

IMPLEMENTATION OF FISHING LABORERS' INCOME SHARING FROM AN ISLAMIC ECONOMIC PERSPECTIVE: A CRITICAL ANALYSIS ON BAJOE FISHING LABORERS, BONE REGENCY

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ABSTRACT

This study aims to analyze the income distribution mechanism of fishermen workers in Bajoe, Bone Regency, and to evaluate the implementation of this income distribution from the perspective of Islamic Economics. The research method employed is qualitative with a field research approach, supported by phenomenological, sociological, and economic perspectives. Primary data were collected through in-depth interviews with fishermen workers and boat owners in Bajoe, while secondary data were obtained from comprehensive literature studies. The findings indicate that the income distribution mechanism in Bajoe remains traditional, verbal, and without written contracts, relying on trust and hereditary customs with a profit-sharing model based on hierarchical positions aboard the vessel. From the perspective of Islamic Economics, this practice is not yet fully aligned with the principles of Sharia, such as justice (*al-'adl*), clarity (*bayan*), and transparency. The absence of written agreements and the lack of transparency in calculating profits and operational costs make fishermen workers vulnerable to structural injustice.

Keywords:

Income, Fishing Laborers, Profit Sharing, Islamic Economy, Bajoe Fishermen

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1. INTRODUCTION

Indonesia is the largest archipelagic country in the world, consisting of more than 17,000 islands and maritime areas that cover approximately 70% of its total territory, including the Exclusive Economic Zone (EEZ). Its strategic position between the Indian and Pacific Oceans and between two continents, Asia and Australia, makes it a central hub of international shipping routes. With a coastline stretching over 108,000 kilometers, Indonesia possesses abundant marine resources in the sectors of fisheries, energy, tourism, and trade.(Geograf, 2023)

Work is a fundamental obligation that plays a crucial role in the social and economic life of every individual. In modern society, working is not merely a means to fulfill basic needs, but also a form of responsibility toward oneself, one's family, and the surrounding community.(Saefullah, 2014). This obligation arises from the need to earn an income, maintain quality of life, and contribute to economic and social development. Moreover, work serves as a

means for individuals to develop their potential, build social relationships, and achieve long-term goals, both personally and professionally. Therefore, the obligation to work encompasses not only material aspects but also moral values, ethics, and social responsibility that must be carried out with full awareness.

Fishermen laborers are one of the groups of workers who play a strategic role in the fisheries sector, particularly in maintaining food security and supporting the coastal community economy. Their role is vital in ensuring the availability of marine resources, which are essential for many regions—both for local consumption and for supporting trade activities in broader markets. As the frontline of the fisheries sector, they perform duties that require not only skill but also a high level of dedication in facing various challenges, including often difficult working conditions. (Siregar et al., 2017)

Bajoe is one of the regions located in Bone Regency, South Sulawesi. Geographically, Bajoe lies on the eastern coast of Bone Regency, facing directly toward the Bone Gulf, which forms part of the Flores Sea. Its strategic location as the gateway to Bone's maritime area makes Bajoe a center of activity in the fisheries sector. The region is also known as an important connector between South Sulawesi and other areas through sea routes. Its geography, which is largely dominated by marine areas, provides great potential in the maritime and fisheries sectors, making Bajoe one of the key areas for the coastal economy. (Badan Pusat Statistik Kabupaten Bone, 2024)

Centered along the coastal area, the people of Bajoe are largely engaged in activities related to the maritime and fisheries sectors, which serve as the backbone of the local economy. These activities reflect the community's close relationship with the abundant marine resources found in the waters of the Bone Gulf. As one of the region's strategic coastal areas, Bajoe offers significant opportunities in harvesting, processing, and marketing marine products, making fisheries the primary source of livelihood for its residents.

Most of the people in this area work as fishermen, navigating the waters of the Bone Gulf to catch various types of fish and other marine products. This profession requires courage and skill, as they must face challenges such as extreme weather and the risk of accidents at sea. Their catch serves as the main source of household income while also contributing to the food security of coastal communities.

The issue of fishermen's wages in Bajoe arises because the wage system, which depends on the amount of fish caught in each fishing trip, is not based on mutual deliberation or agreement between boat owners and fishermen workers. This situation allows boat owners to have full control in determining the distribution of income, without transparency or fairness in the wage system. Moreover, the profit-sharing system, which should be carried out periodically—such as once a year—is often not implemented or even not provided at all, as the decision lies entirely

in the hands of the boat owners. This situation indicates that fishermen workers are in a vulnerable position and lack assurance of a fair and equitable income.

Research on income distribution systems in Islamic Economics can be categorized into three main aspects: justice, feasibility, and regulation. The aspect of justice emphasizes that wages should be given proportionally based on the worker's contribution, both in terms of quality and quantity of work. This has been discussed in the studies of (Rosalinda, 2021), Zainol Fata and Paesol, (Fata & Paesol, 2023) as well as (Mardhiah, 2019), which show that fair compensation aims to ensure a balance between the rights of workers and the ability of employers. Meanwhile, the aspect of feasibility examines the extent to which the wages provided can meet the workers' living needs. The studies of (Albab et al., 2023), (Ramadhani et al., 2023) and (Budijanto, 2017). reveal that many wage systems have not yet reached a decent living standard, which has the potential to create social and economic instability. In Islamic Economics, great emphasis is placed on providing sufficient wages so that workers can live decently and avoid economic hardship. The regulatory aspect, on the other hand, examines how wage systems are governed by formal law and Sharia principles. The study by (Malisi, 2023) shows that the wage system for daily laborers is regulated under Law No. 13 of 2003 and also aligns with Sharia principles, although the effectiveness of its implementation still requires further examination.

This research stems from the limitations of previous studies, which generally focused on wage systems in the construction and industrial sectors, while the context of fishermen workers—particularly in Bajoe—has rarely been explored. In fact, the wage mechanism for fishermen has distinct characteristics and unique challenges, such as high occupational risks, uncertainty of catches, and dependence on natural conditions. Moreover, existing regulations tend to emphasize the formal sector, leaving fishermen workers often inadequately protected by law. Based on this research gap, this study offers a novelty by examining the implementation of income distribution among fishermen workers from the perspective of Islamic Economics. This study not only provides a new understanding of the application of justice and feasibility principles in fishermen's wage systems but also evaluates the effectiveness of existing regulations in improving their welfare.

2. THEORITICAL REVIEW

2.1 Income

According to the Great Dictionary of the Indonesian Language, income is defined as the result of work, business, or other similar activities. Kementrian Pendidikan, Kamus Besar Bahasa Indonesia, N.D. Meanwhile, in the management dictionary, income is defined as a sum of money earned by an individual, company, or other organization through various sources such as wages, salaries, rent, interest, commissions, service fees, or profits. (BN. Marbun, 2003) Income is the amount of money a person receives as a result of their efforts and performance. This amount reflects the reward for the effort, skills, and time devoted to carrying out various economic

activities(Arianti, 2020). Income encompasses all forms of receipts obtained by individuals, companies, or other entities as a result of economic activities such as working, investing, or running a business, which are usually expressed in monetary terms over a specific period of time.

2.2 Profit Sharing

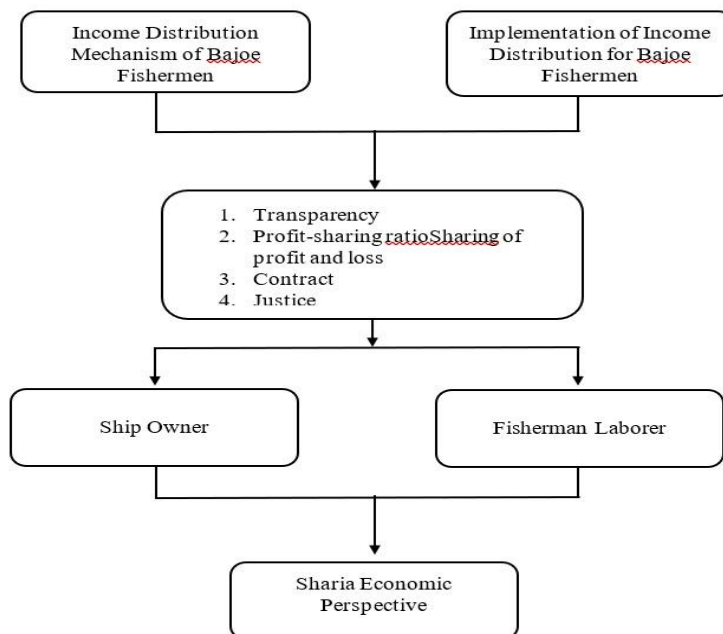
The term or profit sharing means the distribution of profits. In general, profit sharing is a mechanism by which a company distributes a portion of its earned profits to its employees. In an economic context, profit is defined as the difference between a company's total revenue and total cost; therefore, profit sharing reflects the distribution of the surplus income remaining after all operational costs have been deducted(Cahyoningtyas, 2023). Profit sharing is a mechanism for distributing profits between two or more parties based on a previously agreed-upon arrangement, usually within the context of business cooperation or investment. In Islamic economics, profit-sharing refers to a system in which profits (and sometimes losses) are divided according to the agreed-upon ratio, based on the contribution of capital, labor, or both, without any element of interest(Yahya & Agunggunanto, 2012).

2.3 Fishermen Laborers

Fishermen laborers are individuals who work in the fisheries sector, particularly those involved in fishing activities or managing marine products but do not own their own boats or fishing equipment. They typically work for boat owners or fishing companies and receive wages based on the catch or other agreed-upon payment systems. Fishermen laborers may include various types of work, ranging from direct involvement in fishing, maintenance of fishing equipment, to the processing of marine products(Siregar et al., 2017).

2.4 Framework

Figure 1 Framework of Thought



In coastal communities, fishermen rely on income from their catch, with work systems regulated through agreements between boat owners and fishermen. In Bajoe, income distribution is often conducted verbally and is not always fair, creating potential disparities for fishermen in weaker positions.

Islamic economics emphasizes justice, clear contracts, prohibition of exploitation, and protection of the weaker party. Principles such as *Ijārah*, *Muḍārabah*, and *Mushārah* can serve as normative frameworks to evaluate fishermen's profit-sharing practices.

This study aims to examine the implementation of income distribution among fishermen in Bajoe and assess its alignment with Islamic economic principles, thereby providing both theoretical and practical contributions to improving Sharia-based fishermen's work systems.

3. RESEARCH METHODS

The research method employed is qualitative with a field study approach, supported by phenomenological, sociological, and economic perspectives. Primary data was collected through in-depth interviews with fishing laborers and boat owners in Bajoe, while secondary data was obtained from comprehensive literature reviews.

4. RESULT

4.1 The Income Distribution Mechanism of Fishermen Workers in Bajoe, Bone Regency

4.1.1 Transparency in the Income Distribution between Fishermen Workers and Boat Owners

Transparency is a form of deep and comprehensive openness that provides space for the active participation of all elements in management (Rahim et al., 2023). Transparency is an essential element in the income distribution system, as it relates to fairness and trust between fishermen and boat owners. In Bajoe, the level of openness in profit sharing varies depending on the unloading location and the customary practices of the boats used.

The level of transparency in income distribution among fishermen in Bajoe remains relatively low and unevenly implemented. Most workers stated that the process of profit-sharing from the catch is not clearly explained by the boat owners. The earnings from the catch (commonly referred to as CK) are often given without any detailed breakdown of income, expenses, or sales records, leaving the workers unaware of the basis for the distribution. This condition creates information asymmetry and the potential for unfairness within the profit-sharing system.

However, more transparent practices are found on boats that partner with companies in Pasar Wajo, Southeast Sulawesi, where the weighing and payment process is carried out openly in front of the workers. Such a system fosters trust, a sense of fairness, and higher work motivation. In contrast, on boats where information remains inaccessible, workers feel undervalued, uncertain about their income, and lose motivation to work.

Transparency in profit-sharing plays a crucial role in establishing a healthy working relationship between fishermen and boat owners. When information regarding sales, expenses,

and distribution is shared openly, workers feel respected and experience a sense of justice. Conversely, a lack of openness leads to suspicion, decreased productivity, and weakened trust (Muhammad Said, 2021). Therefore, the profit-sharing system in the traditional fishing sector should be guided by the principles of transparency, accountability, and fairness to ensure sustainable and mutually beneficial working relationships.

4.1.2 Forms of Agreement in Profit Sharing between Fishermen and Boat Owners

The form of work agreements between fishermen and boat owners in Bajoe is generally verbal and informal, without any written document that can serve as a legal basis. Agreements regarding the profit-sharing system are usually made verbally before going to sea and are based on trust and long-standing customary practices. Although this pattern is considered practical and efficient, the absence of administrative evidence creates potential misunderstandings, information imbalances, and uncertainty regarding rights and responsibilities between the two parties. Several informants stated that they only learned about their share of the catch after returning from the sea, without any detailed explanation beforehand. This condition indicates that the fishermen's working system still relies on social norms and mutual trust, rather than on accountable written agreements. Therefore, steps toward establishing written work contracts are necessary to ensure fairer, more transparent, and legally certain working relationships in accordance with the principles of justice in Islamic economics.

4.1.3 Percentage of Profit-Sharing Ratio

The profit-sharing system among fishermen in Bajoe is not solely determined by a fixed percentage between boat owners and crew members but also considers the hierarchical structure and responsibilities on board. The distribution of earnings is carried out in tiers, where the captain receives the largest portion, followed by the divers (*pasellu*), fish spotters (*paccamming*), and regular crew members (*sawi*), who receive the smallest share. This ratio scheme is agreed upon before sailing and is considered to reflect fairness based on each individual's contribution and level of occupational risk. This practice aligns with Ibn Khaldun's theory of the division of labor, which emphasizes the importance of work specialization and justice in income distribution. However, in practice, there remains an information asymmetry, as some workers do not fully understand the actual net income earned by the vessel. The absence of written contracts and the low level of financial literacy contribute to potential inequality in revenue distribution. Therefore, a more transparent profit-sharing system, grounded in mutual agreement and the principles of Islamic economic justice, is needed to ensure a more equitable and sustainable labor relationship among fishermen.

4.1.4 Profit and Loss Sharing

In the cooperative system between fishing laborers (*sawi*) and boat owners in Bajoe, the profit and loss sharing mechanism has not fully reflected the principles of transparency and participation between both parties. Research findings indicate that all operational costs, such as

fuel, boat maintenance, and the construction of fishing devices (*rompon*), are entirely borne by the boat owners. However, the fishing laborers are not involved in the detailed calculation of profits or losses. They only receive their earnings in cash (CK) without knowing the basis of calculation, the actual net income, or the real expenses incurred.

This system shows that the laborers do not directly bear financial losses but are still affected by income reductions when the catch is low. In other words, the loss-sharing mechanism is implicit, lacking clear procedures and supporting data. This condition creates information asymmetry and potential unfairness, as the entire financial process is monopolized by the boat owners.

From an Islamic economic perspective, this system is similar to the concept of *muḍārabah*, in which the capital owner bears the loss while the manager (laborer) only receives a share of the profit. However, the practice in Bajoe does not fully align with Islamic principles due to limited transparency and the absence of a written contract. Therefore, efforts are needed to establish a more transparent, fair, and mutually agreed-upon profit-sharing system so that the working relationship between boat owners and fishing laborers can become more equitable and sustainable.

4.2 The Implementation of Income Distribution for Fishermen in Bajoe, Bone Regency, from the Perspective of Islamic Economics

4.2.1 Contract or Work Agreement

The profit-sharing contract is an agreement established between two parties, in which one party makes an offer and the other provides acceptance. This agreement then produces legal consequences, resulting in the emergence of mutual rights and obligations that bind both parties.

The explains that the cooperative system between fishermen workers (*sawi*) and boat owners in Bajoe remains verbal and informal, without any written contract or agreement. All arrangements regarding profit-sharing are made orally before going to sea and are carried out based on mutual trust that has been deeply rooted in the fishermen's work culture.

Fishermen workers regard these verbal agreements as socially legitimate and binding, supported by customary norms and community solidarity. However, this practice has weaknesses, such as the potential for misinterpretation, information imbalance, and unclear rights and obligations in the event of a dispute.

From the perspective of Islamic economics, such agreements do not yet reflect the principles of justice, transparency, and mutual responsibility, as emphasized in the concepts of *muḍārabah* and *mushārahah*. The lack of sharia financial literacy among fishermen workers leads to limited understanding of the nature of contracts, causing them to accept the traditional system without negotiation.

Therefore, efforts are needed to develop a simple written agreement that maintains the existing trust values while ensuring that the working relationship becomes more just, transparent, and legally certain in the future.

The lack of financial literacy also causes fishermen to be unaware of the importance of a legally valid sharia contract, which includes elements of transparency, mutual consent, and clarity in profit-sharing ratios. As a result, the spirit of *tawhid* and brotherhood, which serves as the foundation of Islamic economics, is not fully reflected in the income distribution practices in Bajoe. As stated in Surah An-Nisa, verse 29.

يَا أَيُّهَا الَّذِينَ آمَنُوا لَا تَأْكُلُوا أَمْوَالَكُم بَيْنَكُم بِالْبَاطِلِ إِلَّا أَنْ تَكُونَ تِجَارَةً عَنْ تَرَاضٍ مِّنكُمْ وَلَا تَقْتُلُوا أَنْفُسَكُمْ إِنَّ اللَّهَ كَانَ بِكُمْ رَحِيمًا

Translation:

“O you who have believed, do not consume one another’s wealth unjustly, except through lawful trade based on mutual consent among you. And do not kill yourselves. Indeed, Allah is ever Merciful to you”.(Al-qur’an Kementrian Agama RI, 2022)

The contract serves as a fundamental basis in the profit-sharing partnership between boat owners and fishermen. Ideally, the contract should clearly define the rights and obligations of both parties fairly and be mutually agreed upon without coercion. However, in Bajoe, the practice of contracts is still conducted verbally and without documentation, which creates the potential for misunderstanding and imbalance. The low level of financial literacy and limited understanding of sharia contract principles cause fishermen to accept the existing system without fully realizing their economic rights. From an Islamic economic perspective, the clarity of the contract is crucial to ensure that no party is harmed, in accordance with the Qur’anic prohibition against consuming another’s wealth unjustly (Hardiati & Wahyuni, 2024). Therefore, it is necessary to strengthen and educate the community on the importance of clear and transparent contracts, preferably in written form, to ensure fairness and legal protection for fishermen.

4.2.2 Fairness in Profit Sharing

Justice in the profit-sharing system is a key element that determines the harmonious and sustainable relationship between fishermen (*sawi*) and boat owners in Bajoe. In practice, most fishermen perceive the existing system as fair because the distribution is based on position, responsibility, and workload, leading them to accept differences in shares as something natural. However, research findings also reveal critical voices highlighting the lack of transparency and limited access to information regarding fish sales and operational costs.

For some fishermen, justice is not only measured by the amount of income received but also by the openness in calculating revenues and expenses. When transparency is absent, disparities in perception arise, and fishermen tend to become passive, as they have no data to assess whether the distribution is truly fair. On the other hand, deeply rooted social norms and

work culture make verbal agreements and trust in the boat owner strong forms of legitimacy, although they do not always reflect substantive justice.

Thus, justice in the fishermen's profit-sharing system in Bajoe is relative—socially accepted but not yet fully aligned with Islamic economic principles, which emphasize transparency, active participation, and equal access to information. To achieve a fairer and more sustainable system, it is necessary to strengthen aspects of openness, proper record-keeping, and Islamic economic education among fishermen so that they can better understand and actively oversee the profit-sharing mechanism with greater awareness and critical insight.

In the Islamic perspective, transparency and openness in all forms of *muamalah* (social and economic transactions), including profit-sharing systems, are highly valued principles. This is emphasized in Surah Al-Mutaffifin, verse 1-3, where Allah SWT says:

وَيْلٌ لِّلْمُطَفِّفِينَ (١) الَّذِينَ إِذَا اكْتَالُوا عَلَى النَّاسِ يَسْتَوْفُونَ (٢) وَإِذَا كَالُوهُمْ أَوْ وَزَنُوهُمْ يُخْسِرُونَ (٣)

Translation:

“Woe to those who give less [than due], those who, when they receive by measure from others, demand it in full, but when they measure or weigh for them, they give less.”
(Al-qur'an Kementrian Agama RI, 2022)

This verse explicitly warns about the moral and social dangers of fraudulent practices, particularly in economic contexts. Although it was revealed during a time of physical trade involving direct weights and measures, its values are universal and highly relevant today, including in the profit-sharing systems of fishermen's enterprises.

Justice in the distribution of fishery yields in Bajoe is not merely a matter of numerical equality, but proportionality that reflects each party's contribution, responsibility, and work-related risks. Fishermen who expend labor, time, and face hazards at sea should receive a share that corresponds to their efforts, while boat owners, who bear the capital, equipment, and logistics, are also entitled to their portion. However, limited understanding of Sharia principles and financial literacy places fishermen in a weak bargaining position, causing them to accept the prevailing system without fully comprehending their economic rights.

From the perspective of Islamic economics, the Qur'an emphasizes the importance of justice, virtue, and social empathy in transactions, including profit-sharing. Practices of injustice arise when information is not transparent, distribution is unclear, or unilateral dominance disadvantages the weaker party. Perceptions of fairness are also influenced by psychological and cultural factors, such as work intensity, duration, and risk, which shape fishermen's views on proportionality in profit-sharing.

Therefore, the implementation of justice principles requires reforms in work mechanisms, including the recording of catch results, periodic information disclosure, and active participation of fishermen in calculating net profits. Justice in this context is not merely a verbal consensus

but must be supported by accountability, transparency, and legal certainty to ensure a fairer, harmonious, and sustainable working relationship.

5. CONCLUSION AND SUGGESTIONS

Justice in the fishermen's profit-sharing system in Bajoe is not merely about equal nominal distribution but must consider the proportionality of each party's contribution, responsibility, and work-related risk. In practice, the fishermen (sawi) bear physical labor, time, and risks at sea, so their share should reflect their hard work. Meanwhile, the boat owners, who provide capital, equipment, and logistics, are also entitled to their respective shares.

However, research indicates an imbalance of information and low financial literacy, causing fishermen to accept the existing system without fully understanding their economic rights. This condition reflects an unequal bargaining position within the working relationship, potentially leading to injustice even though the system is socially accepted.

From an Islamic economic perspective, the Qur'an emphasizes that every transaction, including profit-sharing, must uphold principles of justice, virtue, and social empathy. Injustice arises when information is not transparent, distributions are unclear, or unilateral domination occurs. Perceptions of fairness are also influenced by psychological and cultural factors, such as work intensity, duration, and risk, which serve as benchmarks for fishermen to assess the proportionality of the shares.

Therefore, this study highlights the need to reform the working mechanisms, including the recording of catches, transparency of information, and active participation of fishermen in calculating profits. Justice in the profit-sharing system should not rely solely on verbal agreements but must be supported by accountability, transparency, and legal certainty to ensure a fairer, more harmonious, and sustainable working relationship.

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