

## ABSTRAK

### *The Principle of Justice Against the Practice of Age Restrictions on Job Vacancies*

(xxv+79 pages; 4 appendices)

*In Indonesia, every citizen has the constitutional right to get a job, but this right is limited due to the practice of age restrictions on job vacancies. Age restrictions on job vacancies do not reflect the principle of justice because they view every job seeker as unequal and differentiated based on age. The formulation of this research problem is the regulation of employment opportunities for job seekers and the application of the principles of justice for workers in obtaining the right to work. This research aims to solve legal problems related to injustice experienced by job seekers due to age restrictions on job vacancies which are reviewed based on Indonesian positive law and to make legal discoveries relating to the opportunity to get a job for job seekers regarding age restrictions on job vacancies. The research method used is normative. The results of the research are that the practice of age restrictions on job vacancies causes injustice to job seekers because seekers should be assessed based on their abilities and experience, not based on age. Age restrictions on job vacancies are not explicitly regulated in positive law in Indonesia, but the practice of age restrictions on job vacancies limits job opportunities for job seekers to register for job vacancies. All citizens have the opportunity to get work as strictly regulated in Article 27 Paragraph (2) and Article 28D Paragraph (2) of the 1945 Constitution and Law Number 13 of 2003 concerning Employment; The state shows its commitment to protecting citizens' rights to obtain work. This protection not only includes the opportunity to work but also ensures that each individual is treated fairly and equally in employment. The government is actively involved in maintaining, supervising and trying to realize justice in employment. The government's role is through evaluation, supervision and guidance in employment. And the government facilitates complaints about injustice and problems in employment through the Employment Service (offline) and the complaint service on the website [kemnaker.go.id](http://kemnaker.go.id) (online). The government will respond to these complaints to help resolve the problem.*

*Keywords: job opportunities, justice, job seekers*

*References: 41 (1995-2024)*