

OMNIBUS LAW IMPACT ON WORKER WELFARE IS UNCERTAIN

Achmad zahruudin, Yahman, Dudik Djaja Sidarta, Arman Paramansyah, Loso Judijanto

achmadzahrudin@fisip.unbara.ac.id, yahman@Ubhara.ac.id, dudik.djaja@unitomo.ac.id,
paramansyah.aba@gmail.com, losojudijantobumn@gmail.com

Universitas Baturaja, Universitas Bhayangkara Surabaya, Universitas Prof. Dr. Soetomo Surabaya,
STIT Al-Marhalah Al-'Ulya Bekasi, IPOSS Jakarta

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Abstract

The Omnibus Law, also known as the Omnibus Law , is a progressive step taken by the government in the legal sector. Its purpose is to eliminate overlaps and conflicts between laws and regulations in similar sectors by reorganizing them. The legal protection of workers' normative rights in the Omnibus Law will also be analyzed. This thesis aims to examine the regulation of normative rights of workers in the Omnibus Law and compare its strengths and weaknesses to Law Number 13 of 2003. The research method used is normative juridical legal research, which involves referring to legal norms and researching library materials or secondary materials. This includes processing data from primary legal materials, secondary legal materials, and tertiary legal materials. The research results indicate that the Omnibus Law regulates normative labor rights to protect workers, as stated in Article 80. This article aims to strengthen worker protection, increase their role, and improve their welfare in supporting the investment ecosystem. The Omnibus Law is weaker than Law Number 13 of 2003 in terms of regulating the normative rights of workers. It is considered detrimental to workers and lacks legal protection for their normative rights. The only provides limited protection for workers' rights through Article 81, which is related to employment. Legal protection should guarantee workers' rights, as outlined in Law Number 11 of 2020 concerning Job Creation.

I. Introduction

Employment is an integral part of national development based on Pancasila and the 1945 Constitution of the Republic of Indonesia. Labor plays a crucial role in the development of the nation, both as actors and targets. Therefore, Indonesian regulations must include provisions for labor rights, including the protection of workers' rights. Ensuring labor protection is crucial to upholding the dignity and humanity of workers.

The aim of protecting workers is to secure their basic rights while considering the developments in the national and international business world. These rights include fair compensation and treatment in the employment relationship. Article 28 letter D of the 1945 Constitution of the Republic of Indonesia guarantees every person the right to work and receive fair and decent compensation and treatment in the employment relationship.

Workers play a crucial role in industrial relations and company activities. Their motivation stems from the fulfillment of various needs, in addition to serving the nation and state. However, in recent times, many workers struggle to find meaning in their work due to inadequate income that fails to provide for themselves and their families.

It is important to recognize the significance of workers in Indonesia, for the government, companies, and society as a whole. Recognizing the significance of workers for companies, government, and society, it is essential to provide legal protection for them. Legal protection can take the form of material benefits, such as workers' welfare, as well as accident prevention, which is crucial for ensuring workers' health and safety while on the job. The program provides benefits to workers and ultimately benefits the company by guaranteeing continuity of production and productivity.

These ideas constitute a worker protection program that aims to ensure the continuity of the employment relations system without being accompanied by pressure from strong parties on weak parties. According to Article 5 of Law Number 13 of 2003 concerning Employment, every worker has the right and equal opportunity to obtain work and a decent living, without discrimination based on gender, ethnicity, race, religion, or political beliefs. This protection applies to all workers, and they should be treated equally based on their interests and abilities, including those with disabilities. According to Article 6 of Law Number 13 of 2003 on Employment, employers are required to provide workers or laborers with their rights and obligations, without discrimination based on gender, ethnicity, race, religion, or political beliefs.

The normative rights of workers are the basic rights that are protected and guaranteed by the applicable laws and regulations in the employment relationship. Legal protection aims to ensure workers' basic rights and equal treatment without discrimination to promote workers' welfare. According to Article 86(1) of the Labor Law No. 13 of 2003, every worker has the right to protection of occupational safety and health, morality and religious decency, conduct in accordance with human dignity and religious values. The law places great emphasis on protecting workers. Maintaining a cooperative system that functions harmoniously without pressure from stronger parties on weaker ones is the goal of labor protection.

To ensure that workers have access to normative rights that provide a decent living for themselves and their families, it is necessary to establish legal protections. This requires fair regulation of normative rights for workers, which can be achieved through

normative labor rights legislation and law enforcement. It is important to prevent the occurrence of unfair normative rights standards.

In the employment relationship between workers and employers/enterprises, it is common to hear the term "normative labor rights", which refers to workers' basic rights protected and guaranteed by applicable laws and regulations. Employers and entrepreneurs have the obligation to fulfill and observe the normative rights of workers in every work assignment, which is protected and guaranteed by the applicable laws and regulations, which are enforced by government agencies such as the Ministry of Labor.

The legal protection of the normative rights of workers has become a crucial and interesting topic of discussion, especially after the adoption of the Law on Employment Creation (Omnibus Law). The labor law regulates the relationship between workers and employers or enterprises and serves to protect the interests of workers against the unlimited power of the employer/enterprise. This right is enshrined in Law Number 13 of 2003 concerning Employment.

The Omnibus Law includes 11 clusters, one of which regulates employment. This cluster includes three laws that have been merged into one: Law No. 13 of 2003 on Employment, Law No. 40 of 2004 on the Social Security System, and Law No. 24 of 2011 on the Social Security Administration Bodies. In this employment sector, the government aims to harmonize the three laws to provide a clear regulatory framework for investors. This will prevent overlapping regulations that could cause losses to investors.

However, the Omnibus Law has been met with opposition from workers and the public. The main issue concerns Article 89 paragraphs (4) and (5) of the Omnibus Law, which replaces the provisions of Article 156 of Law Number 13 of 2003 on Employment. Article 156 paragraph (1) of Law Number 13 of 2003, which was replaced with the phrase 'In the event of termination of employment,' contained several provisions for calculating severance pay that have been modified. Employers are required to provide severance pay and/or service gratuity. In Article 156, changes were made to letters g and h, replacing the provisions in letter h with those in letter g which state that employees who have worked for 21 years or more are entitled to 8 months' wages. This change aims to simplify the calculation of long service awards, as employees who have worked for 24 years or more will now receive 10 months' wages.

The ratification of the Omnibus Law is facing opposition from the government and the community, which is causing delays. The ratification of the Omnibus Law is facing opposition from the government, which is causing delays. Workers and the public are expressing their concerns and rejecting the law during meetings. The government should be aware that the existence of applicable laws provides a sense of justice and happiness to the community. However, the government must also consistently make efforts to grow the economy and achieve social prosperity.

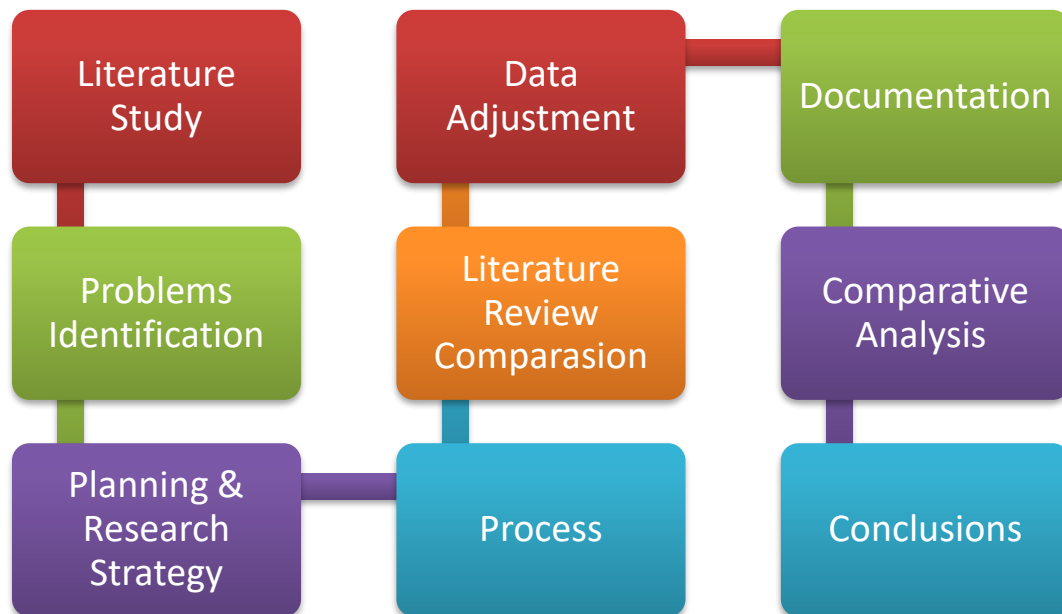
2. Research Method

This study employs descriptive analysis, which involves describing, examining, explaining, and analyzing laws and regulations related to the research objectives. The purpose of descriptive research is to accurately depict the characteristics of individuals, circumstances, symptoms, or specific groups, or to determine the frequency or distribution of a symptom or the frequency of certain relationships between symptoms and other

symptoms in society. The main purpose of analyzing legal materials is to understand the conceptual meaning of the terms used in legal regulations and their practical application.

The type of legal research used is normative juridical, which focuses on legal norms as the object of research, including legal norms in statutory regulations and those originating from a law. This type of research is also known as doctrinal legal research, which uses secondary data. Normative legal research is a form of qualitative legal research.

Data collection is a crucial stage in the research process since it provides the source material for the study. The data collection process should be focused on the main problem being studied to avoid any deviations or ambiguities in the discussion.



Graphic 1. Flowchart Research Method

3. Results and Discussion

Regulation of Normative Rights of Workers in the Omnibus Law 31 articles to be amended, 29 articles to be deleted, and 13 new articles to be inserted. For instance, modifications were made to Article 56 of the Manpower Law, which regulates time work agreements (PKWT). The article states that the time period or completion of a PKWT job is determined based on the work agreement. Additionally, Article 59 of the Manpower Law was amended and no longer contains the previous provisions which stipulated that the PKWT period was a maximum of 2 years and could be extended once for a maximum period of 1 year (Busroh, 2017).

The Omnibus Law has amended Article 78 of the Manpower Law to increase the maximum daily and weekly overtime working hours from 3 hours a day and 14 hours a and than change to 4 hours a day, 18 hours a week. The amendment to Article 79 of the Manpower Law regulates leave and long breaks, which are not mandatory and have no regulated length. This provision differs from the previous one, which mandated long breaks of at least 2 months in the seventh and eighth years. Instead, workers who have

worked continuously for 6 years at the same company are entitled to one month of break each, according to Husodo (2019).

The changes made to Article 88 of the Manpower Law have implications for wage regulations. The Omnibus Law has amended Article 88 of the Manpower Law to ensure that wage policies are solely aimed at realizing workers' rights to a living wage. The previous provisions mandated the government to establish wage policies that protect workers more firmly. The form of wage policy, as regulated in Article 88, has also been reduced from 11 to 7. The Omnibus Law modifies Article 88, paragraph (4) of the Manpower Law, which establishes the minimum wage based on Decent Living Needs (KHL), taking into account productivity and economic growth. Article 88, paragraph (4) of the Employment Law, which has been amended through the Omnibus Law, states that 'Further provisions regarding wage policies are regulated in Government Regulations.'

The Omnibus Law abolishes 29 articles of the Employment Law, including the norm regarding handing over part of the work to another company through a work contract agreement as regulated in Articles 64 and 65 of the Manpower Law. Additionally, sectoral minimum wages and the minimum wage suspension mechanism, previously regulated in Article 90 of the Manpower Law, are eliminated by the Omnibus Law.

The Omnibus Law abolishes Article 158 of the Employment Law, which previously regulated serious mistakes that could be used as a reason for termination of employment. Additionally, the Omnibus Law removes several provisions in the Employment Law that regulate the reasons for layoffs and the amount of compensation. For instance, Article 162 of the Manpower Law, which regulates that workers who resign of their own accord receive compensation and separation pay, has been removed.

Similarly, layoffs occur due to changes in status, mergers, consolidations, or changes in ownership, as regulated in Article 163, paragraphs (1) and (2) of the Manpower Law. The Omnibus Law removes this provision, along with the amount of severance compensation that workers can receive, whether it is one or two times the provisions. Other layoff provisions, such as Article 166 which previously provided severance compensation to heirs of workers who died, have also been removed.

The Omnibus Law introduces 13 new articles to the Employment Law, including Article 61A which regulates compensation for contract workers whose the contracts have ended, and Article 88B wages shall be on the basis of units of time and/or units of results. Article 90B confirms that the minimum wage does not apply to micro and small businesses. These businesses will be further regulated in Government Regulations, as stated by Arham & Saleh (2020).

The Omnibus Law modifies one article and adds five articles to the SJSN Law. Specifically, Article 18 of the SJSN Law is amended to include a social security program called Job Loss Guarantee or it called JKP. Additionally, five articles (Articles 46A, 46B, 46C, 46D, 46E) are inserted into the SJSN Law to regulate the implementation of the JKP program. Furthermore, amendments to Article 6, paragraph (2) of the BPJS Law require BPJS Employment to act as the organizer of JKP. Article 42 states that the JKP program's initial capital of IDR 2 trillion comes from the APBN. The Omnibus Law amends several articles in the PPMI Law, including Articles 1, 51, 53, and 57, and inserts Article 89A. Specifically, the Omnibus Law changes the word 'Minister' to 'Central Government' in Article 1 number 9 and Article 16 of the PPMI Law. Additionally, it amends Article 57 of the

PPMI Law, which previously regulated various requirements for Indonesian Migrant Worker Placement Companies. For instance, one possible improvement could be the removal of Article 57, paragraph (1) of the PPMI Law, which regulates the period of the Indonesian Migrant Worker Placement Company Permit (SIP3MI).

There are weaknesses and advantages of the Omnibus Law in Regulating the Normative Rights of Workers Compared to Law Number 13 of 2003. On November 2, 2020, President Joko Widodo signed Law Number 11 of 2020 concerning Job Creation, also known as the Omnibus Law. This signing followed the passage of the Omnibus Job Creation Bill by the House of Representatives of the Republic of Indonesia (DPR RI) and the Government on October 5, 2020 as the first step of the regulatory reform package. The provisions of the Omnibus Law became officially effective and binding on November 2, 2020.

According to Irvan (2020), the Omnibus Law is a part of the omnibus law package that has received a lot of conflict in its implementation. From the discussion stage to the ratification and promulgation of this law, there have been pros and cons. Despite the Covid-19 pandemic, elements of society have carried out waves of demonstrations several times at its peak. The concept of the planned omnibus law may differ significantly from its actual implementation. The Ciptaker Law, which served as an initial experiment in omnibus law, is considered by various societal groups to be a flawed regulation. This is due to both procedural and substantive issues, which are essential requirements for the formation of a regulation in a rule of law state.

According to Muhdlor (2016), an Omnibus law is a legislative regulation that consolidates multiple materials, issues, and constitutional themes. Its purpose is to revoke and/or revise other regulations to create a new, holistic regulation that addresses regulatory problems in a country, particularly the issue of excessive and overlapping regulations. The concept of Omnibus law is acceptable in legal science as long as its application in the legislative process aims to resolve regulatory problems.

An Omnibus Law is a type of law that revises multiple laws at once to address significant issues in a country. The Universal Sweep Law, also known as the Omnibus Law, aims to simplify and streamline various regulations to make them more targeted. Several countries, including Canada, the United States, and Ireland, have implemented omnibus laws. In fact, Ireland revised over 3,000 laws with its Omnibus Law. In relation to the creation of the Omnibus law on Job Creation, the government has identified approximately 81 laws (UU) that may be impacted by or intersect with the Omnibus law on Job Creation. This number has increased from the previous discussion, which identified 79 laws with 1,244 articles.

Busroh (2019) identified several weaknesses of the Job Creation Law. These include the potential for rejection during plenary or judicial review, the legislature feeling emasculated due to the lack of involvement in the process of forming legislative regulations (assuming an omnibus is issued by the President in the form of a Perppu), and the potential impact on the stability of the national legal system due to changes in government policy based on the wishes of the governing regime.

The Omnibus Act has generated both positive and negative reactions from the public, academics, and other stakeholders. Particularly for workers, some argue that the law does more harm than good. They claim that the Omnibus Law is detrimental to workers because

it eliminates certain articles. For example, those related to working hours and overtime.

The Omnibus Law alters working hours by eliminating the provision of a five-day workweek and two days of weekly rest. According to Article 79, paragraph 1b of the law, workers are entitled to one day of weekly rest for every six working days. In addition to working six days a week, workers may also be required to work overtime. The law stipulates that overtime is limited to four hours per day and 18 hours per week. According to Article 78 of Manpower Law 32/2003, overtime work is limited to a maximum of three hours per day and fourteen hours per week.

Meanwhile, employee vacation time is reduced due to changes in working hours. According to the Ciptaker Law, article 79 paragraph 1b, the weekly rest period is only one day for six working days. The Labor Law states that the weekly rest period is also one day for six working days in one week, or two days for five working days in one week.

Meanwhile, the minimum wage provision has been removed. Article 88 of the Omnibus Law no longer includes detailed provisions regarding wage calculations, including the minimum wage. Instead, wage calculations will be based on national wage policies regulated in government regulations. These changes may result in inadequate wages. Additionally, the Ciptaker Law removed the provisions regarding minimum wages in article 89 of the Manpower Law. The Omnibus Law introduces a fundamental change in wage calculation by using time units, although the specific unit of time is not specified. The Omnibus Law introduces a fundamental change in wage calculation by using time units, although the specific unit of time is not specified. This change will affect wages calculated per hour and render the minimum wage irrelevant. Furthermore, calculating hourly wages will eliminate the regular monthly wages.

The Omnibus Law does not remove the provisions for menstrual and maternity leave as stated in Law No. 13 of 2003. However, the provision on hourly wages undermines the essence of these leaves. This is because if a female worker takes leave, she is not considered to be working and therefore does not receive leave pay.

Long leaves, among other types of leaves, are no longer regulated by the government but by the company through work agreements, company regulations, and the Collective Labor Agreement. It is important to negotiate and inquire with the company where you work to ensure that your leave is not determined unilaterally by the company. Additionally, Article 79, paragraph (5) of the Omnibus Law eliminates the right to long rest (long leave) for workers. Long leave is determined by company regulations or work agreements, not mandated by Law No. 13 of 2003.

According to Article 154A of the Job Creation Law, companies can unilaterally terminate employment relationships (PHK) on the grounds of a merger, consolidation, takeover, or separation of companies; efficiency; closure due to losses, force majeure, postponement of debt, or bankruptcy.

The Omnibus Law has made termination of employment relations easier through Article 151, which removes the requirement to make every effort to prevent termination of employment relations. Additionally, companies can now carry out layoffs without negotiating with labor unions, and the provisions of Article 161 of the Manpower Law, which previously regulated warning letters before layoffs, have been removed. As a result, companies can now carry out layoffs without going through the warning letter mechanism.

Article 156 of the Omnibus Law reduces severance pay for workers who are laid off

due to the elimination of compensation money. The Manpower Law's Article 156 sets compensation for housing, treatment, and care at 15% of severance pay and/or service pay for eligible individuals. In addition, the Ciptaker Law removes articles 162-166 from the Manpower Law, which specify the severance pay amount, calculation of long service awards, and replacement money for resigning workers.

Article 59 of the Omnibus Law removes the rules regarding the term of certain time work agreements (PKWT) or contract workers. However, it is important to note that further provisions regarding the type and nature of work, as well as the period and time limits for extending work agreements for a certain period of time, are regulated by Government Regulations. According to the previous version of the Manpower Law, PKWT could be held for a maximum of two years and could only be extended once for a maximum period of one year.

Previously, the Manpower Law stated that PKWT could only be held for a maximum of two years and extended once for a maximum of one year. This new provision has the potential to allow employers to maintain the status of contract workers indefinitely, according to Rizal (2021).

The Employment Law previously regulated workers' rights to have two days off a week, which have now been reduced. Article 79, paragraph (2), letter (b), states that workers must be given one day of weekly rest for six working days in a week. Additionally, Article 79 eliminates the obligation for companies to provide a two-month break for workers who have worked for six consecutive years, and this applies to every multiple of six years of service. Article 79, paragraph (3), regulates the granting of at least 12 working days of annual leave after 12 months of continuous work. Paragraph (4) of the same article states that the implementation of annual leave is subject to regulation in the work agreement, company regulations, or collective work agreement. Paragraph (5) further states that certain companies may provide extended breaks as regulated in their respective work agreements, company regulations, or collective work agreements.

The Omnibus Law modifies policies related to worker wages. Article 88, Paragraph (3) of the Employment Chapter now only includes seven wage policies, whereas the previous Employment Law had 11. The seven policies are minimum wage, wage structure and scale, overtime pay, wages for absences or incomplete work, payment form and method, factors affecting wages, and wages as a basis for calculating or paying other rights and obligations. The Omnibus Law eliminated several wage-related policies, including wages for exercising the right to work rest, severance pay, and calculating income tax.

Sanctions for entrepreneurs who fail to pay wages according to the provisions were also removed. Article 91, paragraph (1) of the Manpower Law stipulates that wages agreed upon by employers and workers/laborers or workers/labor unions must not be lower than the wage provisions stipulated by applicable laws and regulations. Article 91, paragraph (2) states that if an agreement as intended in paragraph (1) is lower or contrary to statutory regulations, the agreement is null and void, and the entrepreneur is obliged to pay workers' wages according to the applicable statutory regulations. The rules regarding the prohibition on paying wages under the provisions are also explained in Article 90 of the Manpower Law. However, the Omnibus Law completely abolishes the provisions of two articles in the Employment Law.

The Omnibus Law removes the right of workers to apply for termination of

employment (PHK) if they feel disadvantaged by the company. According to Article 169, paragraph (1) of the Manpower Law, workers can apply for layoffs to the industrial relations dispute resolution institution if the company abuses them, insults them harshly, or threatens them. If a company fails to pay wages for three consecutive months or more, layoffs may occur. Paragraph (2) outlines the compensation workers will receive, including severance pay, gratuity pay for long service, and compensation for any rights as regulated in Article 156. However, according to Article 169 paragraph (3), the worker will not be entitled to this right if the company is not proven to have committed the act complained of to the industrial relations dispute resolution institution. It is important to note that Article 169 has been completely deleted in the Job Creation Law.

Although the term Omnibus Law is frequently used, there is no common perception or clear definition of what it entails. The application of the Omnibus Law concept in resolving regulatory disputes in Indonesia offers several advantages. It allows for the quick, effective, and efficient resolution of legal and regulatory conflicts, unifies government policies at both the central and regional levels to support the investment climate, and enables more integrated and efficient processing of permits. The policy has been regulated in an integrated omnibus regulation policy, which has increased coordination relations between related agencies. According to Hantoro (2020), this has made the policy effective in breaking the long-standing bureaucratic chain. Additionally, there is a guarantee of legal certainty and legal protection for policy makers.

The Omnibus Law Number 11 of 2020, also known as the Omnibus Law, aims to strengthen capabilities and implement the legislative function of the DPR in Indonesia as a rule of law state. The law is expected to create broad and equal employment opportunities for all people across multiple sectors. The government aims to harmonize laws to provide space for investors without causing losses and avoid overlapping regulations. The target is to create three million jobs annually after the implementation of the Omnibus Law with the Omnibus Law Number 11 of 2020. Prior to the implementation of the Omnibus Law in Indonesia, it was estimated that only 2-2.5 million jobs were available annually.

The Indonesian government aims to increase economic growth rates by promoting workforce flexibility and liberalization. The current rigid employment protection and regulations hinder business and investment activities in the country. To address this issue, the government must establish a more flexible labor system by keeping labor costs, especially wages, as low as possible. This will enable employers to easily recruit and terminate workers who are deemed incompetent. This will provide entrepreneurs and capital owners with greater freedom to invest and open businesses, thereby increasing economic growth in Indonesia and creating new jobs.

The legal protection of workers' normative rights in the Omnibus Law is a highly controversial topic. The changes made to the employment chapter of the Job Creation Law, particularly to several provisions in Law Number 13 of 2003 concerning Employment, are under scrutiny because they are believed to be detrimental to workers.

The amendment to Article 151 paragraph (2) allows employers to carry out layoffs through notification, which is an example of a logical fallacy. Although this provision still allows for bipartite negotiations and the PPHI mechanism if workers refuse layoffs, it is difficult for workers to refuse them in practice. Workers often do not move in the event of layoffs due to unequal bargaining positions, fear of superiors, and ignorance of their rights.

The government has admitted that changes to labor regulations in the Omnibus Law are motivated by the belief that overly rigid regulations hinder investment in Indonesia. However, a study from the World Economic Forum presents different findings. The World Economic Forum Competitiveness Report consistently identifies corruption as the primary obstacle to investment in Indonesia.

The government's omnibus law is detrimental to society, particularly to workers, and will not increase investment. The government's omnibus law is detrimental to society, particularly to workers, and will not increase investment. The government's omnibus law is detrimental to society, particularly to workers, and will not increase investment. Instead, it will decrease workers' welfare. It is worth noting that the Indonesian people are not in favor of the implementation of the Omnibus Law policy in Indonesia. Apart from that, the public believes that the Omnibus Law policy will cause significant harm by reducing severance pay for laid-off workers, calculating wages per hour worked, eliminating leave rights without compensation, and removing permanent employee status, among other issues. Thus, the results of this omnibus law have a significant impact on lower and middle-class society, as these changes have a negative effect on workers.

Therefore, relaxing worker protections, as is done by the Job Creation Law, is not the right approach. Philosophically, labor law was created to protect the interests of workers. It is important to maintain a balanced approach that considers the interests of both workers and employers. To safeguard business interests, alternative legal instruments under government authority should be utilized instead of compromising workers' rights and interests. Tax incentives, anti-corruption measures, and streamlined bureaucracy are some examples. It is crucial to avoid sacrificing worker protection for investment purposes.

The changes introduced by the Job Creation Law, particularly to Law Number 13 of 2003 concerning Employment, may not provide a solution to the existing employment issues. In fact, the regulations in the Omnibus Law may potentially create new problems in employment law. It is worth acknowledging that the Employment Law, which is already 17 years old, has this issue.

The Omnibus Law fails to address many deficiencies, such as the lack of legal protection for informal workers, including homeworkers, domestic workers, and those in non-standard employment relationships. Regrettably, the Employment Chapter in the Omnibus Law does not provide solutions to these issues. In fact, the partial revision made by the Omnibus Law to the Employment Law creates new problems that negatively impact worker protection.

Law Number 11 of 2020 concerning Job Creation has been enacted by the Indonesian government. The Indonesian Ministry of Finance aims to create employment opportunities that are widely and evenly distributed throughout Indonesia, fulfilling the right to a decent living through convenience and protection for MSMEs. This will improve the investment ecosystem, ease of doing business, and increase worker welfare. Additionally, the government will invest in and accelerate national strategic projects.

4. Conclusion

Article 80 of the Job Creation Law (Omnibus Law) regulates the protection of workers' labor rights, aiming to strengthen their protection, increase their role, and improve their welfare in supporting the investment ecosystem. The Job Creation Law (Omnibus Law) has been criticized for its weak regulation of the normative rights of workers compared to Law Number 13 of 2003. The law has been deemed detrimental to workers due to the elimination of certain articles, longer working hours and overtime, reduced holiday time, and the disappearance of minimum wage. These changes have raised concerns among laborers. Menstrual and maternity leave wages, long leave, and severance pay will be affected. Additionally, unilateral layoffs will be made easier. The Job Creation Law brings about changes to various labor regulations. The law aims to fulfill strategic policies, including the protection of worker welfare, as workers are vital assets for a company's operations. The Job Creation Law can serve as a legal framework for worker welfare, thereby promoting economic growth and national development. However, the legal protection for workers' normative rights in the Omnibus Law is limited to the articles governing employment, specifically Article 81, and does not fully guarantee workers' rights. Legal protection should guarantee workers' rights, as outlined in Law Number 11 of 2020 concerning Job Creation.

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