

ABSTRACT

Muhammad Rafael Febrian (01051200088)

LEGAL PROTECTION FOR WORKERS WHO DO NOT GET THEIR RIGHTS AFTER TERMINATION OF EMPLOYMENT

(x + 81 pages)

This thesis discusses legal protection for workers for unilateral termination of employment (PHK) from the company where termination of employment (PHK) may not be carried out unilaterally where there should be a negotiation process between the two parties and if the results of the negotiations do not reach an agreement, then employers can only carry out layoffs after obtaining a determination from the Industrial Relations Dispute Settlement Institute. This thesis also aims to find out how to protect the rights and interests of workers in relation to their employers or the companies where they work. Protection that covers various aspects, such as the right to fair wages, reasonable working hours, safe and healthy working conditions, as well as protection against discrimination, harassment and unlawful layoffs. This aims to create a decent standard of living for workers. The research method used in this thesis is a normative legal method, which is carried out to find a truth based on legal logic from a normative point of view. Normative legal research examines law from various points of view such as theory, philosophy, comparison, structure, consistency, general explanations and explanations for each article, formality, and the binding force of laws, using legal language. This research also places legal logic as a reference for the norm system, so that it focuses on researching a problematic issue based on its legal norms. It is called doctrinal legal research because its focus is only on written regulations, so it is closely related to secondary sources obtained from libraries. The results of this research are that the legal action that can be taken by workers who receive unilateral termination of employment is to ensure that the worker concerned can maintain his or her job and ensure that the employee continues to receive his or her rights as a worker.

Reference : 51 (1981-2023)

Keyword : Legal Protection, Workers Rights, Termination, Employment