

ABSTRACT

The ijarah contract is a lease agreement concerning the benefits of a service or work, which, in this context, is applied to the employment correlation between the garment workshop owner and the tailor workers. This study employs a qualitative research method with a descriptive approach, utilizing observation, interviews, and documentation. The research findings show that the wage system is based on the number of fabric pieces successfully sewn, with the wage agreement determined in advance before the work begins. In practice, the contract fulfills the essential elements (rukun) and conditions (syarat) of ijarah as outlined by Wahbah AzZuhaili, including mutual consent (ijab qabul), agreed-upon wages, and a clearly defined work object. However, some aspects are not yet fully ideal, such as limited written documentation and the potential imbalance in bargaining power between employer and worker. Overall, the implementation of the ijarah contract in this wage system is considered valid and in accordance with Sharia principles as explained by Wahbah Az-Zuhaili.

Keywords: *Ijarah Contract, Wages, Tailor Workers, Garment Workshop, Wahbah Az-Zuhaili, Sharia*

ABSTRAK

Akad ijarah merupakan akad sewa-menyewa atas manfaat suatu jasa atau pekerjaan, yang dalam konteks ini diterapkan pada hubungan kerja antara pemilik konveksi dan buruh jahit. Metode penelitian yang digunakan adalah penelitian kualitatif dengan pendekatan deskriptif, melalui observasi, wawancara, dan dokumentasi. Hasil penelitian menunjukkan bahwa sistem pengupahan dilakukan berdasarkan jumlah potongan kain yang berhasil dijahit, dengan kesepakatan upah yang ditentukan diawal sebelum pekerjaan dilakukan. Dalam praktiknya, akad yang dilakukan telah memenuhi rukun dan syarat ijarah menurut Wahbah Az Zuhaili, seperti ijab qabul, kesepakatan upah, serta objek pekerjaan yang jelas. Namun demikian, terdapat beberapa aspek yang belum sepenuhnya ideal, seperti keterbatasan dokumentasi tertulis dan potensi ketidakseimbangan tawar menawar antara pemberi kerja dan buruh. Secara keseluruhan, implementasi akad ijarah pada sistem pengupahan ini dapat dikatakan sah dan sesuai dengan prinsip-prinsip Syariah sebagaimana dijelaskan oleh Wahbah Az Zuhaili.

Kata Kunci: Akad Ijarah, Pengupahan, Buruh Jahit, Konveksi, Wahbah Az Zuhaili, Syariah

