Volume 4 Nomor 1, 2025: Halaman 59 - 69
Mu'amalah : Jurnal Hukum Ekonomi Syariah
ISSN : 2986-4712

EXPLORING SHARIA ECONOMIC LAW DYNAMICS IN WAGE SYSTEMS FOR LOADING AND UNLOADING WORKERS AT PANJANG PORT

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Abstract

The wages of workers involved in the loading and unloading goods at Panjang Port, Bandar Lampung City, are the subject of review within the framework of sharia economic law. This research aims to evaluate the wage system's compliance with Islamic economic principles, with a focus on justice, welfare and protection of workers. This research uses a qualitative approach by analysing literature related to Sharia economic principles and Islamic labour law. Data was also collected through interviews with workers, entrepreneurs and legal experts to understand wage implementation in the port context. The results of the analysis show that the wage system at Panjang Port does not fully comply with Sharia economic principles. Although there are efforts to ensure fairness and worker welfare, there is still a need to increase transparency, worker participation in wage setting, and protection of worker rights in accordance with Islamic teachings. In conclusion, reform is needed in the wage system to ensure compliance with sharia economic principles and the welfare of the people.

Keywords: Sharia Economic Law; Labor Wages; Panjang Port.

Mu'amalah : Jurnal Hukum Ekonomi Syariah
Website : http://e-journal.metrouniv.ac.id/index.php/muamalah/index
Received : 2024-12-20| Reviewed : 2025-03-02| Published : 2025-06-30.
DOI: https://doi.org/10.32332/muamalah.v4i1.12465

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Introduction

In modern economic dynamics, the wage system is one of the crucial aspects that influences justice and social welfare. In particular, in the context of loading and unloading activities, where labor plays an important role in the supply and distribution chain, setting wages that are fair and in accordance with economic principles becomes an urgent need.[1] In the midst of demands for justice and prosperity, the sharia economic law approach offers a unique framework, based on Islamic principles that prioritize justice, prosperity and protection of individual rights.[2]

In the world of sharia economics, aspects of justice and transparency have a central role in every transaction and business practice. However, in reality, there are a number of practices that are not in line with these principles, including the payment of wages to workers, one example of which is the use of third parties by cooperatives in the process of paying wages for loading and unloading workers. This practice, although frequently carried out, has raised debates around fairness and transparency, especially inthe context of sharia economic law.[3]

From the perspective of sharia economic law, there are several principles that are relevant to the payment of wages to loading and unloading workers at ports; 1) Justice in Wages, namely Sharia economic law emphasizes justice in the distribution of wages. Workers who work hard and make a big contribution to the company's productivity must be paid appropriately, in accordance with the principle of "fair distribution of wages". 2) Workers' Rights, namely Sharia economic law emphasizes workers' rights to fair wages and working hours in accordance with sharia provisions. Companies are obliged to ensure that workers are treated fairly and their rights are respected. 3) Transparency and Responsibility, namely sharia economic law encourages transparency in wage payments and corporate social responsibility towards worker welfare. Companies

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1 Narci Narci, Mahmud Ishaq, and Darwis Amin, "*Pengaruh Produktivitas Terhadap Pemberian Upah Tenaga Kerja Kontainer Di Pelabuhan Yos Sudarso Ambon (Tinjauan Hukum Islam),*" *HORIZON: Indonesian Journal of Multidisciplinary* 1, no. 1 (April 30, 2023): 31–43, https://doi.org/10.54373/hijm.v1i1.75.

2 Fiza Hariani et al., *"Polemik Upah Buruh Dalam Kerangka Pemikiran Syariat," Jurnal Rumpun Ekonomi Syariah* 5, no. 2 (2022): 183–91.

3 Khamami Zada et al., *"Rules on Wage Standard to Improve Worker's Living Needs in The Per,"* vol. 18, 2018, http://journal.uinjkt.ac.id/index.php/ahkam/index.

are expected to run their businesses transparently and responsibly towards society, including their workers.[4]

By paying attention to these principles, the practice of paying wages to loading and unloading workers at ports can be evaluated from the perspective of sharia economic law to ensure justice and prosperity for all parties involved which will be seenbased on Islamic economic theories such as Ibn Khaldun, as one of the main figures in Islamic economics, Ibn Khaldun provided an in-depth view of the principles of sharia economics, including the concepts of wages and justice in society.[5] Muhammad Baqir al-Sadr, Islamic economic thought promoted by al-Sadr, especially in his work "Our Economy", provides a strong theoretical foundation about fair wages and worker welfare in the context of sharia economics.[6]

Journal of Islamic Economics, Banking and Finance: This journal presents various research and articles related to sharia economics, including wage and employment issues from an Islamic perspective, including articles on "Criteria and Bases for Determining Wages in Islamic Economic Thought and its Economic Effects on Distribution and Achieving Social Security.[7] International Journal of Islamic and Middle Eastern Finance and Management: This journal often contains articles that examine sharia economic issues, including wage and labor issues, which can provide in- depth insights in an international context, including an article entitled "The Importance of Maqashid Sharia as A Theory in Islamic Economic Business Operations".[8] By referring to theories from experts such as Ibn Khaldun and Muhammad Baqir al-Sadr, aswell as using international articles related to sharia economics as reference sources, this research will be strengthened with a solid theoretical foundation and in-depth international insight.

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4 Siti Kunarti et al., *"Perspective of Employment Relations and Wages in Labor Law and Islamic Law,"* Samarah 8, no. 1 (March 1, 2024): 386–402, https://doi.org/10.22373/sjhk.v8i1.17045.

5 Choirul Huda, *"Pemikiran Ekonomi Bapak Ekonomi Islam; Ibnu Khaldun,"* 2013.

6 Mochammad Fahlevi, *"Islamic Economy and Politics in The View of Muhammad Baqir Sadr," Journal of Research in Business, Economics and Management*, 2019, www.scitecresearch.com.

7 Wael Abdullah and Ibrahim Sarhan, *"Criteria And Bases For Determining Wages In Islamic Economic Thought And Its Economic Effects On Distribution And Achieving Social Security," Journal of Positive School Psychology*, vol. 2022, 2022, http://journalppw.com.

8 Nurhadi*, "The Imfortance of Maqashid Sharia as A Theory in Islamic Economic Business Operations,*" 2019, https://doi.org/10.28918/ijibec.v3i2.

When making initial observations at Panjang Harbor, Bandar Lampung, there were several findings that attracted attention: 1). Working Conditions and Environment: Workers involved in loading and unloading activities work in an environment that has the potential to endanger health and safety, especially due to high work intensity and theuse of large heavy equipment. 2). Wage System: The wage system implemented does not appear to be transparent and often does not correspond to worker contributions. There are indications that the wage setting process does not involve fair negotiations between workers and employers. 3). Protection of Workers' Rights: There are concerns about the protection of workers' rights, such as health, safety and social security, which have not been fully fulfilled in accordance with the principles of Islamic labor law.

Based on the results of these observations, three main problems that can be identified at the research location are as follows: 1). Worker Welfare and Safety: Working conditions that have the potential to endanger the health and safety of workers give rise to problems related to worker welfare and protection in carrying out loading and unloading activities. 2). Wage Transparency and Fairness: A wage system that is not transparent and does not match the contribution of workers raises problems related to economic justice and the protection of workers' rights in the context of decent wages. 3). Implementation of Sharia Economic Principles: There is a need to review the implementation of sharia economic principles in determining wages and protecting workers' rights, so that they are more in line with Islamic values which prioritize justice, welfare and protection of workers.

By identifying these problems, this research will further explore how a review ofsharia economic law can be applied to overcome these challenges and improve the welfare conditions and protection of workers at Panjang Harbor, Bandar Lampung City. In this context, the research aims to conduct an in-depth review of the wage system for workers involved in loading and unloading goods, taking into account the perspective ofsharia economic law.[9]

[9] Siti Julaicha, Asri Wijayanti, and Mualimin Mochammad Sahid, *"The Basis of Minimum Wages Determination for Worker in Indonesia Positive Law and Sharia," Justitia Jurnal Hukum* 16, no. 1 (2022): 155–72, https://doi.org/10.36501/justitia.v1i2.

This research aims to investigate in depth the implementation of sharia economic law on the wages of workers involved in loading and unloading activities at Panjang Port, Bandar Lampung. The aim of this research is 1) to analyze the welfare and safety of workers involved in loading and unloading goods at the port. Focus will be placed on identifying factors that endanger workers' health and safety as well as ways to promote safer and more comfortable working conditions. 2) identify problems of transparency and fairness in the wage system for workers loading and unloading goods at Panjang Port. This includes an analysis of the wage determination process, the criteria used, as well as the level of fairness of wage distribution among workers. 3) Examine the extent to which sharia economic principles are implemented in the context of wage determination and protection of workers' rights. Focus will be given to analyzing the compatibility between existing practices and Islamic values which prioritize justice, welfare and protection of workers. By achieving these objectives, it is hoped that this research can make a significant contribution to the understanding of how sharia economic law can be applied effectively to improve the welfare conditions and protection of workers in the context of loading and unloading activities at Panjang Port, Bandar Lampung.

Method

The research focus will be placed on the loading and unloading activities of goods at Panjang Port, which is the main port located in the city of Bandar Lampung, functioning as an important logistics center for sea trade, exports and imports of goods. In it, there isa stevedoring labor cooperative which is a business entity that operates in the field of loading and unloading services at the port. The stevedoring labor cooperative consists of workers who work collectively to carry out various loading and unloading activities both from and to ships, and has an important role in providing labor for port operations.

The research method used in this research is qualitative research. The research approach that will be applied is a descriptive approach,[10] and to understand in depth the implementation of sharia economic law on wages for workers loading and unloading goods at Panjang Port, Bandar Lampung. This research design will involve collecting primary data through in-depth interviews

with related parties, such as workers, entrepreneurs and legal experts. The data analysis technique that will be used is qualitative analysis, where data will be analyzed thematically to identify relevant patterns, trends and findings. To ensure the validity of the data, triangulation techniques will be applied by comparing and verifying data from various different sources.[10]

Results And Discussion

Islamic Accounting from a Normative Perspective

The research results show several significant findings related to the review of sharia economic law on wages for workers loading and unloading goods at Panjang Port, Bandar Lampung, as follows:

Table 1. Review of Sharia Economic Law on Wages for Workers Loading and Unloading Goods

No	Theory	Focus	Sub-Focus	Indicators	Answer
1.	*Ibn Khaldun:* a product is equal to the labor it contains. "Profit generated by humans are the value realized from their labor"	Wages for Loading and Unloading g Labor in a Review of Sharia Economi c Law	Conformity to the Principles of Justice	1. Professionalism (skill of the workforce in carrying out theirwork). 2. Providing rewards for performance results. 3. Providing punishment for employee performance.	**AS:** *I think our employees are 80% suited to their skills* **HF:** *according to my expertise, becauseI am in finance, I have an educational background in finance* **SA:** *I have skills as a laborer, where Iknow the SOPs in my work* **AS:** *rewards are definitely there for theworkforce* **HF:** *yes, and in accordance withworkforce performance results* **SA:** *not sure sis, sometimes there isand sometimes there isn't* **AS:** *yes, and there are many forms according to the violation or error thatoccurred* **HF:** *there is punishment, to maintainworkforce discipline and port productivity*

[10] John W Creswell and Cheryl N Poth, *Qualitative Inquiry and Research Design: Choosing among Five Approaches* (Sage publications, 2016).

					SA: *yes, sis, it happened to me*
			Challenges of	1. Conformity of the work contract	**AS:** *In my opinion, the implementation*
			Implementing Islamic Values	with the implementation ofthe work. 2. Providing spacefor communication between workers and leaders. 3. Compatibility ofcompany profits and employee wages.	*of the work is in accordance with the initial agreement* **HF:** *There are still implementations that are not in accordance with the agreement, because we cannot abandonold habits* **SA:** *Yes, sis, such as payment of wagesthrough a third party* **AS:** *we have provided a forum for communication between workers andthe cooperative* **HF:** *there is a kind of association for evaluation and complaints* **SA:** *Yes, sis,* **AS:** *the wages given are in accordance with the collective agreement* **HF:** *in accordance with existing regulations and collective agreements* **SA:** *I don't really know, sis, the most important thing is that I get my salary as usual*
2.	*Muhammad Baqir al-Sadr: mengemukakan,* bahwa dalam Islam para pekerja yang bekerja di suatu perusahaan memiliki hak atau bagian hasil dari pekerjaan tersebut		Protection of Workers' Rights	1. Provision of social security. 2. Employee welfare. 3. Guaranteed employee wages in accordance with the contract (there are two wage payment methods,	**AS:** *there are several guarantees that we provide, such as work safetyguarantees and others.* **HF***: Yes, sis, it's been going on for along time* **SA:** *Yes, sis, wages have also been cutfor BPJS Employment* **AS:** *there is housing and children'seducation* **HF:** *Yes, one example is housingprovided to workers*

	(Terwujudnya kesejahteraan yang merata pada setiap karyawan)			namely: Ujroh & Mudharobah).	*who meet the criteria in accordance with existing policies* **SA:** *Yes, sis, but there are requirements which I think are quitedifficult* **AS:** *we pay wages to workers (ujroh)directly from loading and unloading companies* **HF:** *paid in the form of wages for performance results, not for cooperation* **SA:** *The wages are appropriate, I don'treally understand the methods*

Based on the research results above, then; 1). Compliance with the Principles of Justice: It was found that the wage system implemented was not fully in accordance with the principles of sharia economic justice. There is ambiguity in the criteria for determining wages which can lead to unfair distribution of wages among workers. 2). Challenges in Implementing Islamic Values: Even though there is awareness of Islamic values in determining wages, the implementation of these values still faces challenges. The process of determining wages is often more influenced by external factors than sharia economic principles. 3). Protection of Workers' Rights: Findings also show the need for improvement in the protection of workers' rights, especially those related to welfare, safety and social security. Further efforts are needed to ensure that workers receive protection in accordance with Islamic teachings. 4). Challenges to a Living Wage: Although there is awareness of the importance of a living wage for workers, challenges still exist in achieving this. There is a need for further reform in the wage system to ensure that wages paid reflect the value of workers' contributions and meet sharia standards of economic justice.

The author's thoughts that emerge from these four points of findings are that although awareness of sharia economic principles already exists in the context of determining wages for workers loading and unloading goods at Panjang Port, Bandar Lampung, its implementation still faces significant challenges. The

author believes that to achieve wages that are fair and in accordance with sharia economic principles, joint efforts are needed on the part of employers, workers, and the government in overcoming ambiguity in wage determination criteria, increasing protection of workers' rights, and formulating policies that support implementation. Islamic values in the employment context. The author also emphasizes that transformation towards decent wages and sharia economic justice is not only a moral obligation, but also a long-term investment in sustainable economic development and the welfare of the people.

In discussing and analyzing the four research findings, the author takes a critical approach by referring to expert theory in sharia economics. The following is an analysissupported by expert theory:

1. Compliance with the Principles of Justice: According to Ibn Khaldun, a leading Islamic economist, fairness in the payment of wages is a very important principle in society. In this context, the compatibility of wages with the principles of sharia economic justice should be the main focus. However, the findings show that the wage setting process at Panjang Port tends to be non-transparent and has the potential to be detrimental to some workers, which is contrary to the principle of justice.
2. Challenges in Implementing Islamic Values: Muhammad Baqir al-Sadr's thoughts on the need to implement Islamic values in the economy highlight the importance of consistently applying sharia economic principles. The challenges in implementing Islamic values in determining wages at Panjang Harbor show the need for a paradigm shift and a stronger commitment to implementing sharia economic principles.
3. Protection of Workers' Rights: Sharia economic theory also emphasizes the importance of protecting workers' rights. The concept of maqasid al-shariah (goals of sharia) emphasizes that welfare and justice for workers is an integral part of Islamic teachings. Therefore, findings regarding the need to increase protection of workers' rights at Panjang Port must be given serious attention.
4. Challenges to a Living Wage: According to al-Sadr, a decent wage is a fundamental right for every worker. However, the challenges in achieving

decent wages in Panjang Harbor indicate the need for reform in the wage system that is more oriented towards justice and worker welfare.

By analyzing the findings of this research through the theoretical lens of experts such as Ibn Khaldun and Muhammad Baqir al-Sadr, the author can identify and understand the root of the problems underlying the challenges in implementing sharia economic principles in the context of labor wages for loading and unloading goods at Panjang Port, Bandar Lampung.

Conclusion

From the four discussions above, it can be concluded that the implementation of sharia economic principles in determining wages for workers loading and unloading goods at Panjang Port, Bandar Lampung, still faces significant challenges, especially related to transparency, fairness and protection of workers' rights. As a writer, the recommendation that can be given is the need for reform in the wage system to ensure sharia economic justice and adequate protection of workers' rights. The author's contribution in this case is to provide a deeper understanding of the challenges and potential solutions in implementing sharia economic principles in the employment context, as well as encouraging more progressive discussions and actions to improve welfare and justice for workers.

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