

## Examining the Wages of Loading and Unloading Laborers from a Sharia Economic Law Perspective

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### Abstract

This study aims to review the wage payment practices for stevedores at the Koperasi Tenaga Kerja Bongkar Muat (TKBM) Pelabuhan Panjang Lampung from the perspective of Islamic economic law. The problem faced is that the wages, which should be paid directly by the cooperative to the workers, are instead given to a third party (supervisor), who is not part of the cooperative. This creates issues of transparency and fairness in wage distribution. The method used in this study is descriptive qualitative, with data collected through interviews, observations, and literature studies. The analysis was conducted using the theory of *ijarah* and the views of Islamic economic law experts. The results show that this practice does not conform to the principles of Sharia, which emphasize justice, transparency, and direct responsibility.

**Keywords:** Islamic Economic Law, Worker Wages, Cooperative TKBM

## INTRODUCTION

Workforce welfare is one of the important aspects in the economic development of a country. One indicator of this welfare is a fair and transparent wage system by showing that all parties are pleased with each other (*'an taradhin bainakum*) (Zulfikar et al., 2019). From the perspective of Islamic economic law, fair and transparent wage payments are a necessity that cannot be ignored. The principles of justice (*'adl*) and transparency (*al-wudhuh*) in wage payments are not only the basis of Islam, but are also an integral part of the Islamic economic system based on the Qur'an and Hadith (Ferricha, 2015).

Justice (*'adl*) is a fundamental principle in Islam that encompasses justice in all aspects of life, including in the context of economics and wages. Allah SWT says in the Qur'an, "Indeed Allah commands you to convey the trust to those who are entitled to it, and when you judge between people, you should judge with justice" (QS. An-Nisa: 58). In the context of wages, the concept of justice emphasizes the importance of providing equal opportunities for every individual to achieve a prosperous life and obtain a fair income (Munandar & Hasan Ridwan, 2022). Transparency (*al-wudhuh*) in wage payments must be stated clearly, because it will contain elements of ambiguity (*jihalah*) (Ghofur,



2020). The Prophet Muhammad SAW said, "Give the worker his wages before his sweat dries" (HR. Ibn Majah). This hadith shows the importance of punctuality in wage payments, which is one aspect of transparency. With transparency, all parties involved clearly understand their rights and obligations, avoiding disputes and dissatisfaction (Abasi, 2024).

In addition, in the context of Islamic economic law emphasizing the importance of transparency and fairness in all transactions (Nurbadrudin, 2024), fair and transparent wage payments are not only a moral and religious obligation but also reflect good governance. This helps in creating a harmonious and productive work environment, which ultimately has a positive impact on the welfare of the workforce and the overall economic development of the country. Thus, a fair and transparent wage system is a key pillar in achieving labor welfare (Irfan Syah et al., 2024). The implementation of the principles of justice and transparency in wage payments not only meets religious demands but also supports sustainable and inclusive economic development.

Panjang Port, located in Bandar Lampung City, Lampung Province, is one of the main ports in Indonesia that functions as a strategic gateway for trade in the Sumatra region and its surroundings. Located along the west coast of Sumatra Island, this port has a strategic position on the Sunda Strait maritime route, which connects Sumatra with Java. Panjang Port is equipped with various modern facilities to support loading and unloading activities, including multi-purpose docks, storage warehouses, and sophisticated cargo handling equipment. The main activities at this port include loading and unloading bulk goods such as coal, cement, fertilizer, and other export commodities such as rubber and coffee. In addition, this port is also a logistics and distribution center that connects domestic and international trade activities, with an important role in supporting the regional and national economy.

The Port of Panjang Lampung's stevedoring labor cooperative (TKBM) is one of the institutions responsible for managing the workforce at the port and distributing their wages. This cooperative should ensure that every worker receives wages that are in accordance with the work they have done, the better and more productive the human resources are to work and create, the better the company will be, and vice versa (Anis & Haryanto, 2023). However, in practice, there are serious problems related to the applicable wage payment system. Such as in the loading and unloading of dry bulk cargo from ships using the truck lossing method or vice versa, the agreed wage rate is IDR 10,474 per ton/m<sup>3</sup>. However, in reality for years, stevedoring workers have only received wages far below that figure, namely IDR 4,800 or even IDR 3,500 per ton/m<sup>3</sup>. This payment is made by Supervision without any valid proof of payment receipt.

This problem has several negative impacts on the workforce. The ambiguity and non-transparency in wage distribution causes dissatisfaction among workers, who feel they are not getting their fair share. In addition, the involvement of third parties also creates uncertainty about the amount of wages to be received and when they will be received. This is contrary to sharia

principles which require wage payments to be made fairly, transparently, and on time. In sharia economic law, wages are a form of *ijarah* contract. According to Muhammad Nejatullah Siddiqi, one of the leading figures in Islamic economics, *ijarah* is a contract involving payment of wages for services or work performed. Siddiqi emphasized that fairness in wage payments must include transparency and clarity in the contract, as well as timeliness in payment. This principle aims to protect workers' rights and ensure that they receive wages in accordance with their contributions (Siddiqi, 2006).

To avoid any form of injustice. Chapra explained that every economic transaction, including wage payments, must be carried out honestly and transparently. In the context of wage payments at the TKBM Cooperative, the involvement of supervision that is not clear in its operations is contrary to these principles and can be considered a form of exploitation of the workforce (Chapra, 2016). Loading and unloading activities at the port have an important role in supporting the national economy (Pitri et al., 2023). However, at Panjang Port, Lampung, there is a problem in the distribution of wages for stevedoring workers. The wages that should be paid directly by the TKBM cooperative are instead given to a third party called supervision to be distributed to the workforce. This raises various problems such as lack of transparency, injustice, and unclear wages received by workers. This study aims to review this problem from the perspective of Islamic economic law, using the theory of *ijarah* and analysis based on Islamic arguments.

The formulation of the problem in this study focuses on three main aspects related to wage distribution at the TKBM Port of Panjang Lampung. First, this study will examine the wage payment system implemented at the TKBM Cooperative, exploring how the payment process is carried out and what rules govern the system. Second, the study will explore the problems that arise due to the involvement of supervision in wage distribution, including potential conflicts, inefficiencies, or injustices that may occur. Third, the study will review the practice of wage distribution at the TKBM Cooperative from the perspective of Islamic economic law, especially the theory of *ijarah*, to assess whether the practice is in accordance with Islamic principles that emphasize justice, transparency, and responsibility.

The purpose of this study is to provide a clear picture of the wage payment system at the TKBM Cooperative, Panjang Port, Lampung. This study aims to describe in detail how the wage payment system applies, identify and analyze problems that arise due to the involvement of supervision in wage distribution, and analyze the practice of wage distribution from the perspective of Islamic economic law, especially the theory of *ijarah*. Thus, this study is expected to provide solutions that are in accordance with Islamic principles to improve the existing wage payment system.

The benefits of this research are divided into three categories: theoretical, practical, and social. Theoretically, this research is expected to add to the treasury of knowledge in the field of Islamic economic law, especially related to the labor wage system. Practically, the results of this research are expected to

provide recommendations to the TKBM Cooperative of Panjang Port, Lampung to improve the wage payment system to comply with sharia principles, so that a fairer and more transparent system is created. Socially, this research is expected to improve the welfare of stevedoring workers at Panjang Port, Lampung by ensuring that they receive wages in accordance with their rights based on the principles of justice and transparency. Thus, this research not only provides academic contributions but also has the potential to bring positive changes in wage practices in the field.

## METHODS

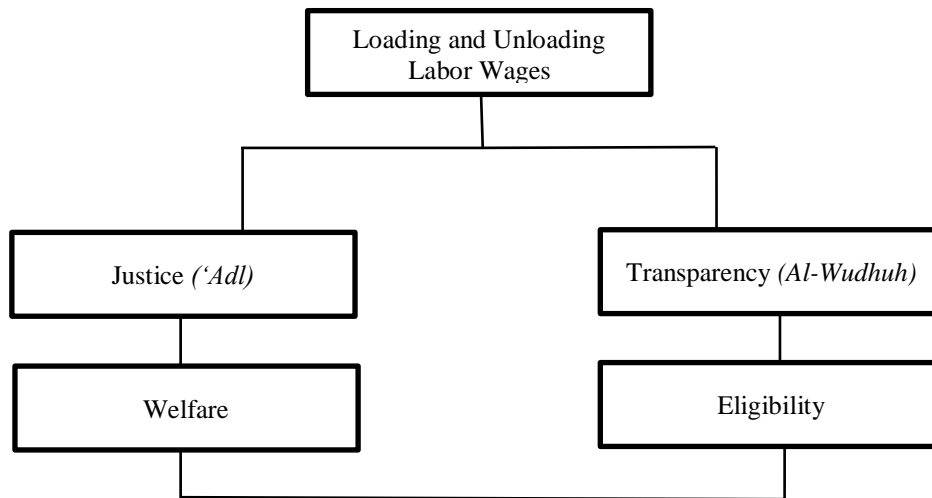
This study uses a qualitative descriptive method, which aims to describe in depth the phenomenon of labor wage distribution in the Long Port Loading and Unloading Workers Cooperative (TKBM), Lampung. This method was chosen because the qualitative approach allows researchers to understand the perceptions, experiences, and views of the relevant parties comprehensively. This study was conducted at the Long Port TKBM Cooperative, which is the focus of the problem of labor wage distribution and requires a review from the perspective of Islamic economic law (Moleong, 2007).

Research informants include cooperative administrators who are directly involved in the management and distribution of wages, stevedores who receive wages and supervisors who are responsible for the distribution of wages from the cooperative to the workforce. Data collection techniques used in this study include in-depth interviews with all categories of informants to obtain detailed information on the wage distribution system, direct observation in the field to understand the dynamics of the wage distribution process, and documentation that collects various related documents such as financial reports, wage lists, and internal cooperative regulations (Nasrullah et al., 2023).

In analyzing the data, the researcher reduced the data by organizing and simplifying the collected data to make it easier to analyze, then presented the data in the form of descriptive narratives to facilitate understanding of the problem of wage distribution in the TKBM Cooperative. Drawing conclusions was done by interpreting the data that had been presented based on the theory of *ijarah* and the views of Islamic economic law experts, to answer the formulation of the research problem. To ensure the validity and reliability of the data, this study used source triangulation by checking the consistency of information from various sources, technical triangulation by using various data collection techniques, and member checks by reconfirming the results of interviews and observations with informants.

The analytical framework in this study focuses on the principles of Islamic economic law, especially the theory of *ijarah*, which includes justice (*'Adl*), transparency (*Al-Wudhuh*), and direct responsibility.

**Table 1: Scheme of the relationship between Wages of Stevedores and Justice ('Adl) and Transparency (Al-Wudhuh)**



This analysis assesses whether wage distribution is carried out fairly and in accordance with workers' rights, evaluates the extent to which the wage distribution process is carried out transparently and accountably, and analyzes whether the cooperative is directly responsible for wage payments or involves unclear third parties. With this research method, it is expected to obtain a comprehensive picture of the problem of wage distribution in the TKBM Cooperative, Panjang Port, Lampung and how a review of Islamic economic law can provide a fair and transparent solution

## RESULTS AND DISCUSSION

### Profile of the TKBM Panjang Port Cooperative

Panjang Port is located in the Sunda Strait traffic flow, and has a very important role in the flow of imports and exports, making it a very active port for trade. Panjang Port is also an international port that organizes domestic and international sea transportation activities as well as transshipment with large volumes and wide service coverage, making it a hub for international sea transportation. Panjang Port is responsible for the port authority by supervising all activities in the port so that they are orderly and in accordance with SOP (Standard Operating Procedure). This port is the main place where stevedoring workers are needed to handle various types of cargo, both domestic and international. With the existence of the port, the TKBM Cooperative can channel its members to work in the loading and unloading process, so that the cooperative can carry out its functions properly.

The Long Port Stevedoring Workers Cooperative (TKBM) is an organization formed to manage the workforce involved in loading and unloading activities at Panjang Port. This cooperative plays an important role in ensuring the smooth operation of the port, by providing trained workers who are ready to handle various types of cargo. The existence of this cooperative not

only increases the operational efficiency of the port, but also creates jobs and makes a positive contribution to the local economy.

### **Practices of Payment of Wages for Loading and Unloading Workers at the TKBM Cooperative Panjang Port**

The wage rates for stevedores (TKBM) at Panjang Port are determined through a negotiation process and mutual agreement between the Regional Management Board of the Indonesian Stevedoring Companies Association (DPW APBMI) and the Panjang Port TKBM Cooperative. This process involves in-depth discussions that consider various factors, including operational needs, labor market conditions, and worker welfare. This agreement is expected to reflect a balance between cost efficiency for stevedores and decent wages for workers, both of which are crucial elements in maintaining the stability and smoothness of port operations.

Loading and unloading activities at Panjang Port include various operating methods that are adjusted to the type of cargo and the desired distribution flow. One method used is full handling, which is a full handling process where cargo is lifted from the ship, moved to the dock, then arranged and loaded onto trucks for further distribution, or vice versa. Kade lossing, which is a loading and unloading process where cargo is moved directly from the ship to the dock. After arriving at the dock, the cargo is removed from the ropes or nets, then transported and arranged on trucks, or vice versa. Truck lossing is the third method that involves transferring cargo directly from the ship to a truck that is in the ship's hull. In this process, the cargo is removed from the ropes or nets on the ship, then stacked on the truck. Special Commodities that require special treatment and procedures during the loading and unloading process. The wage rate for each of these activities is determined based on the method used and the type of cargo being loaded and unloaded, taking into account the level of difficulty and specifications of the cargo being handled.

**Table 2: Labor Rates for Loading and Unloading Goods at Panjang Port 2023-2024 Special Commodity Section**

<b>KOMODITI KHUSUS</b>	<b>W</b>	<b>HIK</b>	<b>PERUM</b>	<b>FIOS</b>
Dry Bulk with measuring instrument	Rp 6.179	Rp 4.662	Rp 1.248	Rp 12.090
Direct Dry Bulk/From Barge	Rp 3.307	Rp 1.421	Rp 544	Rp 5.272
Heavy goods and moving goods	Rp 3.307	Rp 1.421	Rp 544	Rp 5.272
LIQUID BULK (KADE LOSSING)	Rp 5.184	Rp 2.221	Rp 853	Rp 8.258
COW ANIMAL	Rp 5.184	Rp 2.221	Rp 853	Rp 8.258

LIQUID BULK (REVC/DELV)	Rp 2.592	Rp 1.110	Rp 427	Rp 4.129
RAW SUGAR	Rp 11.417	Rp 4.477	Rp 1.831	Rp 17.725
CRH FERTILIZER, SOYABEAN, CRH CORN	Rp 11.417	Rp 4.477	Rp 1.831	Rp. 17.725
CHARCOAL (CHARCOAL LOSSING)	Rp 14.765	Rp 4.765	Rp 2,238	Rp 21.676

In the table above, *W* is the labor wage while *HIK* is the work equipment such as (clothes, shoes, helmets, gloves, masks, etc.) and *FIOS* is the transportation rate. The table above is the labor rate for loading and unloading at Panjang Port in 2023-2024 in the special commodity section based on the agreement between the Lampung DPW APBMI and the Panjang Port TKBM Cooperative.

Article 1 General in the joint agreement emphasizes that the Loading and Unloading Labor Cooperative (TKBM) functions as an official forum for TKBM workers, who are legally responsible for paying wages to their members. In this case, the TKBM Cooperative has an obligation to manage and distribute these wages directly to TKBM workers, in accordance with applicable regulations and agreements. On the other hand, Supervision is a supervisory staff provided by the Loading and Unloading Company (PBM) and operates outside the scope of the TKBM Cooperative. As part of PBM, Supervision does not have the right or authority to pay wages to TKBM, because they are not members of the TKBM Cooperative and are not involved in the internal management of the cooperative. This confirms that the responsibility for paying wages is entirely under the authority of the TKBM Cooperative, in accordance with the roles and functions that have been determined in the agreement.

### **Practices of Payment of Wages for Loading and Unloading Workers at the TKBM Cooperative in Panjang Port in a Review of Islamic Economic Law**

According to the theory of *ijarah*, which is one of the theories in Islamic economic law, wages are the rights of workers that must be given in full and on time. This is emphasized in the hadith of the Prophet Muhammad SAW: "Give wages to workers before their sweat dries" (HR. Ibn Majah) (Nurasari & Yati, 2023). The ambiguity in the payment of wages clearly contradicts the principles of *ijarah*.

The principle of *ijarah* emphasizes that wages must be given directly to workers without going through intermediaries that can cause ambiguity or injustice. In the Qur'an, the principle of justice and transparency in transactions is clearly explained: "And do not consume your wealth among yourselves by false means ..." (QS. Al-Baqarah: 188).

The theory of *ijarah* in Islamic economic law states that *ijarah* is an employment contract involving the provision of services by workers and

payment of wages by employers. The basic principle of *ijarah* is a clear and transparent agreement between the two parties regarding the wages that workers will receive.

Abdur Rahman al-Jaziri (2001) in "*Kitab Al-Fiqh 'Ala Al-Mazahib Al-Arba'ah*", Al-Jaziri emphasized that wages must be delivered directly to workers to avoid fraud and ambiguity. The supervision system in Panjang Port not only creates uncertainty for workers but also opens up opportunities for corrupt practices and injustice.

Muhammad Taqi Usmani, (2016), a contemporary Islamic economic law expert, added that *ijarah* must be implemented with the principle of *amanah*, where employers must be honest and open in terms of wage payments. The lack of transparency in the wage payment process is contrary to this *amanah* principle. Usmani emphasized that all parties must act with integrity and openness to ensure that workers' rights are met in accordance with sharia principles.

Surah Al-Mutaffifin (83:1-3): "Woe to those who cheat (in measuring and weighing). Those who, when they receive a measure from others, demand that it be fulfilled. And when they measure or weigh for others, they reduce it." This verse underlines the importance of honesty and fairness in economic transactions, including wage payments (Supiana et al., 2019). The supervision system in Panjang Port that causes ambiguity and non-transparency in wage payments reflects the form of injustice that this verse avoids.

Surah An-Nisa (4:58): "Indeed Allah commands you to convey trusts to those entitled to them, and when He judges between people, you should judge with justice. Indeed Allah teaches you the best of teachings. Indeed Allah is All-Hearing, All-Seeing." This verse emphasizes the obligation to convey trusts (including wages) to those entitled to them and to do so fairly (Waliam, 2017). The non-transparent supervision system at Panjang Port contradicts this principle because it does not convey wages directly to workers who are entitled to receive them.

Based on critical analysis from experts and the theory of *ijarah*, as well as support from the verses of the Qur'an, it is clear that the practice of distributing wages through third parties at Panjang Port is not in accordance with the principles of Islamic economic law. This system creates ambiguity, non-transparency, and injustice that harms workers. Therefore, it is highly recommended that the TKBM cooperative change its wage payment system by paying directly to workers to ensure justice and transparency in accordance with Islamic principles.

Implementation of *Ijarah* Theory in Panjang Port To understand how *ijarah* theory can be applied in Panjang Port, it is important to identify the practical steps that can be taken:

1. **Transparans Wage Transparency:** All parties must clearly know the amount of wages they will receive. TKBM Cooperative must openly inform workes about the wages they receive without any unclear.



2. Direct Payment: Wages must be paid directly to workers without going through a third party to avoid potential abuse and ensure fairness.

Supervision and Regulation: There needs to be stricter supervision and regulation that ensures compliance with sharia principles in wage distribution.

## CONCLUSION

This study reveals the inconsistency of the wage payment system for stevedores at the TKBM Cooperative of Panjang Port, Lampung with the principles of sharia economic law. The findings show that wages are not paid directly to workers, but through a third party (supervision), which causes ambiguity regarding the amount of wages received by workers. This system is contrary to the principle of *ijarah* which emphasizes direct and timely payment of wages to workers. In addition, verses of the Qur'an such as Surah Al-Mutaffifin (83:1-3) and Surah An-Nisa (4:58) emphasize the importance of fairness and transparency in transactions, which are not met by the existing payment system. The opinions of experts such as Abdul Rahman Al-Jaziri, and Taqi Usmani emphasize that wage payments must be made with integrity and clarity. Therefore, it is recommended that the TKBM cooperative change its payment system by paying directly to workers to increase transparency and fairness. Tighter supervision and adequate regulation are also needed to ensure compliance with sharia principles, while the implementation of digital payment technology can help facilitate and ensure compliance in wage distribution. Further research is needed to evaluate the impact of these changes on worker well-being and the effectiveness of the new system.

TKBM Cooperative should pay wages directly to workers without going through a third party to increase transparency and fairness. Stricter supervision and regulation are needed in wage distribution practices at Panjang Port, Lampung. Further research is needed to evaluate the implementation of this recommendation and its impact on the welfare of stevedoring workers.

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## AUTHOR CONTRIBUTION STATEMENT

This research was contributed by 3 authors from Raden Intan State Islamic University, Lampung. The first author provided the main idea and data collection, while the second, third authors provided the narrative and language advisor

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