

## ABSTRACT

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### **LEGAL PROTECTION OF WORKFORCE AFFECTED BY MASS TERMINATION OF EMPLOYMENT (PHK) IN LABOR-INTENSIVE INDUSTRIES REVIEWED FROM THE JOB CREATION REGULATION**

*(xi + 103 pages)*

*The mass layoffs in the manufacturing sector that occurred this year is one of the problems that must be paid attention to. The factors that caused this mass disconnection were that many companies were still recovering from the impact of Covid-19, decreased demand for orders in the footwear, textile, and garment industries, and also economic difficulties in labor-intensive industries. This has resulted in many companies being encouraged to carry out mass layoffs of their workers on the grounds of company efficiency in order to reduce company losses. Therefore, this research aims to analyze the legal protection provided to affected workers and the company's responsibility to provide labor rights. This research is normative research using a legislative approach using secondary legal materials, library research, a systematic legal approach, and qualitative data analysis. This research also uses several companies that have terminated employment relations with their workers in 2023, that is Duniatex Group, PT Panarub Industry, and PT Horn Ming Indonesia, as research objects and cases to analyze with applicable laws and regulations. The government has issued a number of laws and regulations to protect workers who have been laid off judicially, including Omnibus Law, both preventive and repressive legal protection. Based on various applicable laws and regulations, the government provides options for other measures that can be taken and taken by companies experiencing financial difficulties without having to lay off their workers in order to uphold justice with the dignity of labor. The company, as the party carrying out the termination of employment, is responsible for providing workers' rights that arise as a result. The form of this right is the provision of compensation money in the form of severance pay, gratuity for long service, and compensation for rights that workers should receive.*

*References : 86 (1945-2023)*

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