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The third and fourth questions of Fatwa no. 19622:

Q 3: What is the ruling on employing an alcoholic or a neglecter of Salah (Prayer)?

A: It is the duty of the employer to advise his employees to adhere to religious obligations and give up forbidden acts. If they respond positively, it is good and if not, he should hire a better employee. This act may encourage them to abandon these forbidden acts and to repent to Allah (may He be Exalted).

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