

**Fisherman's wage perspective with theory of ferdinand lassalle and Ji'alah****Aning Kesuma Putri Syukri<sup>1✉</sup>, Ayu Wulandari Daud<sup>2</sup>**

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**Abstract**

The Ji'alah (profit-sharing system) between a shipowner and a deckhand does not guarantee that a deckhand will receive a decent wage. Catches obtained must be paid back for the use of factors of production used for fishing businesses, even to pay for capital and debt obtained from shipowners. Because fisheries are still found violations of human rights and employment, the Republic of Indonesia Minister of Maritime Affairs and Fisheries Regulation number 35 of 2015, one of which regulates wage systems and standards, refers to applicable laws, such as the provision of minimum wages (Ferdinand Lassale Theory). So the purpose of this study is to look at the fishermen's perspective on the profit-sharing system applied in the Syariah Economy called Jia'alah and the minimum wage derived from Lassale's Ferdinand Theory. So the purpose of this study is to look at the perspectives of 50 fishermen's in Central Bangka Regency and 50 fishermen's in South Bangka Regency regarding the profit-sharing system applied in the Islamic economy called Jia'alah and the minimum wage derived from Lassale's Ferdinand Theory. The analysis of this research is qualitative by using a SWOT analysis. The interview results show that 95 percent of fishermen have the perspective that the profit-sharing system is still fair compared to using the minimum wage system.

**Key words:** Fisherman; ji'alah; Ferdinand Lassalle; SWOT analysis

## INTRODUCTION

The distribution of catches between a shipowner and a deckhand consists of 20 percent for supplies, 80 percent for a shipowner and 40 percent for a deckhand. There is also the distribution of catches using the 4: 6 system which is 4 for a shipowner and 6 for deckhands. (Wetan & Tengah, 2009) While fishermen profit-sharing based on the fleet size in Manggar Subdistrict, East Belitung is 25 percent for shipowners and 75 percent for a deckhand. The distinguishes fishermen's income depends on the price of fish taken by the skipper, amounting to 80 percent of the selling price in the market or around Rp1000 to Rp2000 per kg from the actual price. (Pratama, Gumilar, & Maulina, 2012) The average net income of deckhand in the Bangka Belitung Islands Province is Rp 840,000, this nominal is still far from the regional minimum wage of the Bangka Belitung Islands Province in 2019 of Rp2.976.705,97. (Kesuma, Desy, & Dalimunthe, 2018)

Deckhand who is one type of fishermen's, have the opportunity to access resources but have not been able to develop fishing business, because of capital constraints and market opportunities. (Muhartono, 2018) While the fish marketing chain in East Belitung and Bangka Regency controlled by ship-owners and fishmonger. Dependence of deckhand with shipowners or fishmonger is a chain that is difficult to break. The deckhand is given capital assistance to buy ships and fishing equipment as well as operational costs to go to sea but are required to sell their catch at a low price, in addition to the owner of the ship and fish collectors also do not want to receive the debt settlement of the deckhand. (Triyanti & Firdaus, 2016)

The Ministry of Maritime Affairs and Fisheries makes regulations on the system and certification of human rights in the fisheries business, which was formulated in KKP Ministerial Regulation no. 35 of 2019, stated by fisheries human rights compliance criteria number 3.2.d: the wage system and standards refer to applicable regulations. The legal system of invitation referred to is contained in the Republic of Indonesia Government Regulation number 78 of 2015 concerning wages, wage policy is intended to provide minimum wages. [6][7]

The regional minimum wage stated by Ferdinand Lassalle's or commonly called an iron wage. Wages received by workers are minimum wages so that employers can get maximum profits. This wage system is mostly applied to the capitalist economic system. Whereas the profit-sharing wages are more directed to the Ji'alah system, which is the Islamic wage system. The wage system with Ji'alah determined by employees and employer. The wage system with Ji'alah require employees to know the amount received if they succeed in returning goods, such as the principle of rent, can use the profit-sharing principle. [8]

Based on the problems that have been explained, this research aim is examine the fishermen's perspective on wages using the minimum wage proposed by the Ferdinand Lassalle Theory or the profit-sharing system which in the Islamic economy is called Ji'alah.

### Bibliography Review

#### Theory of Ferdinand Lassalle

Ferdinand Lassalle's theory states that wage received by workers are minimum wages so that the employers can achieve maximum profit. Because workers are in a weak position and cannot do anything to influence the wage level, workers are forced to accept the wage. Therefore, this wage is called iron wage [8]. Workers have a maximum and minimum wage standard for their basic needs, so workers live according to the average wage reduced to the need to survive. The amount of wages is measured based on the costs required by a worker to meet the minimum needs. This causes workers not to be able to advance to class, they remain in the poverty line. If the wages provided are higher than the cost of living, there will be an increase in labor so that production costs will increase, so that the wages of workers will be deducted for production costs to the minimum level of living needs. Therefore, to improve the lives of workers it is advisable to establish production cooperatives and trade unions, so that, they are free from the grip of iron wages.

#### Theory of Ji'alah

The study of Islamic law (Fiqh of Muamalat) states that the wage system is broadly divided into two types of contracts, ijārah, and Ji'alah. Ijārah in general as a transaction for a certain desired benefits with certain rewards. According to [10] Ijarah is a transaction to transfer a right of use of goods or services within a certain time limit through the payment of wages without being followed by

transfer of ownership of the said goods or services. The scholars divided the Ijarah into two, Ijārah Al-‘ain and Ijārah Al-Dhimma. Ijārah Al-‘ain is an Ijarah contract whose object is goods, this transaction in Indonesian is interpreted as leasing. Medium Ijārah Al-dhimma is Ijarah whose object is service or dependents. Ijarah is what is known in Indonesian as wage wages. A contract between the employees and the employer with the Ijarah agreement requires the clarity of the object (benefit or work) both in type and time, as well as the price or wage clarity of the benefits. The second alternative in the relations of workers and employers is the Ji'alah contract. Ji'alah or it could be Ja'alah according to Al-Jazairi in the language is something that is given by someone for a matter done. Being according to the term is to make certain nominal assets for people who succeed in doing something either a clear or unclear job. Transaction Ji'alah the employer does not have to know the procedures and technical work carried out by workers to meet targets or results that have been determined by the employer. Therefore, a worker in the Ji'alah contract does not have the right to earn money when he fails to realize the specified target [9]. This Ji'alah contract can be applied to results-based work transactions, not processes.

## METHOD

### The Sample of Data

Bangka Belitung Islands Province has two islands namely Bangka Island and Belitung Island. The survey was conducted on Bangka Island and was carried out in Central Bangka Regency and Belitung Island was conducted in East Belitung Regency. The two regions have the highest number of fishermen compared to other regencies or cities.

This study uses qualitative analysis, which was sourced from interviews with 50 fishermen in Central Bangka Regency and 50 fishermen in East Belitung Regency. Using random sample selection. Qualitative research methods for the interpretation and analysis of texts already existing or transcribed from talk, observation or video can be used to explore meaning of social phenomena [10] sample demographics in Table 1.

**Tabel 1.**

Summary Statistic Survey Demography

Component	Amount
Experience being fisherman	17,7
Less than senior high school	91%
Senior high school	0,9%
Crew Ship	48%
Traditional Ship	30%
Agree using Theory of Ferdinand Lassalle	5%
Agree using Ji'alah	95%
N fisherman	100

The respondents surveyed had an average experience of being a fisherman for 18 years. The education of the fishermen surveyed was 91 percent educated below high school, with details of 11 percent not attending school 62 percent graduating from elementary school and 18 percent graduating from junior high school. Fishermen with education up to high school were 0.9 percent. The types of fishermen studied 48 percent are deckhand, while 30 percent are traditional shipowners.

The results of interviews with fishermen about a better wage perspective whether the production sharing system or using the theory of Ferdinand Lassalle (minimum wage), the answer is 5 percent agreed to use the minimum wage system, 95 percent said they agreed to use the production sharing system.

### SWOT Analysis

A model for formulating alternative strategies combined with internal and external environmental analysis is called SWOT analysis. The alternative strategies are SO power strategy/opportunity strategy; WO strategies/weaknesses/opportunities/strategies; WT's strategy weakness/threat/strategy; ST strategy of force threat/strategy[11]. The steps in developing the SWOT matrix in Tabel 2.

**Tabel 2.**  
The Matrix of SWOT

	Strengths (S)	Weakness (W)
Opportunities (O)	Strategy S-O	Strategy W-O
Threats (T)	<b>Strategy S-T</b>	<b>Strategy W-T</b>

## RESULT AND DISCUSSION

Based on the fishermen's perspective in Central Bangka Regency and East Belitung Regency, the Ji'alah system is considered to be the most justly implemented compared to the Ferdinand Lassalle system. Several factors can be used as strengths, weaknesses, threats, and opportunities of the Ji' system, consisting of external factors and internal factors. The external factors include two elements:

The circumstances surrounding the organization in a particular place, in a specific time period, the organization can exploit those conditions to achieve strategic goals, successful organizations don't wait for opportunity to come forth, but must work hard and constant research to create and exploit them to maximize their goals and achieve competitive advantage is called opportunities.[12] The external aspects of opportunities are fishermen's union and the village institutions.

Activities in organizations that determine business can last for a long time or not in the future are called threats. Such as the injustice of government policies towards certain groups, or market policies can be beneficial for an organization. [12]. The external aspects of threats are government regulation and market policies.

External environmental factors from the research, showing the formation of opportunities and threats to the fishermen's wage perspective can be seen in table 3.

**Tabel 3.**  
External Environmental Analysis

Aspects	Factors	Opportunities/Threats
Government Regulation	- Distribution of assistance is not appropriate - Incomplete information - Distrust	Threat
Fishermen's Union	- Environmental sustainability	Opportunities
Market Policies	- The local market only accepts fresh fish - Limited of the fishing processing center - Duopoly market	Threat
The village institutions	- A Fishermen's Koperasi - A fish shelter	Opportunities

The internal factor's include two elements:

The availability of positive contributions to work, power, and experience that contribute to completing work with skills is called strength. Strengths can consist of financial availability, managerial and organizational competencies, high capacity to compete, and a strong reputation.[12] The internal aspects of strength are human resources and environmental.

The indications of a decrease and unable in the organization's potential to compete, such as lacking human resource skills, marketing skills and depending on capital owners are indicated as weaknesses.[12] The internal aspects of weakness are natural resources and finance.

Internal environmental factors of the study, showing the formation of opportunities and threats to the fishermen's wage perspective can be seen in table 4.

**Tabel 4.**  
Internal Environmental Analysis

Aspects	Factors	Opportunities/Threats
Human Resources	- Desendant Skills	Strenght
Nature Resources	- Bad weather	Weakness
Finance	- Dependence with the owner of ship/capital	Weakness
Environmental	- No tin mining exploration - There are various types of export fish	Strenght

The final results of the combined external and internal environmental factors will form the SWOT analysis in table 5.

**Tabel 5.**  
SWOT Analysis

	Strengths (S) Desendant Skills No tin mining exploration There are various types of export fish	Weakness (W) Bad weather Dependence with the owner of ship/capital
Opportunities (O) Environmental sustainability A Fishermen's Koperasi A fish shelter	Strategy S-O Raise awareness of the environment that is not polluted by tin mining Improve the functions of the Fishermen Cooperative so that fishermen have capital without depending on the ship-owner	Strategy W-O The agriculture service, The trade service, etc provides training to fishermen as an alternative income when not going to sea due to bad weather
Threats (T) Distribution of assistance is not appropriate Incomplete information Distrust The local market only accepts fresh fish Limited of the fishing processing center Duopoly market	Strategy S-T Carry out supervision in Permen KP No.35 the year 2015 KKP must conduct socialization on government regulations	Strategy W-T The government must start building a fishery business entity that can maintain price stability so that there is no more duopoly market dominating the market. Information related to fisheries and marine regulations and policies should be conveyed thoroughly, through the Village, Koperasi or institutions around the fishermen's environment.

## CONCLUSION

Weakness and opportunity problems can be resolved using the W-O strategy are increasing trade activities and provides training to fishermen as an alternative income when not going to sea due to bad weather. Weakness and threats problems can be solved using the W-T strategy are The government must start building a fishery business entity that can maintain price stability so that there is no more duopoly market dominating the market.

Information related to fisheries and marine regulations and policies should be conveyed thoroughly, through the Village, Koperasi or institutions around the fishermen's environment.

The Republic of Indonesia Minister of Maritime Affairs and Fisheries Regulation number 35 of 2015 was issued to protect the rights of fishermen, but fishermen still feel safe with the sharing system that is considered to have justice. It would be better if this policy is reviewed again accompanied by socialization and trial implementation. This research would be even better if it could be developed further by involving the perspective of wages in terms of fish collectors, capital owners, ship owners, the government and the community.

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