

SISTEM HUKUM KETENAGAKERJAAN INDONESIA: HAK DAN KEWAJIBAN PARA PIHAK DALAM HUBUNGAN INDUSTRIAL

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ABSTRACT

The aim of this study is to examine the labour law system in Indonesia and to assess the rights and responsibilities of all parties in industrial relations, including workers, employers and the government. Industrial relations constitute a system of interactions that occur during the production of goods and/or services, based on the principles of Pancasila and the 1945 Constitution of the Republic of Indonesia. Maintaining a balance between the rights and responsibilities of the parties involved is a crucial aspect of creating harmonious, fair and productive labour relations. The method used in this study is normative legal research employing a statutory approach and a conceptual approach. The legal sources utilised consist of primary sources, namely legislation; secondary sources, such as books and academic journals; and tertiary sources, such as legal dictionaries and encyclopaedias. The collection of legal sources was carried out through a literature review, followed by qualitative descriptive analysis. The results of this study indicate that the labour law system in Indonesia serves to manage relations between workers, employers and the government with the aim of creating fair industrial relations. Workers are entitled to a decent wage, occupational health and safety protection, social security, and the freedom to form trade unions, and have a duty to carry out their work in accordance with their contract and to comply with the regulations set by the company. Employers are entitled to run and develop their businesses, whilst bearing the responsibility to fulfil workers' statutory rights and provide safe working conditions. The government acts as a regulator, facilitator and supervisor in the implementation of industrial relations. The fact that the exercise of rights and obligations by all parties has not yet been optimally implemented remains a cause of disputes in industrial relations. Therefore, compliance with regulations and increased legal awareness amongst all parties are required in order to achieve harmonious, productive and sustainable industrial relations.

Keywords: Labour Law, Industrial Relations, Workers, Employers, Rights and Obligations.

ABSTRAK

Tujuan dari penelitian ini adalah untuk menelaah sistem hukum ketenagakerjaan di Indonesia serta menilai hak dan tanggung jawab semua pihak dalam hubungan industri, termasuk pekerja, pengusaha, dan pemerintah. Hubungan industri merupakan suatu sistem interaksi yang terjadi selama proses produksi barang dan/atau jasa yang berlandaskan pada prinsip-prinsip Pancasila dan Undang-Undang Dasar Republik Indonesia Tahun 1945. Menjaga keseimbangan antara hak dan tanggung jawab pihak-pihak terkait merupakan aspek penting untuk menciptakan hubungan kerja yang harmonis, adil, dan produktif. Metode yang digunakan dalam penelitian ini adalah penelitian hukum normatif dengan pendekatan perundang-undangan dan pendekatan konseptual. Sumber hukum yang digunakan terdiri dari sumber primer yaitu peraturan perundang-undangan, sumber sekunder seperti buku dan jurnal ilmiah, serta sumber tersier berupa kamus dan ensiklopedia hukum. Pengumpulan sumber hukum dilakukan melalui studi pustaka, lalu dianalisis dengan deskriptif kualitatif. Hasil dari penelitian ini menunjukkan bahwa sistem hukum ketenagakerjaan di Indonesia berfungsi untuk mengelola hubungan antara pekerja, pengusaha, dan pemerintah dengan tujuan menciptakan hubungan industrial yang adil. Pekerja berhak mendapatkan upah