have gainful employment is a way for us to earn a living to fulfill our daily needs and the needs of our family. There are various types of work conducted in various fields



and specializations. There are occupations in various industries to ensure that food resources are sufficient, like farming, ranching and commercial fishing. There are jobs that provide services and assistance to the public, such as doctors and lawyers. There are also occupations that ensure the security and safety of the society and state are preserved, such as the police and military. There are also professions that act as a catalyst and drivers for government policies, such as members of the public and private sectors.

Indeed, Islam requires its followers to choose whatever type of work they desire, as long as they comply with the *Shari'at*. Any work or employment must begin with the noble intention of performing it for the sake of Allah SWT, and also to be hardworking. However, we must always remember, no matter how busy we are, we must never forget and ignore our obligations of worship. As stated by Allah SWT in Surah al-Qasas verse 77:

وَابْتَغِ فِيمَا آتَاكَ اللَّهُ الدَّارَ الْآخِرَةَ وَلَا تَنْسَ نَصِيبَكَ مِنَ الدُّنْيَا وَأَحْسِنَ كَمَا أَحْسَنَ
اللَّهُ إِلَيْكَ وَلَا تَبْغِ الْفُسَادَ فِي الْأَرْضِ إِنَّ اللَّهَ لَا يُحِبُّ الْمُفْسِدِينَ ﴿٧٧﴾

Which means: "But seek, with the (wealth) which Allah has bestowed on you, the Home of the Hereafter, nor forget the portion in this world: but do you good, as Allah has been good to you, and seek not (occasions for) mischief in the land: for Allah loves not those who do mischief."

Fellow Muslims blessed by Allah,

The 1st of May in each year is a very special day for those who are employed not only in Malaysia, but also for those employed around the world. These celebrations are actually a recognition to each employee or worker who has struggled, through blood and sweat, in developing communities and countries. Coinciding with the Workers Day theme this year "*Skilled Workers Drive the Economy*", let us together enhance our personal skills in ensuring quality work.

The choice of this theme is in line with the government's strategy in the socio-economic aspects of the country that emphasizes human development, especially in



the implementation of the Eleventh Malaysia Plan (RMK 11). Human capital is also one of the core strategic projects, where highly skilled workers will make up thirty five percent (35%) of the total workforce by the year 2020. The theme also reflects the needs and interests of producing highly skilled workers, especially in the context of structural changes in the economy and national development priorities for the next five years. Thus, the government continuously encourages the existing industries to shift to higher value industries through investments in high-value activities.

Fellow Muslims blessed by Allah,

The development of a country relates closely to its skilled and quality workforce. The existence of skilled workers will only be realized through a solid strategic planning based on a strong education system. However, a highly skilled workforce does not mean anything if they do not possess a high level of morals. The skills of a worker should be measured by the extent of his ability and honesty in carrying out the work perfectly. Let us ponder the words of Allah SWT in Surah al-Qasas verse 26:

قَالَتْ إِحْدَاهُمَا يَا أَبَتِ اسْتَجِرْهُ إِنَّ خَيْرَ مَنِ اسْتَجَرْتَ الْقَوِيُّ الْأَمِينُ ﴿٢٦﴾

Which means: *Said one of the (damsels): "O my (dear) father! engage him on wages: truly the best of men for you to employ is the (man) who is strong and trustworthy"....*

Based on the above Surah, we can understand that the first characteristic of an employee is *al-Qawiy*, which is strength. Any employee in any job needs the physical, mental and spiritual strength to be able to accomplish tasks. These are necessary to produce good work. '*Strength*' referred to in the verse just now also means expertise, competency and ability to produce quality work. It is very closely related to the type of task or duty placed upon employees.

The second characteristic is *al-Amin*, which is trust and honesty. The establishment of trust needs to be based on spiritual education of faith and conviction towards Allah SWT, because someone who has both these properties will not ignore or forsake whatever responsibility entrusted upon him. He would not betray the agency or



institution where he works, will not use any opportunity to be absent from work, or to be late for appointments, as well as not to abuse the trust that was given by committing various misconducts. Let us contemplate and reflect upon the hadith recorded by Imam al-Bukhari rahimahullah and narrated by Abu Hurairah RA:

إِذَا ضَيِّعَتِ الْأَمَانَةُ، فَانْتَظِرِ السَّاعَةَ. قَالَ: كَيْفَ إِضَاعَتُهَا، يَا رَسُولَ اللَّهِ؟ قَالَ: إِذَا أُسْنِدَ الْأَمْرُ إِلَى غَيْرِ أَهْلِهِ، فَانْتَظِرِ السَّاعَةَ. (رواه البخاري)

Which means: "When you have lost the trust, watch out for the coming of Doomsday. The man asked: How is the trust lost? Rasulallah SAW replied: If matters are left to those who are not the experts, Doomsday will arrive. "

An employee's skills can also be improved through continuous training. The *mimbar* would like to suggest to employees in various sectors in the country to always obtain training in areas related to their respective duties. With training, an employee or worker may rectify any weakness and improve his skills. This also coincides with the concept of Lifelong Learning envisaged by the government through various key agencies including the Human Resources Development Fund (HRDF).

Fellow Muslims blessed by Allah,

An employee's skills are also measured through wisdom and intelligence. Look at how the Prophet Yusuf AS offered himself to the king of Egypt to manage the state treasury. This story was mentioned by Allah SWT in Surah Yusuf verse 55:

قَالَ اجْعَلْنِي عَلَى خَزَائِنِ الْأَرْضِ إِنِّي حَفِيظٌ عَلَيْمُ ﴿٥٥﴾

Which means: "(Joseph) said: "Set me over the store-houses of the land: I will indeed guard them, as one that knows (their importance)."

The verse above describes the characteristics of a skilled worker who is wise in taking care of matters and knowledgeable in management. The wisdom and intelligence of Prophet Yusuf AS was evident when he planned the budget, managed



and improved the economic status of Egypt in seven years. Prophet Yusuf AS also successfully weathered the drought that hit Egypt the subsequent seven years.

Know that physical and spiritual strength, being trustworthy and possessing vast knowledge in managing a career is a skill that must be available to every employee. Many benefits will flow, not only to employers and organizations, but also to the country's development, especially from the economic aspect. On the contrary, if an employee lacks the necessary skills and makes no effort to improve his performance, it will indirectly affect employers, organizations and the country, and will only make matters worse.

Fellow Muslims blessed by Allah,

To end today's sermon, let us reflect on these conclusions as guidance and reminder:

First: Physical and mental strength, trust and discretion are the traits of an excellent and highly skilled worker.

Second: Skilled workers can improve the country's economic development in various sectors, such as public services, education, industry, investment, banking, farming and agriculture.

Third: Excellent employees continuously maintain their work performance and constantly improve their skills through training and continuous learning.

As stated by Allah SWT in Surah at-Taubah, verse 105:

أَعُوذُ بِاللَّهِ مِنَ الشَّيْطَانِ الرَّجِيمِ
وَقُلْ أَعْمَلُوا فَسَيَرَى اللَّهُ عَمَلَكُمْ وَرَسُولُهُ وَالْمُؤْمِنُونَ وَسَتُرَدُّونَ إِلَىٰ عِلْمِ الْغَيْبِ وَالشَّهَادَةِ
فَيُنشِئُكُمْ بِمَا كُنتُمْ تَعْمَلُونَ ﴿١٠٥﴾



Which means: "Work (righteousness): Soon will Allah observe your work, and His Messenger, and the Believers: Soon will you be brought back to the knower of what is hidden and what is open: then will He show you the truth of all that you did."

بَارَكَ اللهُ لِيْ وَلَكُمْ بِالْقُرْآنِ الْعَظِيْمِ وَنَفَعَنِيْ وَاِيَّاكُمْ بِمَا فِيْهِ مِنَ الْآيَاتِ وَالذِّكْرِ الْحَكِيْمِ وَتَقَبَّلَ
مِنَّا وَمِنْكُمْ تِلَاوَتَهُ إِنَّهُ هُوَ السَّمِيْعُ الْعَلِيْمُ. أَقُوْلُ قَوْلِيْ هَذَا وَأَسْتَغْفِرُ اللهُ الْعَظِيْمَ لِيْ وَلَكُمْ
وَلِسَائِرِ الْمُسْلِمِيْنَ وَالْمُسْلِمَاتِ وَالْمُؤْمِنِيْنَ وَالْمُؤْمِنَاتِ الْأَحْيَاءِ مِنْهُمْ وَالْأَمْوَاتِ فَاسْتَغْفِرُوهُ إِنَّهُ
هُوَ الْغَفُوْرُ الرَّحِيْمُ.



SECOND SERMON

الْحَمْدُ لِلَّهِ وَبِالصَّالِحِينَ، وَالْعَاقِبَةُ لِلْمُتَّقِينَ، وَلَا عُدْوَانَ إِلَّا عَلَى الظَّالِمِينَ، وَالصَّلَاةُ
وَالسَّلَامُ عَلَى إِمَامِ الْمُرْسَلِينَ، وَقُدُوةِ النَّاسِ أَجْمَعِينَ، وَعَلَى آلِهِ وَأَصْحَابِهِ وَمَنْ تَبِعَهُمْ
بِإِحْسَانٍ إِلَى يَوْمِ الدِّينِ.

أَشْهَدُ أَنْ لَا إِلَهَ إِلَّا اللَّهُ وَحْدَهُ لَا شَرِيكَ لَهُ، الْمَلِكُ الْحَقُّ الْمُبِينُ، وَأَشْهَدُ أَنَّ
سَيِّدَنَا مُحَمَّدًا عَبْدَهُ وَرَسُولَهُ، صَادِقُ الْوَعْدِ الْأَمِينِ.

أَمَّا بَعْدُ، فَيَا عِبَادَ اللَّهِ، اتَّقُوا اللَّهَ وَكُونُوا مَعَ الصَّادِقِينَ، وَحَافِظُوا عَلَى الطَّاعَةِ
وَحُضُورِ الْجُمُعَةِ مَعَ الْمُصَلِّينِ. وَاعْلَمُوا أَنَّ اللَّهَ سُبْحَانَهُ وَتَعَالَى أَمْرُهُ بِأَمْرٍ بَدَأَ فِيهِ
بِنَفْسِهِ وَتَنَزَّ بِمَلَائِكَتِهِ الْمُقَرَّبِينَ. فَقَالَ اللَّهُ تَعَالَى مُخْبِرًا وَآمِرًا بِالْمُؤْمِنِينَ :

إِنَّ اللَّهَ وَمَلَائِكَتَهُ يُصَلُّونَ عَلَى النَّبِيِّ يَا أَيُّهَا الَّذِينَ آمَنُوا صَلُّوا عَلَيْهِ وَسَلِّمُوا

تَسْلِيمًا ﴿٥٦﴾

اللَّهُمَّ صَلِّ عَلَى سَيِّدِنَا مُحَمَّدٍ وَعَلَى آلِ سَيِّدِنَا مُحَمَّدٍ كَمَا صَلَّيْتَ عَلَى سَيِّدِنَا إِبْرَاهِيمَ
وَعَلَى آلِ سَيِّدِنَا إِبْرَاهِيمَ وَبَارِكْ عَلَى سَيِّدِنَا مُحَمَّدٍ وَعَلَى آلِ سَيِّدِنَا مُحَمَّدٍ كَمَا بَارَكْتَ
عَلَى سَيِّدِنَا إِبْرَاهِيمَ وَعَلَى آلِ سَيِّدِنَا إِبْرَاهِيمَ فِي الْعَالَمِينَ إِنَّكَ حَمِيدٌ مَجِيدٌ.



وَارْضَ اللَّهُمَّ عَنِ الْأَرْبَعَةِ الْخُلَفَاءِ الرَّاشِدِينَ سَادَاتِنَا أَبِي بَكْرٍ وَعُمَرَ وَعُثْمَانَ وَعَلِيًّا،
وَعَنْ أَزْوَاجِ نَبِيِّنَا الْمُطَهَّرَاتِ وَعَنْ أَهْلِ بَيْتِهِ وَقَرَابَتِهِ وَسَائِرِ الصَّحَابَةِ وَالتَّابِعِينَ وَمَنْ
تَبِعَهُمْ بِإِحْسَانٍ إِلَى يَوْمِ الدِّينِ. وَارْضَ عَنَّا بِرَحْمَتِكَ يَا أَرْحَمَ الرَّاحِمِينَ.

اللَّهُمَّ اغْفِرْ لِلْمُسْلِمِينَ وَالْمُسْلِمَاتِ وَالْمُؤْمِنِينَ وَالْمُؤْمِنَاتِ الْأَحْيَاءِ مِنْهُمْ وَالْأَمْوَاتِ.
اللَّهُمَّ أَنْزِلِ الرَّحْمَةَ عَلَى السَّلَاطِينِ الْكِرَامِ وَوُلَاةِ الْمُسْلِمِينَ الْعِظَامِ الَّذِينَ قَضَوْا
بِالْحَقِّ وَبِهِ كَانُوا يَعْدِلُونَ، وَخُصُوصًا عَلَى سِرِي قُدُوكِ بِكِينِدَا يَغْ دَفَرْتَوَانِ الْكُوغِ
الْمُعْتَصِمِ بِاللَّهِ مُحَمَّدِ بْنِ عَبْدِ اللَّهِ تَوَانِكُو الْحَاجِّ عَبْدِ الْحَلِيمِ مُعَظَّمِ شَاهِ ابْنِ الْمَرْحُومِ سُلْطَانِ
بَدَلِي شَاهِ، وَعَلَى سِرِي قُدُوكِ بِكِينِدَا رَاجِ فَرْمَايسُورِي الْكُوغِ تَوَانِكُو حَاجِهِ حَمِينِهِ.
اللَّهُمَّ أَطْلِعْ عُمْرَهُمَا مُصْلِحِينَ لِلْمُؤَدِّينَ وَالرَّعِيَّةِ وَالْبِلَادِ، وَبَلِّغْ مَقَاصِدَهُمَا لِطَرِيقِ
الْهُدَى وَالرَّشَادِ. اللَّهُمَّ اجْعَلْ مَالِيزِيَا وَسَائِرَ بِلَادِ الْمُسْلِمِينَ طَيْبَةً آمِنَةً مُطْمَئِنَّةً
رَخِيَّةً، يَا رَوْوْفُ بِالْعِبَادِ.

اللَّهُمَّ أَنْصُرْ مَنْ نَصَرَ الدِّينَ، وَأَخْذُلْ مَنْ خَذَلَ الْمُسْلِمِينَ، وَأَعْلِ كَلِمَتَكَ إِلَى يَوْمِ
الدِّينِ، وَدَمِّرْ أَعْدَاءَكَ أَعْدَاءَ الدِّينِ.

O, Allah, You are the Most Gracious and the Most Merciful, we are thankful for all the favours and blessings that You have bestowed upon us, grant to us and to our leaders guidance and direction, strengthen the unity among us, join our hearts to act in Your way, facilitate all our affairs, enrich us with beneficial knowledge, invigorate our souls with good morals, lead us to the path which You approve of, strengthen our



faith when faced with all forms of trials and tests from You, preserve the peace, security and tranquillity of our nation Malaysia, especially the area of our Federal Territories. Protect us from any form of upheaval, turmoil and chaos.

رَبَّنَا لَا تُرْغِ قُلُوبَنَا بَعْدَ إِذْ هَدَيْتَنَا وَهَبْ لَنَا مِنْ لَدُنْكَ رَحْمَةً إِنَّكَ أَنْتَ الْوَهَّابُ.
رَبَّنَا آتِنَا فِي الدُّنْيَا حَسَنَةً وَفِي الْآخِرَةِ حَسَنَةً وَقِنَا عَذَابَ النَّارِ.
عِبَادَ اللَّهِ،

إِنَّ اللَّهَ يَأْمُرُ بِالْعَدْلِ وَالْإِحْسَانِ وَإِيتَايَ ذِي الْقُرْبَىٰ وَيَنْهَىٰ عَنِ الْفَحْشَاءِ
وَالْمُنْكَرِ وَالْبَغْيِ يَعِظُكُمْ لَعَلَّكُمْ تَذَكَّرُونَ ﴿١٠﴾
فَاذْكُرُوا اللَّهَ الْعَظِيمَ يَذُكُرْكُمْ، وَاشْكُرُوا عَلَىٰ نِعْمِهِ يَزِدْكُمْ، وَاسْأَلُوهُ مِنْ فَضْلِهِ
يُعْطِكُمْ وَلَذِكْرُ اللَّهِ أَكْبَرُ، وَاللَّهُ يَعْلَمُ مَا تَصْنَعُونَ.