

## **ABSTRACT**

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### **LEGAL PROTECTION ON WORKERS THAT EXPERIENCING SALARY REDUCTION DUE TO FORCE MAJEURE COVID-19**

*(xiv + 126 pages + 2 tables)*

*Covid-19 pandemic has spread around the world since early 2020 and impacting most of all aspects in life including a company operational. To ensure that a company continues to run despite not being optimal during the pandemic, a concrete step is needed without having to lay offing the workers and the concrete step is reducing the salary of the workers. The formulating issues are; first is about the legal protection for workers who experiencing the salary reduce partially by the company due to force majeure of Covid-19 pandemic. Second is about the legal steps that can taken by the workers if they are experiencing salary reduce partially by the company due to force majeure of Covid-19 pandemic. The type of this research is normative research using the secondary data obtained from the positive laws, literature study and the law principles and the data are analysed using qualitative methods. The research shows that company has the right to reduce workers salary during Covid-19 pandemic if the company is financially incapable to provides the salary to the workers in accordance with what they should be received according to Decision of Indonesia Manpower Minister number 104 of 2021 with a note that the salary reduction is the result of dialogue and agreement between workers and the company based on the financial report that indicates the weakening of company economic due to Covid-19 pandemic and the workers must still get decent salary as economic protection for themselves as workers. The process of workers salary reducing must comply to Decision of Indonesia Manpower Minister number 104 of 2021 and if the process of reducing the salary is not comply to the existing rules, the dispute can be resolved through bipartite, tripartite or industrial relations court. To conclude, transparency of regarding the company economic situation and the goodwill from the employers to guarantee the decent salary for the workers are important things to prioritize to avoid disputes and if the dispute happen, prioritize the settlement of dispute through bipartite negotiation to find a best solution for the parties*

*Keywords: Covid-19, Workers, Company, Salary Reduction, Legal Protection*

*Reference: 40 (1945 - 2021)*