

Islamic Law Analysis of Wage Fulfillment, Labor Social Security, and Performance Management under Law Number 13 of 2003 on Manpower in Bone Regency

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ABSTRACT

This research aims to understand the perspectives of Islamic Law and Positive Law on wages and social security for workers, and how to fulfill workers' rights justly from the perspectives of Islamic Law and Positive Law. The type of research is field research with the research approaches used being: normative and empirical juridical approaches, sociological approaches, and legal-political approaches. This research was conducted at PT. Surakojaya Abadi Motor and PT. Nusantara Sakti Bone. The data processing and analysis technique was carried out thru three stages, namely data reduction, data display, and conclusion drawing and verification. The results of this study conclude that wages in positive law are the price that must be paid to workers for their services in the production of wealth, similar to other factors of production. In Islam, it is explained that the word Al ijārah comes from the word "al ujrah" or "al ajru," which in language means al 'iwad (compensation), in other words, the reward given as wages or compensation for an action. Labor social security, both in Islamic law and positive law, is a form of protection for workers in the form of monetary benefits. The implication of this research is that company owners need to pay attention to the regulations in both Islamic law and positive law regarding wage payment and labor social security.

INTRODUCTION

Islam, as a revealed religion that provides guidance to humans regarding all aspects of life and existence, can be likened to a straight and uphill highway, offering opportunities to those who traverse it to reach their destination. Islam is a system of faith, sharia, and ethics that governs human life and existence in various relationships, including in the workplace. The existence of a state has been arranged in such a way in Islam to have a law that can regulate the order of life. Islam teaches that the enforcement of its laws is based on the foundation of justice among people as a whole. Islam, as a religion that values reason, encourages rational thinking by utilizing the mind's functions to the fullest within its teachings, resulting in various forms of rational Islamic thought.

As time goes by, humans are increasingly striving to achieve their well-being. Optimistic societies believe that globalization can realize a welfare state. The organization of the welfare state is a matter of national policy and depends on national political institutions and the majority opinion. The Liberal Welfare State provides social services, particularly basic needs, to disadvantaged groups in society, such as the poor, the unemployed, the disabled, and the elderly who are not wealthy. In contrast, in countries classified as social democratic welfare states, social services are provided by the state uniformly and institutionally to the entire population, regardless of whether they are rich or poor.

Focusing on creating job opportunities for the younger generation is an effective solution to poverty. Unemployment among the youth is a global issue. One of the things that need to be done to accommodate the workforce is to increase national economic growth. To increase national economic growth means there must be an expansion of the business world. One of the problems for the younger generation in finding jobs is the issue of information that is sometimes overlooked.

Wage issues are a sensitive matter for workers. Meanwhile, labor issues are very complex and significant problems. Good working conditions, high output conditions, fair wages, and human resources are issues that always arise in discussions about labor, alongside the industrial relations between workers and the business world. Moreover, the labor market in Indonesia continues to face various imbalances, both structural and sectoral. For employers, wages are a production cost that must be minimized so that the price of goods does not become too high or their profits increase. For workers, wages are the amount of money they receive at a certain time or, more importantly, the amount of basic necessities they can buy with that wage. Workers are the labor force employed by a company, where these workers must adhere to the commands and work regulations set by the employer (boss) who is responsible for the company's environment. These workers will receive wages and/or other reasonable living guaranties.

In line with Law Number 13 of 2003 on Manpower, which emphasizes that every citizen has the same right to obtain employment. In addition to the creation and improvement of job opportunities, ensuring the fulfillment of workers' rights must also be given special attention. Employers must provide rights without discrimination. The Republic of Indonesia Law Number 13 of

2003 on Manpower explains that in order to build the whole Indonesian people and the entire Indonesian society to realize a prosperous, just, prosperous, and equitable society, both materially and spiritually based on Pancasila and the 1945 Constitution, in the implementation of national development, workers or laborers have an important role and position as development actors.

In the law mentioned above as a strong rule and guarantees several things about workers, both employees and laborers, among them: (1) receiving pocket money/transportation, labor social security, obtaining a certificate if they pass at the end of the program for those who are interns. (2) receive wages. (3) workers' wages must be paid before other debts. (4) the sector's minimum wage must not be lower than the regional minimum wage. (5) working beyond the required hours should be avoided as much as possible. (6) during long breaks, workers are given compensation for their annual leave entitlement in the 8th year, amounting to half a monthly salary. (7) if female workers are employed between 23:00-07:00, the employer must be held accountable for violations. (8) there must be wage certainty. (9) wages are provided to adjust to the cost of living. The fulfillment of wages based on regulations is a manifestation of providing justice. The principle of justice has two aspects: (1) Every person has freedom (2) Social inequality and open positions. Some rights enshrined in the above law serve as a form of justice for both business owners and workers.

The company still employs workers/laborers beyond the specified hours. The issue of wages in the labor-employer relationship is very important and its impact is very wide. If workers do not receive fair and just wages, it will not only affect the livelihoods of the workers and their families, but also impact the entire society, as they consume a significant portion of the country's production. The decline in purchasing power over a long period is very detrimental to the industries that provide consumer goods for the working class.

Apart from the discussion on wages, what is of concern in Islam is the fulfillment of insurance, commonly known in positive law as labor social security. Insurance initially was a group aimed at forming a line to lighten the financial burden of individuals and avoid financial difficulties. In general, the concept of insurance is a preparation made by a group of people who each face small losses as something unpredictable. If the loss befalls one of them who is a member of the association, then the loss will be borne together by them. In conventional insurance practices, it is alleged that there are elements that contradict Islamic Sharia, such as *maisir*, *gharar*, *riba*, *dzalim*, and so on. Companies in their operations should have standard operating procedures. In Bone Regency, there are several companies, both private and those directly controlled by the government. The author focuses on companies engaged in the buying and selling of motorcycles, namely PT. Nusantara Sakti Bone (Honda) and PT. Surakojaya Abadi (Yamaha). The author, in conducting observations, did not find uniformity in the Standard Operating Procedures (SOP). The company only uses SOPs according to the wishes of the superiors. This means that the company only complies with the Labor Law's requirement for every

company to have SOPs but does not fulfill the Labor Law's provisions regarding wage amounts or standards and the obligation to provide workers with social security cards (BPJS Health and BPJS Employment). The company only pays attention to the rights of workers who are permanent employees, whereas the Labor Law requires the provision of rights to every worker who has been employed by any company.

From several reasons above, which then became the basis for the researcher to choose the research title, namely the Analysis of Islamic Law on Wage Fulfillment and Social Security for Workers in Law Number 13 of 2003 concerning Manpower in Bone Regency. With the reason that both in Islamic law and in positive law, standards for wages and worker security guarantees have been established, which must be fulfilled by employers to meet the needs of workers. With this title, the researcher hopes that a regional regulation will be created subsequently, so that there is uniformity among companies in implementing their operational standards.

LITERATURE REVIEW

Operational Definition and Scope of Research

Operational Definition

To avoid misinterpretation by readers regarding the variables in the title and to sharpen the research. The focus of the research is the problem boundary that contains the main issues as parameters in the study. Therefore, the researcher needs to establish a focus, providing definitions or descriptions of the terms found in the title of this research. In accordance with the problem, it means that the author will conduct a comprehensive study related to the Analysis of Islamic Law on Wage Fulfillment and Social Security for Workers in Law Number 13 of 2003 concerning Employment in Bone Regency.

The analysis process is an activity that consists of several series of activities, such as differentiating, grouping something, and sorting it again according to certain criteria, which are then interpreted in meaning. Analysis can also be defined as an effort to examine something in great detail, breaking down its constituent elements, and then organizing several components for further study.

Protection means a conscious effort to pay attention to workers' rights in accordance with the mandate of the law by providing them fully. The fulfillment of these rights then guarantees justice for every worker. Law Number 13 of 2003 on Manpower has explained in such a way the rights of workers that must be protected by the company owners. Thus, mutual welfare will be achieved, both for the company owners and especially for the workers. Workers' rights are things that automatically belong to them, with the obligation of the company owners to fulfill these rights. Workers' rights include receiving allowances, labor social security, wages, and regular rest hours. Some important points above explain about workers' rights that must be protected.

Divine law, also known as Islamic law, which has never changed from the past until now. A law that has a universal nature and can be implemented anytime, anywhere, and with anyone. The comprehensive nature of Islamic law

has been explained in the Qur'an and as-Sunnah from Allah to the Messenger to be taught to all of humanity. In addition, there is also the term *adila al-ahkam*. In understanding Islam, the philosophical approach becomes a solution, namely a method with a series of scientific knowledge. Philosophy becomes a concept that exists with a scientific basis according to revelation, in terms of the essence, the understanding related to Islam becomes something very unique. In terms of value, it is evident in the application of the concept into daily life. The basic salary is something that must be given to workers, in this case, employees, as compensation for the work they do in a business. In the discussion of *fiqh*, *al-Ijrah* is derived from the word *ujrah*, which means *al-iwad* (compensation), meaning that it is a compensation in the form of money as a reward for one's actions. Meanwhile, social security is an effort to protect society so that each individual can meet their needs in daily life. Labor social security is an effort to protect workers with a system that provides cash as compensation for their reduced income due to an incident that occurs while they are performing their job. The things included in it are pregnancy, work accidents, childbirth, old age benefits, and death.

The social security administration agency functions to provide protection to workers so that they can overcome several risks that will be faced in the process of implementing the social insurance system. Which is positioned as a state-owned enterprise focused on the world of social insurance, previously known as PT Jamsostek (*persero*), functioning as the executor of labor social security laws. Social security is a public policy, and therefore, the goals to be achieved must be clear.

From the above description, the researcher can explain the overall operational definition that workers' rights are mandatory aspects inherent to the identity of workers that must be fulfilled by the company as compensation or wages for their actions. Social security is legal protection as a means of mutual assistance among individuals to ensure that all citizens can meet their basic living needs in accordance with the essence of Islam, which upholds the values of justice and welfare.

Scope of Research

To facilitate researchers in conducting their studies and to ensure that the research carried out by the researchers is more organized, it is deemed necessary to establish a scope of research. The scope of the issues to be discussed in this research is as follows:

- a. Islamic views on wages and social security for workers.
- b. Law Number 13 of 2003 on Manpower, which regulates wages and the provision of social security for workers.
- c. Fulfillment of workers' rights, namely wages and social security for workers at PT. Nusantara Sakti Bone and PT. Suraco Jaya Abadi Motor.

Research Scope Matrix

Table 1.1 Scope of Research

No.	Research Focus	Sub Focus
1.	Islamic Law Analysis on Wage Fulfillment and Labor Social Security in Law Number 13 of 2003 on Manpower in Bone Regency	1. Workers' rights based on regulations a. Definition of wages b. Labor Social Security 2. Regional Government as the enforcer of regional justice 3. Evaluation of company operational standards in Bone Regency

METHODOLOGY*Type and Location of the Research*

From several reasons above, which then became the basis for the researcher to choose the research title, namely the Analysis of Islamic Law on Wage Fulfillment and Social Security for Workers in Law Number 13 of 2003 concerning Manpower in Bone Regency. With the reason that both in Islamic law and in positive law, standards for wages and worker security guaranties have been established, which must be fulfilled by employers to meet the needs of workers. With this title, the researcher hopes that a regional regulation will be created subsequently, so that there is uniformity among companies in implementing their operational standards.

Research Approach

Research approach means the discipline used as an analytical tool to conduct a study. Approach means the method used by the researcher to get closer to the object being studied. The type of research used is field research by conducting interviews as a data collection technique to identify problems. The researcher communicated directly with the company representatives, namely PT. Nusantara Sakti Bone and PT. Suraco Jaya Abadi, involving the company leaders, permanent employees of each company, and interns. The approach used by the researcher is:

- a. Normative and empirical juridical approach, which is legal research that combines normative legal research and social legal research. In this type of research, the researcher conducts the study by combining both types of research as mentioned above in a single study. This normative-empirical legal approach is then used by the researcher in examining the issue.
- b. The sociological approach is used to examine the views of activists, practitioners, and academics who have extensive knowledge of labor concepts, both from the perspective of Islamic law and from the perspective of legislation.
- c. The legal-political approach emphasizes the view that law is a political decision of society. This approach is used to research and analyze what changes need to be made in order to meet the needs of society in a fair manner in accordance with the objectives of the law.

Data Collection Methods

Researchers in data collection use Field Research, which is a method that involves direct observation in the field and immersion in the research object. The researcher conducts observations, interviews, and documentation at the

research location. Data processing in this research uses Qualitative Descriptive. The data processing process requires analysis and explanation conducted simultaneously with the data collection process, such as during interviews. This descriptive analysis is conducted by the author to identify issues in companies that have not maximally provided workers' rights in accordance with the mandate of the law. To obtain information related to the issues that the author will research, several instruments are used by the researcher, namely a recorder, writing tools, and a camera. These tools are then supported by the structured steps taken by the researcher to gather information related to the issues to be studied, including:

- a. Documentation is a research activity that involves taking pictures related to the accuracy needs of the research, such as notes, transcripts, inscriptions, minutes, meetings, agendas, and so on.
- b. Interviews are when researchers obtain data by conducting question-and-answer sessions with respondents. The respondents in this study are the Branch Manager of PT. Nusantara Sakti Bone, the Branch Manager of PT. Suraco Jaya Abadi, and employees of each company who are deemed capable of providing information to the researcher regarding the empirical conditions at their workplace.

Data and Data Sources

In qualitative research, data sources are selected based on considerations of who knows the most about the issue being studied and can provide valid information. The sample sources of data in qualitative research are purposive and snowball. Purposive means that the data sources are selected based on certain considerations or specific purposes. Snowball means that the data sources used increase over time.

- a. Primary Data is data obtained directly in the field, which is raw data that still requires further processing. Such data is obtained thru interviews or surveys or thru listening to questionnaires. In this case, certain communities were obtained thru information and documents. The researcher obtained this data from the Regent of Bone, represented by the Head of the Legal Division, the Head of the Manpower Office, and several private companies in the region.
- b. Secondary data refers to data in the form of documents, scientific journals, and scientific articles obtained from a government or private institution. Unlike primary data, which has not been processed, secondary data is data that has already been processed.

Research Instruments

Research instruments are tools used by researchers to collect data in the field. Instruments, as data collection tools, must be well-designed and constructed in such a way that they produce valid data. The research instruments that the researcher will use are:

- a. Observation guidelines can be conducted with tests, questionnaires, image recordings, and audio recordings. In this study, the researcher has conducted observations to reveal facts according to field conditions.

- b. Interview is used by the researcher to examine the condition of an individual, for example, to gather data about variables. For the interview subjects, namely the company's employees as the subjects of the implementation of the law.
- c. Documentation Tools are tools obtained in the field in the form of important documents related to the research topic, while the instruments used are writing tools.

Data Processing and Analysis Methods

Miles and Huberman state that there are three activities in qualitative data analysis, namely the stages of data reduction, data display, and conclusion or verification. Thus, prospective researchers in this case use data analysis from Miles and Huberman, which includes:

- a. Data reduction, data reduction means summarizing, selecting key points, focusing on important matters, and searching for themes and patterns. Consequently, the reduced data will provide a clearer picture and facilitate further data collection as well as retrieval if needed again.
- b. Display data (data presentation), in qualitative research, where data presentation is done in the form of brief descriptions, charts, relationships between categories, and the like. With data presentation, it will be easier to understand what is happening and to plan the next steps based on that understanding.
- c. Conclusion drawing and verification, conclusions in qualitative research are new findings that have not existed before. Findings can be in the form of a description or depiction of an object that was previously unclear or obscure, becoming clear after research, and can include causal or interactive relationships, hypotheses, or theories.

RESEARCH RESULT AND DISCUSSION

Wages as a Source of Basic Needs Fulfillment for Workers

Workers' Wages at PT. Nusantara Sakti Bone

Wages in Islam mean compensation or remuneration, therefore the term Ijarah has a general meaning that includes wages for the use of an object or remuneration for an activity or wages for performing an activity. In Law Number 13 of 2003 concerning Manpower, specifically in Article 88 paragraph (1), it emphasizes that the wages earned by workers must be able to meet their living needs based on humanitarian grounds. In Islam, it is also explained that wages are a reward for someone's work, compensating for the sweat they have expended. In addition, Article 90 paragraph (1) of Law Number 13 of 2003 concerning Manpower explains that employers are prohibited from paying wages lower than the minimum wage. After that, Ministerial Regulation Number 1 of 2017 was introduced as a follow-up to establish wage structures and scales by considering classifications, positions, length of service, education, and competence, without neglecting the basic needs of workers.

At PT. Nusantara Sakti Bone, the wages received by workers are still very far from the wage standards. Although Article 92 continues with an explanation regarding wages, stating that the structure and scale of wages should consider classification, position, length of service, education, and

competence, it does not mean that the company provides wages to workers according to the company's wishes without considering humanitarian principles. The wages in the aforementioned company only comply with regulations, providing contract employees and permanent employees with Rp. 3,200,000, while interns are only given a stipend of Rp. 875,000 during the first month to the fifth month of their employment, and in the following months, their wages will decrease until the total wages received by the workers amount to Rp. 500,000.

Labor laws do not differentiate between workers who are permanent employees and those who are interns. Considering that workers are in a weak position, it is highly likely that their interests are not adequately protected and maintained. The regulation explains that every worker has the right to receive wages with consideration for meeting their living needs. Meanwhile, at PT. Nusantara Sakti Bone, the employee's wage of Rp. 875,000 will still be subject to deductions if the worker does not clock in (due to illness, leave, or without explanation), resulting in the worker receiving only Rp. 200,000. With the system of wage deductions due to workers being sick, on leave, or engaged in other activities, it certainly violates the applicable laws and regulations. Meanwhile, the law clearly distinguishes that wages and allowances have different functions. This means that according to regulations, if there are workers who do not clock in for the aforementioned reasons, the deduction will be from the allowance, not the wages.

Working by dedicating time to a company is a conscious effort to meet basic needs. Looking at the wage deduction system above, it certainly will not enable workers to meet their basic needs. A wage of Rp. 875,000 or Rp. 500,000 is still very far from the nominal requirements for meeting living needs. Additionally, the company's working hours exceed the limit set by regulations, which is 8 working hours. If there are additional working hours, they fall into the overtime category and receive extra pay. PT. Nusantara Sakti Bone employs workers for more than 8 working hours and does not provide additional pay. The wages received remain the same as the wages when working the normal hours. Even so, there are still deductions if on certain days the worker is sick or has other reasons that prevent them from attending work during working hours. Of course, this is not in accordance with Islamic law and positive law.

Labor Wages at PT. Suracojaya Abadi Motor

Japan, with its significant investment in the growth of Indonesia's economy, facilitates workers with two levels of wages. Both permanent employees, the company facilitates workers with a wage of Rp. 3,300,000. The results of the interview conducted by the researcher with the Branch Manager of PT. Suracojaya Abadi Motor revealed that the wage system for both permanent employees and interns is in accordance with regulations, amounting to Rp. 3,300,000. However, during an interview with one of the interns, the researcher received a different statement.

The wage given to the intern workers is Rp. 1,200,000, which does not meet the standards set by the regulations. Thus, the wage is not yet able to meet the basic needs of the workers. If basic needs are covered with a normal wage, it

will greatly affect work efficiency, thereby increasing the profits obtained. Conversely, dissatisfaction will lead to strikes by workers, resulting in hatred and conflicts between groups, which can damage unity and cohesion, ultimately causing destruction in the economy and society. This is what then happened to the two companies mentioned above in the concept of wage fulfillment that has not yet been able to meet the basic needs of the workers. Beside wages, incentives are one of the biggest motivators for workers. Namely, 750,000 if the worker is able to achieve the sales target with 4 motorcycle units. If the sales target is not met, the worker only receives an allowance of Rp. 75,000 for cash units and Rp. 100,000 for credit units.

Workers are individuals who work for wages or other forms of compensation. Workers, as defined by regulations, are those entitled to receive wages, allowances, social security benefits, and other rights as stipulated by law. The wage system at PT. Suracojaya Abadi Motor, with a wage standard of Rp. 1,200,000 and an additional incentive of 750,000 if the worker meets the requirements, is a system that, according to the researcher, is a trick by the company that cannot properly distinguish between the function of wages and the function of allowances. Wages in regulations clearly set a standard that must not be lower than the regional minimum wage, while allowances are attendance money or other bonuses. Each regulation provides an explanation that these two rules are entitled to be given to workers without making the provisions of this article have the same meaning. This means there is a pocket allowance and also a worker's wage. Thus, wages must meet wage standards, and allowances are for official travel expenses such as fuel money, meal money, motorcycle repair money, and other expenses. PT. Nusantara Sakti, with salary deductions that are far from the standard, certainly does not pay proper attention to workers' rights. Allowances are daily allowances, in other words, only allowances can be deducted, while the basic salary is the salary that the company must fulfill according to labor regulations.

According to the explanation above regarding the wages of PT. Suracojaya Abadi Motor workers, it has not been able to meet the standard living needs of the workers and is even not in accordance with labor regulations. In other words, the purpose of wages is to meet the basic needs of workers based on the value of justice. Whereas if the wage process is as explained earlier, it would be a serious violation of regulations.

Worker Social Security as a Form of Justice

Worker Social Security (BPJS Ketenagakerjaan) at PT. Nusantara Sakti Bone

Discussion regarding labor social security by providing BPJS employment to workers includes 4 programs, namely old-age insurance, work accident insurance, death insurance, and pension insurance. PT. Nusantara Sakti Bone, commonly known among the community as the HONDA Bone dealer, provides BPJS employment benefits only to permanent employees and contract employees, not to interns. Interns are not provided with BPJS employment insurance because it is not explained in the regulations. Based on the concept of social security, there is no guaranty related to safety conditions and age. For that reason, the Employment BPJS is present as a form of justice for workers. Paying attention to their long-term lives. In regulations, all workers

are entitled to be facilitated by the employment BPJS. With the presence of the employment BPJS, workers will feel more responsible in completing their tasks within a company.

At PT. Nusantara Sakti Bone, the application of labor social security has been implemented for some employees since its establishment until now. However, employees with intern status do not have a specific limit on the duration of their internship, only considering the quality of the employee's performance. In fact, there are those who remain in an internship status for up to 2 years. This means that for 2 years, these workers are not provided with job security and old-age benefits, whereas the internship status is regulated to be between 3 months to 1 year of work. Overall, the researcher revealed that the implementation of Labor Social Security at PT. Nusantara Sakti Bone does not comply with regulations.

Employment Social Security (BPJS Ketenagakerjaan) at PT. Suracojaya Abadi Motor

In Islam, BPJS Ketenagakerjaan is referred to as insurance, which is one form of humanity and mutual protection among humans. Amidst worldly busyness, In Islam, the Employment BPJS is referred to as insurance, which is one form of humanity and mutual protection among humans. Amidst worldly busyness, preparing everything related to the continuity of life, the insurance system is a manifestation of mutual assistance in goodness. The Yamaha Bone dealer, led by Amir, S.Sos, is one of the companies that does not fully provide BPJS employment benefits to its workers. BPJS is not a necessity, because from the beginning the company did not provide it unless the worker's status is as a permanent employee. The perspective and performance of one of the employees in this company are shaped by the habits instilled by the company to all workers. In fact, the Employment BPJS is something that is mandated by regulations. Finally, without fully providing the workers with BPJS Ketenagakerjaan, it can also be concluded that the company is not complying with labor regulations as mandated. Thus, in the event of an unintentional incident, a work accident would not be the company's responsibility. In addition, there is no old-age security fund, death benefit, or other worker rights as stipulated in the regulations related to labor social security. Thus, in practice, the company does not fulfill the workers' rights in accordance with the applicable laws and regulations.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the analysis and discussion, it can be concluded that:

1. The wage at PT. Nusantara Sakti Bone is Rp. 875,000 and at PT. Suracojaya Abadi Motor is Rp. 1,200,000. Both companies will still impose deductions on the amount of money received by workers if they are absent and clock in at the company, whether due to illness, childbirth, or other conditions. Thus, in this process, the companies do not comply with the wage regulations in Article 90 paragraph (1) of Law Number 13 of 2003 concerning Manpower, which states that sectoral wages must not be lower than the regional/provincial minimum wage. Furthermore, this research concludes

that the amount of money given and the deduction system implemented categorize this as pocket money, not wages. Meanwhile, labor law distinguishes between the two, stating that both pocket money and wages must be provided to workers. So the two companies above do not provide wages to the workers but only facilitate pocket money. Regarding labor social security (BPJS Ketenagakerjaan), both companies do not facilitate workers who are interns, which contradicts Article 99 paragraph (1) of Law Number 13 of 2003 concerning Manpower, stating that every worker/laborer and their family are entitled to labor social security. By not providing workers with their rights, both wages and labor social security, the companies' actions fall into the category of abuse.

2. To fulfill workers' rights fairly from the perspective of Islamic Law and Positive Law, companies must operate in accordance with labor regulations. In Islam, workers are viewed as sacred beings created by God Almighty whose rights must be protected. Similarly, Law Number 13 of 2003 concerning Manpower states in Article 90 paragraph (1) that sectoral wages must not be lower than the regional/provincial minimum wage, and in Article 99 paragraph (1) that every worker/laborer and their family are entitled to receive labor social security. The company, in implementing a system within the organization, must adhere to regulations to achieve justice in the workplace, both for the company owner and the workers.

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