

ACKNOWLEDGEMENTS

Praise to God Almighty for His Grace and love for allowing the author to conclude this thesis, entitled “Evaluating the Human Rights Protection of Employees in Indonesia during the COVID-19 Crisis”. This thesis aims to fulfill one of the requirements to obtain a bachelor’s degree at Universitas Pelita Harapan Faculty of Law.

The author hopes that this research can contribute to the development of law in Indonesia, especially in the field of human rights in employment. Furthermore, this thesis could not have been accomplished without the support and guidance of many parties. Therefore, the author would like to thank:

1. Prof. Dr. Bintan R. Saragih, SH, as the Dean of Faculty of Law Universitas Pelita Harapan;
2. Dr. Vincensia Esti Purnama Sari, SH, M.Hum, as the Head of Faculty of Law Universitas Pelita Harapan;
3. Dr. Velliana Tanaya, SH, MH, as the Director of Faculty of Law Universitas Pelita Harapan;
4. Yossi Niken Respati, SH, MH as Deputy of Department of Law Universitas Pelita Harapan;
5. Dr. Susi Susantijo, SH, LL.M as the author’s thesis supervisor who has given her time, insights, and guidance throughout the process of writing this thesis;

6. All lecturers and employees in Universitas Pelita Harapan's Faculty of Law who have provided guidance to the author;
7. The Author's parents, sister, brother and extended family; and
8. Many other friends, family, loved ones and colleagues that are too numerous to be mentioned by name.

Finally, the Author would like to apologize for any uncorrected mistakes in the wording or content of this thesis. The author also opens for critics and suggestion from all parties regarding this thesis. Finally, the author hopes this thesis can be useful for its readers and development of legal science.

Tangerang, 20 January 2021

Arianne Kumara

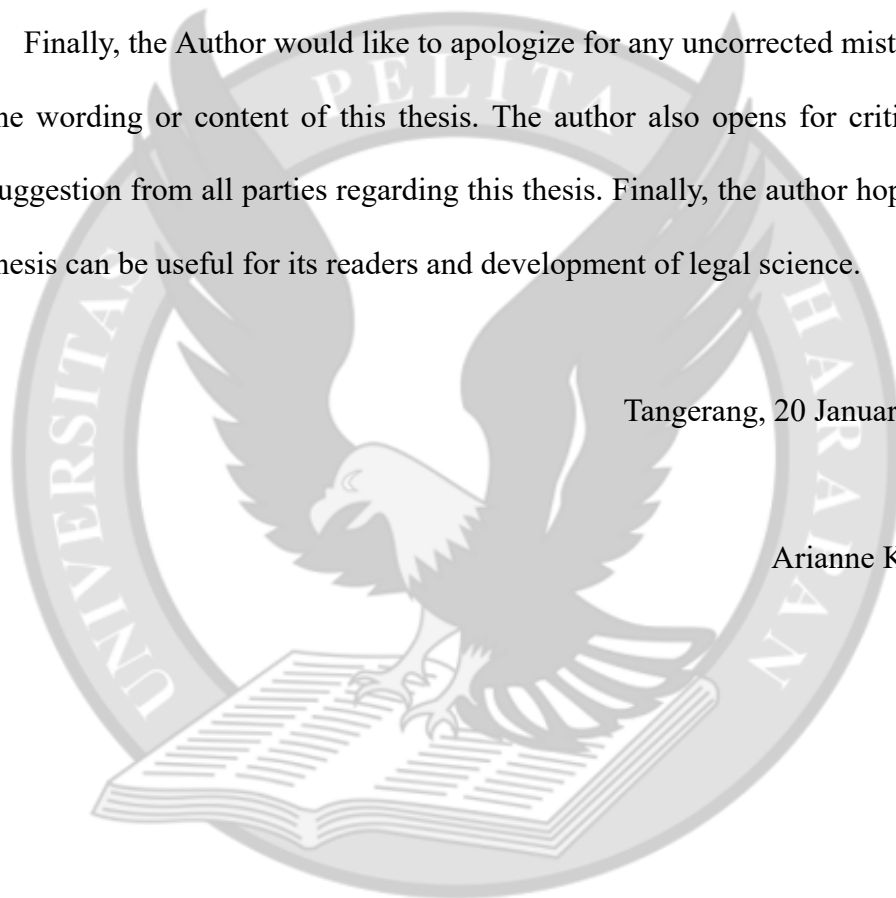


TABLE OF CONTENTS

COVER.....	i
STATEMENT OF AUTHENTICITY OF THESIS.....	ii
APPROVAL OF THESIS SUPERVISOR.....	iii
APPROVAL OF THESIS DEFENSE EXAMINER TEAM.....	iv
ABSTRAK	v
ACKNOWLEDGEMENTS.....	vi
CHAPTER I.....	1
1.1 Background of the Study	1
1.2 Formulation of Issues.....	11
1.3 Purpose of this Study	11
1.4 Benefits of this study	11
1.5 Research framework.....	12
CHAPTER II.....	13
2.1 Human Rights.....	13
2.1.1 Definition of Human Rights	13
2.1.2 Human Rights Conventions	14
2.2 Human Rights Law and Employment.....	15
2.2.1 The Right to Work and Fair Wages.....	19
2.2.2 The Right to Social Security	22
2.2.3 Indonesian Employment Law	25
2.3 The COVID-19 Crisis in Indonesia	31
2.3.1 Indonesia’s Initial COVID-19 Response	31
2.3.2 COVID-19 Crisis Safety-Net Program.....	35
CHAPTER III.....	37
3.1 Type of Research	37
3.2 Sources of Data and Types of Data	38
3.2.1 Primary Legal Sources.....	39
3.2.2 Secondary Legal Sources	39
3.3 Methods of Data Gathering.....	40
3.4 Research Approaches	40
3.5 Data Analysis	42
CHAPTER IV.....	43

4.1 The State of Fair Wages and Social Security Law during COVID-19	43
4.1.1 Regulations Ensuring Fair Wage	45
4.1.2 Regulations Ensuring Social Security and Safety-Net Programs	51
4.1.3 Newly Enacted Law on Job Creation	53
4.2 Effectiveness of the Implementation of the Law to Protect Human Rights	55
4.2.1 Implementation of Fair Wage Protection during COVID-19	55
4.2.2 Implementation of Social Security Programs during COVID-19.....	57
4.2.3 COVID-19 National Emergency and Force Majeure	60
CHAPTER V	63
5.1 Conclusions	63
5.2 Recommendations	64
BIBLIOGRAPHY	67

