ABSTRAK

Penelitian ini bertujuan untuk menganalisis tingkat upah tenaga pekerja mikro bawang merah di PT Widi Tani Desa Rugemuk Kecamatan Pantai Labu serta meninjaunya dalam perspektif ekonomi syariah. Latar belakang penelitian ini didasarkan pada adanya praktik pengupahan tenaga kerja di sektor pertanian yang masih beragam, khususnya dalam sistem upah borongan atau berbasis hasil kerja, yang berpotensi menimbulkan ketidakjelasan (gharar) dan ketidakadilan (dzulm) apabila tidak sesuai dengan prinsip syariah. Metode penelitian yang digunakan adalah metode kualitatif dengan pendekatan deskriptif. Data diperoleh melalui penelitian lapangan (field research) dengan teknik pengumpulan data berupa observasi, wawancara, dan dokumentasi terhadap pihak perusahaan dan tenaga kerja. Analisis data dilakukan secara deskriptif kualitatif dengan mengacu pada konsep akad ijarah dalam ekonomi syariah. Hasil penelitian menunjukkan bahwa sistem pengupahan tenaga kerja mikro bawang merah di PT Widi Tani menggunakan sistem upah berbasis hasil kerja (borongan). Besaran upah ditentukan berdasarkan jenis pekerjaan dan jumlah hasil yang diperoleh. Dalam praktiknya, sistem ini telah memenuhi beberapa prinsip ekonomi syariah seperti adanya kesepakatan (an-taradin) antara kedua belah pihak. Namun demikian, masih ditemukan beberapa permasalahan seperti ketidakjelasan standar upah di awal, ketimpangan posisi tawar pekerja, serta kurangnya transparansi dalam penentuan beban kerja, yang berpotensi mengandung unsur gharar dan belum sepenuhnya mencerminkan prinsip keadilan (al-'adl). Oleh karena itu praktik pengupahan di PT Widi Tani pada dasarnya diperbolehkan dalam perspektif ekonomi syariah, namun perlu adanya perbaikan dalam aspek transparansi, kejelasan akad, serta perlindungan terhadap tenaga kerja agar sesuai dengan prinsip keadilan dan kemaslahatan dalam Islam.

Kata Kunci: Upah, Tenaga Kerja, Bawang Merah, Ijarah, Ekonomi Syariah

ABSTRACT

This study aims to analyze the wage levels of shallot micro-workers at PT Widi Tani in Rugemuk Village, Pantai Labu District, and examine them from a sharia economic perspective. The background of this research is based on the existence of diverse labor wage practices in the agricultural sector, particularly the piecework or work-based wage system, which has the potential to create uncertainty (gharar) and injustice (dzulm) if it does not comply with sharia principles. The research method used is a qualitative method with a descriptive approach. Data were obtained through field research using data collection techniques such as observation, interviews, and documentation with the company and workers. Data analysis was conducted using a descriptive qualitative approach, referring to the concept of the ijarah contract in sharia economics. The results show that the wage system for shallot micro-workers at PT Widi Tani uses a work-based (piecework) wage system. The amount of wages is determined based on the type of work and the amount of output obtained. In practice, this system has met several sharia economic principles, such as the existence of an agreement (an-taradin) between the two parties. However, several issues remain, such as unclear initial wage standards, unequal bargaining power among workers, and a lack of transparency in determining workloads, which potentially contain elements of gharar (unlawful) and do not fully reflect the principle of justice (al-'adl). Therefore, the wage practices at PT Widi Tani are essentially permissible from a sharia economic perspective. However, improvements in transparency, clarity of contracts, and protection of workers are needed to ensure they align with the principles of justice and welfare in Islam.

Keywords: Wages, Labor, Shallots, Ijarah, Sharia Economics