

ABSTRACT

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LEGAL PROTECTION TOWARD WORKERS WHO EXPERIENCE LAID OFF DURING COVID-19 PANDEMIC

(x + 99 pages)

Indonesia's high population contributed to an increase in workers number. The high number of workers and good quality can also help in the development of Indonesia's economy. However, after the confirmed case of COVID-19 in Indonesia on March 2, 2020, Indonesia's economic state experienced a significant decline. Indonesia also gives an official statement about having a recession after the economic growth minus 2 (two) consecutive quarters. The economic decline indeed occurred due to physical distancing. This resulted in the closure of several business activities, which lead to laid off. Therefore, this study discusses the legal protection given to workers before, during, and after laid off. Besides, this study also discussed the validity of laid off during the COVID-19 pandemic. In researching, the type of research carried out is normative with secondary data. In addition, the approach in this study uses a statutory approach using the Law of the Republic of Indonesia No. 13 of 2003 concerning Manpower and the Law of the Republic of Indonesia No. 11 of 2020 concerning Job Creation, which has been in effect since November 2, 2020. The method used in this research is qualitative and descriptive. Regarding the research results, the regulation regarding legal protection has been regulated in the Manpower Law, which is more fully regulated in the Job Creation Law. However, in its implementation, there are still many deviations that occur. Also, regarding the validity of the laid-off reasons, which is the reasons for the loss, force majeure, and efficiency cannot be used if the company has not been permanently closed according to the Manpower Act. Meanwhile, for reasons of bankruptcy, it is legal to use. On the other hand, efficiency can be used in the Job Creation Law because it can be done without the company having to close down.

References: 74 (1945 - 2020)

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