

Live Virtual Lecture

Equality & Non Discrimination – Insights into Islam’s View

Wednesday
October 27, 2021
12:30 pm - 01:30 pm (PAK)

Of the 3.5 billion global labour force, nearly 800 million are Muslim. And most of these 800 million workers live and work in OIC countries, the 57-member block of Muslim countries. Yet, while the Constitutions in one-fourth (14) of these countries refer to Islam and Islamic principles as the basis of law-making, the Islamic provisions regarding labour and employment relations rarely emerge in the labour codes of Muslim countries. All this is particularly worrying as labour law is the only field of law encompassing the entire life spectrum, from birth (e.g. maternity and paternity leave for parents) to demise (funeral grants and survivors’ benefits).



Islamic Labour Code, authored by Iftikhar Ahmad and Asghar Jameel, is a prototype and a work in progress, based on the teachings of the Quran and Sunnah. The proposed Islamic Labour Code provides insights into Islam’s view on equal treatment of workers, irrespective of sex, religion, and race, etc.; prohibition of sexual harassment; right to unionization and collective bargaining; the abolition of child and bonded labour; occupational safety and health; and the right to social security. At a time when the Scriptures and the Prophetic traditions are frequently being misquoted to deprive people of their rights, this work aims to set the record straight. It shows that the Quran and Sunnah protect and promote labour rights. The complete work is accessible online at www.islamiclabourcode.org

Discussion Points:

- What are the insights from the Quran and Sunnah on modern workplace topics of Diversity, Equity and Inclusion?
- Is there guidance on the prohibition of Sexual Harassment and related employee rights in the proposed Islamic Labour Code?
- What is the role of the state in labour markets? What is work ethics in Islam?
- Can principles, given 1400 years ago, apply to today’s world of work?
- Can religious contextualization of such labour codes enable adaptability and stability?



SUBJECT EXPERT **ASGHAR JAMEEL**

Asghar Jameel has co-authored a pioneering work under the “Islamic Labour Code” title published by the Center for Labour Research. He received his Bachelor’s in Law (LLB) and Masters in Business Administration (MBA). He is a thought leader in Talent Management and People Operations field. During the last 15 years, he lived in Africa, Asia, Europe and the Middle East, where he studied and managed operations in a variety of labour and employment conditions. In companies like Ericsson, Nokia and VEON Group, he held several senior management roles such as Cluster HR Head, Head of HR Consulting Middle East, Global Business HR at Nokia and Chief People Officer at Jazz (leading telecom operator in Pakistan). He is currently based in the Netherlands, where he serves as the Group Director HR Headquarters at VEON.

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