

Analysis of Labor Law For Labor Protection Based on The Perspective of Law Number 13 Of 2003

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Abstract. The advancement of the modern upset towards modern advancement, requests an expansion in labor. These contemplations are specialist security programs, which are helpful in everyday practice to have the option to keep up with the efficiency and strength of the organization. Laborers' security can be completed either by giving direction or by expanding the acknowledgment of common liberties, physical and specialized assurance as well as friendly and financial through standards that apply in the workplace. This study utilizes a sort of exploration approach standardizing research. The methodology utilized is a legal methodology (resolution approach) and a reasonable methodology (calculated approach). The wellspring of information utilized is auxiliary information. Information examination was completed in a subjective engaging way. Concluding is carried out using the deductive method, namely concluding the general to the specific, especially those related to the research topic, namely legal protection. Labor law in providing protection must be based on legal aspects in an ideal perspective embodied in laws and regulations that are autonomous in nature. The motivation behind safeguarding laborers should ensure the congruity of an arrangement of agreeable working relations and assurance the essential freedoms of laborers and assurance equivalent open doors without segregation joined by tension from the solid to the feeble.

Keywords: Labor Law, Labor Protection, Law No.13 of 2003

1. Introduction

In the current implementation of development in Indonesia which focuses on development in the economic field, the law has a very important function in supporting economic progress in Indonesia. Implementation of Development with a more prominent emphasis on equity. Advancement is an endeavor to make success and government assistance for individuals. Hence, the consequences of improvement should be appreciated by every one individuals as an expansion in physical and otherworldly prosperity reasonably and impartially. Then again, the progress of improvement relies upon the investment surprisingly, and that implies that advancement should be completed equally by all degrees of society. Article 1 paragraph 3 of the Manpower Law states: "Worker/labor is any person who works and receives wages or other forms of remuneration." From this understanding, the concept of worker/laborer is every worker or every laborer who is bound in a working relationship with another person or employer, who has status as an employee after a working relationship with another person [1]. Each laborer has the right and has a similar chance to get a good work and occupation paying little mind to orientation, nationality, race, religion, and political convictions under the interests and capacities of the specialist concerned, including equivalent treatment of people with

inabilities so juridical security should be given and each business is obliged to give freedoms and commitments to laborers paying little mind to orientation, identity, race, religion, skin tone and political convictions. Along these lines, Article 4 letter c of Regulation Number 13 of 2003 concerning Labor obviously expresses that one of the goals of labor advancement is to safeguard laborers in acknowledging success [2].

Employment comes from the word workforce, which in Article 1 paragraph 2 of Law No. 13 of 2003 concerning Manpower stated that “*Labor is everyone who is able to do work to produce goods and/or services both to meet their own needs and for the community*”. In the interim, the meaning of business is following Article 1 point 1 of Regulation no. 13 of 2003 concerning Labor, Business is everything connected with work previously, during, and after the functioning period. To work on expectations for everyday comforts, completing improvement in different aspects is essential. This is no special case for labor improvement which is done on the guideline of incorporation through practical coordination across focal and territorial areas. Laborers' security can be done, either by giving direction or by expanding the acknowledgment of common liberties, physical and specialized insurance as well as friendly and financial through the standards that apply in the workplace. Each person in every case needs cash to address his issues [3]. To get everyday costs an individual requirements to work. Work should be possible freely or work for other people. Working for others should be possible by working for the state, hereinafter, alluded to as representatives, or working for others.

Perceiving the significance of laborers for organizations, government, and society is important to contemplate how laborers can keep up with their wellbeing in completing their work. Moreover, it is important to take a stab at the serenity and wellbeing of laborers so what they face at work can be focused on however much as could reasonably be expected, with the goal that carefulness in completing the work is ensured. These contemplations are specialist security programs, which are helpful in everyday practice to have the option to keep up with the efficiency and dependability of the organization. Laborers' security can be done, either by giving direction or by expanding the acknowledgment of common freedoms, physical and specialized assurance as well as friendly and financial through the standards that apply in the workplace [4].

Assurance of laborers is expected to ensure the fundamental freedoms of laborers and assurance equivalent open doors and treatment without separation on any premise to understand the government assistance of laborers and their families while considering advancements in the business world. 11 The extent of insurance for laborers/work as indicated by Regulation Number 13 the Year 2003 concerning Labor supply, including 1) assurance in regards to wages, government assistance, and federal retirement aide for laborers; 2) word related wellbeing and security assurance; 3) legitimate insurance to shape and turn into an individual from an exchange/trade guild; 4) security of the fundamental privileges of laborers/workers to haggle with bosses. Work regulation (Regulation No. 13 of 2003) was laid out as a legitimate umbrella in the field of modern relations and was designed to keep everything under control, as well as friendly control, mostly giving a premise to privileges for entertainers underway (labor and products), aside from being a legitimate umbrella for work regulation anticipated for devices in building organizations. This is expressed in the arrangements of Article 102 (2) and (3) of the Law. No. 13 of 2003). This arrangement is viewed as a lawful decide that should be complied by the gatherings (with no further clarification regarding what is implied by the significance of organization [5].

Implicitly this is a form of workers' participation in maintaining order, advancing the company, and paying attention to welfare, but this editorial is less understandable to the parties, even this meaning lacks concern, especially from the employers' side, so this often triggers

disputes over rights and interests, which led to demonstrations and strikes [6]. On the off chance that this importance is perceived as an organization, it will avoid different individual interests. The law decides the interests of society that can be expanded into legitimate freedoms that can be upheld. Privileges are given to freedoms allies who are much of the time known as legitimate elements which can be as normal people and can likewise be non-regular lawful substances, to be specific legitimate substances in light of the aftereffects of lawful fiction [5].

2. Method

This sort of exploration is standardizing research. The methodology utilized is a legal methodology (rule approach) and a reasonable methodology (calculated approach). The wellspring of information utilized is optional information. Information examination was done in a graphic subjective [7]. Concluding is carried out using the deductive method, namely concluding the general to the specific, especially those related to the research topic, namely legal protection. Subjective information examination is completed in the event that the exact information got is as an assortment of words and not in that frame of mind of a progression of numbers and can't be set up into classes. Information can be gathered in different ways (perception interviews, report cases, and tape accounts [8]). Furthermore, normally handled first prior to being utilized in subjective exploration including the consequences of interview records, information decrease, examination, information translation, and triangulation.

3. Findings and Discussion

3.1 Analysis of Labor Law for Workers' Protection Based on the Perspective of the Constitution No. 13 of 2003

To safeguard the security of laborers/workers to acknowledge ideal work efficiency, work wellbeing, and wellbeing measures are executed. The security is completed adhering to the relevant regulations and guidelines. To acknowledge word related wellbeing security, the public authority has put forth attempts to encourage standards in the field of labor. In the sense of fostering norms, this includes the notion of forming, implementing, and supervising the norms themselves. Labor law in providing protection must be based on legal aspects in an ideal perspective embodied in laws and regulations that are autonomous in nature. As indicated by Article 102 passage 2 of Regulation no. 13 of 2003, generally, laborers doing modern relations are obliged to complete work for progression of creation, propelling the organization, and then again, getting freedoms as an appreciation in doing their obligations [9]. In view of Article 27 of the 1945 Constitution, the place of the labor force is Juridically equivalent to that of the business visionary, yet socio-monetarily the place of the two isn't the equivalent on the grounds that the place of the business visionary is higher than that of the labor force. Lawful insurance is Constantly connected with power. Two powers are consistently a worry, specifically government power and financial power [10].

According to government power, the issue of legitimate assurance for individuals (the people who are administered) against the public authority (the people who oversee). There are several objects of labor protection regulated in Law Number 13 of 2003 concerning Manpower, in this case, what is being studied is the special protection for female workers in terms of leave and wages. Legitimate assurance for female specialists, particularly in regards to leave, is

controlled in Article 76 to Article 83 of Regulation Number 13 of 2003 concerning Labor supply, and compensation security is directed in Article 88 to Article 98 of Regulation Number 13 of 2003 concerning Business/Specialist/work wellbeing to acknowledge ideal work efficiency, working environment security, and wellbeing endeavors are done [11]. The protection is carried out under the applicable laws and regulations. To realize occupational safety protection, the government has made efforts to foster norms in the field of manpower. In the sense of fostering norms, this includes the notion of forming, implementing, and supervising the norms themselves.

On this basis, Law Number 1 of 1970 concerning Occupational Safety was issued, as a substitute for regulations in the field of occupational safety that had previously existed, namely the *Veilegheids* Regulation *Stbl* Number 406 of 1910, which were no longer following the progress and development of labor issues. Perceiving the significance of laborers for organizations, government, and society, it is important to ponder how laborers can keep up with their wellbeing in doing their work. Moreover, it is important to take a stab at the quiet and strength of laborers so what they face at work can be focused on however much as could reasonably be expected, with the goal that cautiousness in doing the work is ensured [9]. These considerations are laborer assurance programs, which are valuable in day to day practice to have the option to keep up with the efficiency and steadiness of the organization. Laborers' security can be done, either by giving direction or by expanding the acknowledgment of basic liberties, physical and specialized insurance as well as friendly and monetary through the standards that apply in the workplace.

3.2 Legal Protection for Labor Strikes Based on the Perspective of the Constitution No. 13 of 2003

As indicated by Article 1 point 23 of Regulation Number 13 of 2003, a strike is an activity by laborers/workers that is arranged and done mutually as well as by an exchange/work/trade guild to stop or dial back work. On a fundamental level, a strike is an essential right of laborers/workers and exchange/trade guilds to be completed in a legitimate, efficient, and serene way because of bombed discussions as expressed in Article 137 of Regulation Number 13 of 2003. What is implied by bombed discussions is a settlement on the settlement of modern relations debates was not arrived at which could be brought about by one of the gatherings not having any desire to arrange or the exchange has arrived at an impasse [1].

Security of laborers is planned to ensure the essential privileges of laborers/workers and assurance equivalent open door and treatment without separation on any premise to understand the government assistance of laborers/workers and their families while as yet focusing on improvements in the advancement of the business world. Article 4 of Regulation Number 13 of 2003 concerning Labor supply states: Labor supply advancement plans to engage and use labor supply ideally and sympathetically; acknowledging equivalent conveyance of business open doors and arrangement of labor supply following the requirements of public and territorial improvement safeguarding labor supply in acknowledging thriving; work on the government assistance of laborers and their families [2].

Variations in the reasons for the strike have grown significantly since the reform era began. The openness of access to information and awareness of rights provides opportunities for efforts to force their will on employers. The impact of a strike at least a strike can cause problems such as material losses for companies, hindering economic growth, causing political and economic instability, hindering investment, hampering export activities, and decreasing company productivity. That freedom of association rights which are capitalistic has an impact on the high number of strikes which affect harmonious industrial relations and workers' welfare

[4]. For this reason, the benefits of a strike are illusory because what is created is procedural justice for striking as a means of fulfilling workers' welfare demands, because there has never been substantial welfare or substantial justice. Industry in Indonesia is growing rapidly, the government must also be able to control every existing industrial activity. For this reason, Law No. 13 concerning Manpower was enacted. Law Number 13 of 2003 concerning Manpower also regulates the process of settling industrial relations disputes, one of which is through a negotiation process. However, when the negotiation process fails and no agreement is reached, workers can execute their right to strike. Work is every individual who can take care of business to create merchandise as well as administrations, both to address their own issues and for the local area. This meaning of work is more extensive than the thought of laborers or workers in light of the fact that the idea of work incorporates laborers or workers, specifically laborers who are bound in a business relationship and laborers who have not worked [12]. Work is each and every individual who works by getting compensation and different types of pay, at the end of the day, laborers or workers will be laborers who are in a business relationship.

4. Conclusion

1. Security of laborers can be done either by giving direction or by expanding the acknowledgment of basic freedoms, physical and specialized assurance as well as friendly and monetary through the standards that apply in the workplace. Each individual in every case needs cash to address their issues. To get everyday costs an individual necessities to work. Work should be possible freely or work for other people. Working for others should be possible by working for the state, hereinafter alluded to as representatives, or working for others.
2. With an end goal to safeguard the security of laborers/workers to acknowledge ideal work efficiency, work environment wellbeing, and wellbeing measures are executed. The security is done under the appropriate regulations and guidelines. To acknowledge word related wellbeing assurance, the public authority has put forth attempts to encourage standards in the field of labor. In the sense of fostering norms, this includes the notion of forming, implementing, and supervising the norms themselves. Labor law in providing protection must be based on legal aspects in an ideal perspective embodied in laws and regulations that are autonomous in nature.
3. The safeguarding laborer purposes should guarantee that an arrangement of agreeable working relations proceeds and ensures the fundamental freedoms of laborers and equivalent open doors without segregation joined by strain from serious areas of strength for the feeble. Business visionaries and laborers are expected to carry out and agree with and regard the work security arrangements under pertinent guidelines. The public authority directs the execution of work guidelines so that each party isn't hindered by thinking about improvements in the advancement of the business world.

5. Suggestions

1. Perceiving the significance of laborers for organizations, government, and society, it is important to contemplate how laborers can keep up with their security in doing

their work. Moreover, it is important to take a stab at the quiet and strength of laborers so what they face at work can be focused on however much as could be expected, with the goal that watchfulness in doing the work is ensured. These contemplations are specialist security programs, which are helpful in everyday practice to have the option to keep up with the efficiency and soundness of the organization. Laborers' security can be done, either by giving direction or by expanding the acknowledgment of basic liberties, physical and specialized assurance as well as friendly and monetary through the standards that apply in the workplace.

2. The public authority as a regulation implementer should have the option to control each current modern movement. Hence, Regulation No. 13 concerning Labor was authorized. Regulation Number 13 of 2003 concerning Labor likewise manages the most common way of resolving modern relations questions, one of which is through a discussion interaction. Be that as it may, when the exchange interaction comes up short and no arrangement is reached, laborers can practice their entitlement to strike.
3. The people group should assume a functioning part in each settlement of instances of contention and Modern Relations Questions, specifically contrasts of assessment that outcome in struggle between bosses or a mix of businesses and laborers/work because of debates in regards to privileges, disagreements regarding interests, disagreements regarding the end of business relations and questions between worker's guilds/associations laborers in a single organization.

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