



BALTIC JOURNAL OF LAW & POLITICS

A Journal of Vytautas Magnus University
VOLUME 16, NUMBER 3 (2023)
ISSN 2029-0454



Cite: Baltic Journal of Law & Politics 16:3 (2023): 2856-2867
DOI: 10.2478/bjlp-2023-00000211

The Role of the Omnibus Law (Job Creation Law) on The Women Workers A Case Study in Indonesian smes Sector

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Received: December 18, 2022; reviews: 2; accepted: January 23, 2023

Abstract

The purpose of this research is to analyze the influence of the Omnibus Law, Job Creation Law on Women Workers. The research method taken at this writing is a qualitative method. The research approach used in this paper is normative juridical which discusses doctrines or principles in the science of law. This type of research has an analytical descriptive nature, namely describing every statutory regulation related to legal theory as an object of research. by providing studies or studies on various kinds of current issues based on real facts. The data sources needed at this writing are secondary data sources, which consist of primary legal materials, secondary legal materials and tertiary legal materials. The primary legal materials used are regulations that are the object of research, namely the Job Creation Law, the Manpower Law and other written regulations. The secondary legal materials used are books and scientific writings related to the object of this

research. While the secondary legal materials used consist of newspapers in electronic form and magazines in electronic form. The right to leave for female workers during menstruation, pregnancy, childbirth and breastfeeding, which were previously regulated in the Manpower Law, is apparently not included in the Omnibus Law on Job Creation. The Omnibus Law on Job Creation regulates the hourly payment of workers. This will have an impact on female workers who are on menstrual leave, childbirth and breastfeeding. For women workers who are taking their right to leave in the circumstances mentioned above, they automatically do not get wages, this is different from the previous Manpower Law policy. Legislators should review again to include the articles regarding the right to leave for menstruation, pregnancy, childbirth and miscarriage for women workers in the Omnibus Law on Job Creation and continue to pay wages to women in certain circumstances. And give strict sanctions to employers or companies that ignore the rights of their female workers. In addition, the wage policy with a no works no pay system is being reviewed specifically for the situation of female workers who are on menstrual leave, pregnancy, childbirth and breastfeeding.

Keywords

Omnibus Law, Job Creation Law; Women Workers; SMEs Sector

Introduction

Legal protection for women workers in the workplace, both in the industrial and SME sectors, is very much needed, because women workers are one of the determining factors for the progress of the country's economic development, especially in the SME sector. In the SME sector, more than 50% of workers are women. Widiatedja (2022) women workers in the SME sector play a role in improving the economy of the poor, reducing unemployment and poverty, and guaranteeing the sustainability of the country's economy. In carrying out their duties, these women workers often do not receive the legal protection as expected. Various cases can be seen in this regard, such as neglect of reproductive rights, night work, sexual harassment in the workplace, wage discrimination, labor problems including macro problems that require immediate resolution. According to Azizah et al. (2022); Hamid (2020) , until now there has been no legal protection that is able to protect women workers from unlawful and arbitrary acts. The following article tries to highlight the legal and institutional aspects in providing legal protection for women workers. As a country that is ranked fourth in the world's most populous country, Indonesia has an abundant workforce. The large number of workers but not accompanied by high quality is a problem new for Indonesia's development. An excess number of workers but insufficient employment will increase the number of unemployed. Economic demands are the main reason for women to directly enter the world of work. Based on data from the Central Statistics Agency (BPS) for 2021 it is stated that the percentage of female workers aged 15 years and over is 39.52% or 51.79 million people. This proves that the number of

working women is almost half of the total workforce. Widyaningsih (2021) the concept of gender equality refers to full equality between men and women resulting in every individual being free to enjoy political, civil, social, cultural and especially economic rights. From a legal political point of view, labor law was born as a basic policy that aims to provide protection and social justice for workers/laborers who are considered to be the weak side from employer injustice arising as a result of an employment relationship. According to Azizah et al. (2022); Hamid (2020) the purpose of labor law is to achieve or the implementation of social justice in the field of employment which protects workers from ambiguous employers. Banjaransari (2022). to achieve peace of mind and work business continuity, labor law must protect order, security and justice for the parties involved in the production process, because this occurs based on data that often occurs injustice between employers and workers/labourers. Therefore, a comprehensive and real legal protection is needed by the government.

Omnibus law is a method or concept of making regulations that combines several rules with different regulatory substance, into one regulation under one legal umbrella. Regulations that are made are always made to make new laws by canceling or repealing also amending several laws and regulations at once. According to Arifin (2021) The concept of the Omnibus Law in the law aims to target major issues that allow the revocation or amendment of several laws at once (cross-sectoral) to then simplify the regulation, so that it is hoped that there will be no concurrency/dispute and/or resistance between one norm and another. When viewed from its position, the Omnibus Law as a law is domiciled under the constitution, but more higher than other types of legislation. According to Hamid (2020) The Job Creation Law ultimately amended a number of other laws related to accelerating investment inflows. The drafting of the job copyright law is the government's goal in efforts to create jobs by providing convenience, providing protection and empowering micro, small and medium enterprises, improving the investment ecosystem and facilitating business and investment initiated by the central level government and accelerating national projects that strategic. Thus, what is the main problem in this writing is how the conception of the Job Creation Law is when it comes to labor protection. According to Budiono et al. (2023) apart from that, how did the change from law number 13 of 2013 concerning labor then change to a work copyright law. The purpose of this writing is to analyze the complexity and impact of the Job Creation Law on the workforce in terms of the legal aspects that govern it. In addition to knowing the process of change in the form of differences in content between the previous labor law and the law passed through the work copyright law, besides knowing the understanding and application of the Job Creation law for the protection of workers in Indonesia.

According to Azizah et al. (2022); Hamid (2020) the Job Creation Law was passed, due to a number of important things, namely, firstly regarding jobs moving abroad, secondly, the relatively low competitiveness of workers when compared to other countries, thirdly, the increasing number of people who do not or also not yet

working, the fourth is that Indonesia is trapped in middle income¹⁴. Unfinished with the problems caused by the pandemic, companies are faced with the problem of how to protect the workforce with the issuance of this work copyright law. A very important issue for a worker in an employment relationship is when he or she experiences termination of employment. Termination of employment is a big problem because it results in loss of livelihood for their lives which is the beginning of misery for workers and their families. According to Suprapti et al. (2020); Sihombing et al. (2020) As a developing country, Indonesia is required to innovate and be creative to increase competitiveness. It is undeniable that in order to increase competitiveness, the government needs to regulate by making laws and regulations as a legal basis in improving the business climate that reflects justice. However, in making a legal product through legislation, it is necessary to consider the impact as a whole, both economic impact and social impact. According to Foni et al. (2022); Hamid (2020). This is where we are then confronted to see that independence from law will deal with ideals and reality. It is often the case that laws that regulate humans are made or changed against the will of some other humans. This is because along with changing times, of course there is a need for changes in laws that are able to regulate as a whole in response to increasingly rapid changes in various aspects. To make it easier to do business, of course, changes in regulations that support it are needed. According to Arifin (2021); Budiono et al. (2023) With globalization, of course it will affect the perspective of a country in an effort to balance that country with other countries so that it has quite good competitiveness, including Indonesia. The aspect of globalization that is happening in all parts of the world today has resulted in changes in all aspects of human life. The change itself will also occur in changes in law¹⁶. Thus, of course, changes to the law must be able to solve problems in society and must be able to anticipate that the law until the law is made is unable to face the progress of the times.

In order to create order and legal certainty in facing world developments, especially in facing the challenge of inviting investors, Law Number 11 of 2020 concerning Job Creation was drafted. Citing the provisions of Article 1 point 1 of the Job Creation Law, what is meant by job creation is an effort to create jobs through efforts to facilitate, protect and empower micro, small and medium enterprises, improve the investment ecosystem, and facilitate business and central government investment and accelerate national strategic projects. According to iagian (2021); Tejomurti et al. (2020); Widjaja (2022). Law is one source of formal law. Sources of law in the formal sense relate to problems and various issues to obtain or find provisions that regulate human life in society. Meanwhile, material laws are written regulations that apply in general and are made by central authorities and legitimate parties. Employment issues including labor protection are sensitive issues and are often debated by stakeholders. Not infrequently this issue causes demonstrations, especially from trade unions or workers to fight for their fate so that they are not neglected when drafting laws and regulations related to their fate. The issue of protecting workers is not only protection due to termination

of employment, but also protection when workers are carrying out their obligations and ensuring that workers get their rights.

According to Suprapti et al. (2020); Widjaja (2022). The Job Creation Law as a partial amendment to the Manpower Law certainly has an impact on changing social order. Changes in law that are capable of influencing social change are in line with one of the functions of law, namely as a means of social change or a means of engineering society¹⁹. Thus the Job Creation Law as a source of law must be able to answer challenges when faced with future employment problems in order to make changes towards a better direction for all stakeholders, including labor protection.

Method

The research method taken at this writing is a qualitative method. The research approach used in this paper is normative juridical which discusses doctrines or principles in the science of law. This type of research has an analytical descriptive nature, namely describing every statutory regulation related to legal theory as an object of research. by providing studies or studies on various kinds of current issues based on real facts. The data sources needed at this writing are secondary data sources, which consist of primary legal materials, secondary legal materials and tertiary legal materials. The primary legal materials used are regulations that are the object of research, namely the Job Creation Law, the Manpower Law and other written regulations. The secondary legal materials used are books and scientific writings related to the object of this research. While the secondary legal materials used consist of newspapers in electronic form and magazines in electronic form. The selected data collection method is the library research method and the data analysis method used is to review and describe the rules that apply to then be analyzed thoroughly so that objective conclusions are obtained in understanding and answering the problems in this writing.

Result and Discussion

If the Labor Law is reviewed, it already has material/substance that reflects the considerations above. Article 76 regulates four points about how a company or factory should be treat women workers. This includes the provision of leave rights for women workers which has also been regulated in the Labor Law. In the Manpower Law there are 4 types of leave entitlements for women workers, namely weekly leave, annual leave, long leave, as well as maternity and menstruation leave. This shows that the state has the determination to realize the goals of the Islamic religion which exists to protect women's rights. According to Koto et al. (2021);The Omnibus Law on Job Creation is considered to ignore the right to leave for women workers in certain circumstances. To be precise, on October 5 2020 the DPR passed the Omnibus Law on Job Creation. The government's initiative to issue the Job Creation Law at the end of 2019 immediately received fast support from

the DPR. According to Saifullah (2020) the first time the government's initiative regarding the Omnibus Law was officially conveyed by President Joko Widodo in his second term inauguration speech on 20 October 2019. In its preparation, unlike in many Omnibus Laws in other countries, the Omnibus Law is usually prepared for years because it has to combine many laws into one law, but in Indonesia, combining many of these laws only takes a matter of months. According to Santosa, et al. (2021); Saifullah (2020) That condition reversed when the DPR was urged to discuss other laws which are very important for the protection of citizens. The Draft Law on the Elimination of Sexual Violence (RUU PKS) took 6 years and has not yet been enacted. Meanwhile, the Bill on the Protection of Domestic Workers (PRT) has taken much longer, it has been fought for 16 years and has not materialized until now. Apart from being drafted quickly and breaking the rules, the substance of the Job Creation Law is also problematic and brings bad potential, especially for workers/laborers and women. According to Prehantoro et al. (2023); Santosa, et al. (2021); Saifullah (2020); The perspective in the substance of the Job Creation Law is skewed towards the interests of employers, no longer based on a passion to protect workers/laborers whose power relations are weaker.

1 Working time and overtime are longer

The substance of the Job Creation Law changed working hours, namely the elimination of the five working days and two weekly rest days. In the provisions of Article 79 of the omnibuslaw Law paragraph 1b it is stated that 1 day weekly rest for 6 working days. Apart from working for 6 days, workers are also forced to extend overtime. In the Job Creation Law it is stated that overtime is carried out 4 hours in 1 day and 18 hours in a week. Overtime was extended from the provisions of the Manpower Law 32/2003 article 78 which states that overtime work can only be done for a maximum of 3 (three) hours in 1 (one) day and 14 (fourteen) hours in 1 (one) week.

2 Vacation time is reduced

Changes in working hours also have an impact on vacation time, which is only one day a week for 6 working days. Article 79 paragraph 1 b of the Omnibus law states that the weekly rest period is only 1 day for 6 days a week. Meanwhile, holidays in the Labor Law stipulate weekly breaks of 1 (one) day for 6 (six) working days in 1 (one) week or 2 (two) days for 5 (five) working days in 1 (one) week.

3 The minimum wage is gone

Article 88 of the Omnibus law removes detailed provisions regarding the calculation of wages, namely that there is no longer a minimum wage provision. The calculation of wages will be based on the national wage policy regulated in government regulations. With this provision, wages are potentially far from decent. The provisions regarding the minimum wage in article 89 of the Manpower Law were also removed by the Omnibus law According to Koto et al. (2021); Muhammad (2021) apart from that, a fundamental change in wages in the Omnibus law is a calculation based on a unit of time. Although the unit of time is not specified, this provision will have an impact on wages calculated per hour. With this

calculation, automatically the minimum wage is no longer relevant for wages. In addition, the calculation of hourly wages will eliminate wages that are usually received on a regular basis each month.

4 The calculation of wages has changed

In the Job Creation Law, wages are calculated based on the unit of time and unit of output (productivity) contained in article 88B. In addition, wages are paid in accordance with the company's capabilities and productivity, and there is no oversight of this matter.

5 Wages Menstrual and Maternity Leave will be lost

The provisions of the Job Creation Law do not eliminate the articles in Law No. 13 of 2003 concerning menstruation and maternity leave. However, the substance regarding hourly wages eliminates the essence of menstruation leave and maternity leave because if a female worker takes the leave, it is automatically not counted as working, so she does not get paid leave.

6 Long leave is gone

A number of leave such as sabbaticals are no longer regulated by the government, but are regulated by companies with work agreements, company regulations and with Collective Bargaining Agreements. If you are not careful and ready to negotiate and ask the company where you work, then your leave will be determined by the company unilaterally. Article 79 of the Omnibus law , paragraph 5, also eliminates the right to long rest (long leave) for workers. Where, sabbaticals are only determined by company regulations/work agreements, not mandated by law as stipulated in Law No. 13 of 2003.

7 Unilateral layoffs made easy

Companies can terminate employment relations (PHK) unilaterally through Article 154A of the Omnibus law , namely that layoffs can be carried out on the grounds that the company has merger, consolidation, acquisition or separation of companies; efficiency; closed due to loss, force majeure, postponement of debt, and bankruptcy. Termination of employment is also facilitated through article 151 of the Omnibus law which removes the provision "all efforts must be made to prevent termination of employment". According to Koto et al. (2021); Muhammad (2021) Companies can also make layoffs without going through negotiations with unions. In addition, the Job Creation Law abolished the provisions of Article 161 of the Manpower Law which previously regulated warning letters before layoffs. Therefore, companies can make layoffs without going through a warning letter mechanism.

8 The amount of severance pay is reduced

Provisions in the Omnibus law article 156 reduce the amount of severance pay if workers are laid off for eliminating compensation money. Article 156 of the Manpower Law stipulates that housing reimbursement and treatment and care are set at 15% (fifteen percent) of severance pay and/or long service pay for those who meet the requirements. In addition, the Omnibus law abolished articles 162-166 in the Manpower Law which detailed the amount of severance pay and the

calculation of long service awards and compensation money for workers who resigned.

Provisions in the Job Creation Law regulate work flexibility which is manifested in long working hours and eliminating a number of leave rights which will be detrimental to women workers. In the official draft of the Job Creation Bill which was uploaded on the website, the five working days stipulation is removed and only applies to six working days (article 79) and overtime has been extended to 4 hours from the previous 3 hours (article 78). That means, workers have the potential to work 8 hours plus 4 hours of overtime, to 12 hours a day. Certain companies also have the opportunity to regulate working hours of more than 8 hours (article 77). In addition, long leave is at risk of being lost because it is submitted to company regulations (article 79). This condition is very detrimental to women workers who so far still bear a double burden, namely workload and domestic work. Women workers will only have a little time for self-development for careers and for themselves. The Wage calculation variable in the Job Creation Law does not prioritize a decent standard of living but rather prioritizes economic growth variables (inflation) and wages are set based on units of time and/or unit results as a result. When this provision is enforced, women workers will bear the impact from the perspective of women's reproductive health where maternity leave, maternity leave and menstruation leave will not be counted as part of productive work. Contract work status is a work system that has so far been detrimental to women workers because this system in practice ignores the reproductive health rights of women workers, makes women workers do not have sustainable job security, is vulnerable to termination of employment/PHK and weakens the position of workers before employers.

In the Job Creation Law, contract work status is still recognized, even eliminating contract restrictions and facilitating contract work terms as stated in article 81 number 151 of the Job Creation Law which has the consequence of imposing prolonged contract work status and the impact is the loss of severance rights that should have been obtained according to the length of service and the disregard for the reproductive health rights of women workers. Everyone has the right to Social Security which allows him to fully develop himself as a useful human being. In the Job Creation Law there is an additional type of program, namely the Job Loss Guarantee Program, but the terms and conditions for membership, as well as the principles of administering the program that are used still open up opportunities for participants to lose their rights to take advantage of the program, so disclaimer becomes a necessity, this of course makes fulfillment of the need a decent basic life is increasingly far from ideal, especially for women workers who still dominate in the labor-intensive industrial sector, of course they will be increasingly vulnerable physically and economically, not to mention in achieving human dignity. It is an irony when the Ciptaker Law was made with the aim of creating jobs, but the impact can actually eliminate jobs. The provisions of the Job Creation Law which regulate environmental and forestry aspects have the potential

to eliminate community protection from environmental damage and land ownership which has an impact on increasingly narrowing employment opportunities for women. So far, women have played a large role in work in the agricultural and forestry sectors.

However, provisions related to environmental permits and community involvement in Law Number 32 of 2009 concerning Environmental Protection and Management have been changed/deleted. Article 40 concerning environmental permits and article 93 regarding the community's right to claim were removed by the Ciptaker Law. In addition, land-based business permits can be extended for up to 90 years and violations of forest areas are only administrative sanctions (article 48). The ease of doing business and the elimination of sanctions for corporate violations marginalize indigenous peoples. On the basis of these points, trade unions and organizations that are members of the Alliance to Stop Violence and Harassment in the World of Work have stated they reject the Job Creation Law because it will further marginalize and impoverish women workers.

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Conclusion

The right to leave for female workers during menstruation, pregnancy, childbirth and breastfeeding, which were previously regulated in the Manpower Law, is apparently not included in the Omnibus Law on Job Creation. There are those who argue that in essence, leave rights for women workers still exist in the Manpower Law. However, according to the author's opinion, based on the principle of *lex posterior derogate legi priori*, the legal substance of the Omnibus Law will be prioritized when compared to the Labor Law. The absence of leave rights for women workers in certain circumstances creates loopholes and the potential for violations of leave rights for women workers in certain circumstances. Because, the facts on the ground so far show, even though in the Labor Law the right to leave for women workers has been regulated, but there are still violations against the right to leave for women workers. Apart from that, the Omnibus Law on Job Creation regulates hourly worker pay. This will have an impact on female workers who are on menstrual leave, childbirth and breastfeeding. For women workers who are taking rights leave in the circumstances mentioned above automatically do not get work wages, this is different from the previous Labor Law policy. Legislators should review again for reinstating the articles regarding the right to leave for menstruation, pregnancy, childbirth and miscarriage for women workers in the Omnibus Law on Job Creation and continue to provide wages in women under certain circumstances. And give strict sanctions to employers or companies that ignore the rights of their female workers. In addition, the wage policy with a no works no pay system is being reviewed specifically for the situation of female workers who are on menstrual leave, pregnancy, childbirth and breastfeeding.

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