



**Journal of Constitutional Law Society**  
Pusat Studi Konstitusi dan Perundang-Undangan  
Universitas Bandar Lampung

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**IMPLEMENTATION ANALYSIS OF ARTICLE 102 ITEM 2 OF  
LAW NUMBER 13 OF 2003 REGARDING MANPOWER (STUDY  
ON THE FEDERATION OF INDONESIAN PULP AND PAPER  
WORK UNIONS)**

***ANALISIS IMPLEMENTASI PASAL 102 BUTIR KE 2 UNDANG-  
UNDANG NOMOR 13 TAHUN 2003 TENTANG  
KETENAGAKERJAAN (STUDI PADA FEDERASI SERIKAT  
PEKERJA PULP AND PAPER INDONESIA)***

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Received: September 25, 2021. Accepted: March 26, 2022. Online Published: April 11, 2022.

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**ABSTRACT**

Dozens of workers at Tanjung Enim Lestari Limited Liability Company experienced unilateral termination of employment. This happens because of the contract work system and the change of vendors providing worker services, the paper raw material producing company that was founded in 1990, often changes to the vendor supplier of labor. However, neither the Tanjung Enim Lestari Company nor the labor provider vendors encountered the mass of labor unions who held a demonstration. The author uses two problem approaches, namely the normative juridical approach and the empirical approach. The finding in this article is that workers' welfare rights are not fulfilled during/after the work period, in Article 99 of Law Number 24 of 2011 concerning the Social Security Administering Body, it is stated that every worker or laborer and his family have the right to obtain labor social security. that the employer is obliged to gradually register himself and his workers as participants with the Social Security Administering Body and the company is also obliged to provide welfare facilities and form worker or labor cooperatives and productive businesses.

**Keywords : Workers; Government; Employers; Termination of Employment**

## **ABSTRAK**

Puluhan pekerja di Perseroan Terbatas Tanjung Enim Lestari mengalami Pemutusan Hubungan Kerja sepihak. Hal ini terjadi karena sistem kerja kontrak dan terjadi pergantian vendor penyedia jasa pekerja, perusahaan penghasil bahan baku kertas yang berdiri sejak 1990, itu sering berganti perusahaan vendor pemasok tenaga kerja. Tetapi baik pihak Perusahaan Tanjung Enim Lestari maupun vendor penyedia tenaga kerja tidak ada yang menemui massa serikat buruh yang melakukan unjuk rasa. Penulis menggunakan dua pendekatan masalah, yaitu pendekatan yuridis normatif dan pendekatan empiris. Temuan dalam artikel ini iyalah tidak dipenuhinya Hak kesejahteraan pekerja selama/sesudah masa kerja, di dalam Pasal 99 Undang-Undang Nomor 24 Tahun 2011 tentang Badan Penyelenggara Jaminan Sosial menyebutkan setiap pekerja atau buruh dan keluarganya berhak memperoleh jaminan sosial tenaga kerja selanjutnya dalam pasal 15 disebutkan bahwa pemberi kerja secara bertahap wajib mendaftarkan dirinya dan pekerjanya sebagai peserta kepada Badan Penyelenggara Jaminan Sosial dan juga perusahaan wajib menyediakan fasilitas kesejahteraan serta membentuk koperasi pekerja atau buruh dan usaha-usaha produktif.

**Kata Kunci** : **Pekerja; Pemerintah; Pengusaha; Pemutusan Hubungan Kerja**

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## **I. INTRODUCTION**

Indonesia as one of the developing countries that continues to carry out development systematically.<sup>1</sup> This development is not carried out in one field only, National Development in Indonesia focuses on the economic sector. The development target in the economic sector focuses on the industrial sector, namely encouraging industrial development in Indonesia.<sup>2</sup> Industry or company is a combination of capital, management and workers, Investors are those who invest, their main concern is to get the maximum profit possible. Management is always there to protect the interests of investors and workers are tools to run the production base to generate surplus value.<sup>3</sup>

Human resources are a very important aspect in an organization. Every organization or agency has an interrelated relationship between Employers, Workers and the Government. This relationship between employers, workers and the government is called industrial relations. Sometimes employers and workers have a relationship working together to achieve the same goal, it is called a trade union.<sup>4</sup>

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<sup>1</sup> Rusli, T., Erlina, B., Jainah, Z. O., & Ritonga, R. (2019). Corporate social accountability model as a form of future national economic development. *International Journal of Innovation, Creativity and Change*, 6(10), 54–70.

<sup>2</sup> Mahadiansar, M., Ikhsan, K., Sentanu, I. G. E. P. S., & Aspariyana, A. (2020). PARADIGMA PENGEMBANGAN MODEL PEMBANGUNAN NASIONAL DI INDONESIA. *Jurnal Ilmu Administrasi: Media Pengembangan Ilmu Dan Praktek Administrasi*, 17(1), 77–92. <https://doi.org/10.31113/jia.v17i1.550>

<sup>3</sup> Farida Hasyim. (2013). *Hukum Dagang*, Sinar Grafika, Jakarta, 128.

<sup>4</sup> Anik Rotul Qori'ah. (2015). *Pengaruh Fungsi Serikat Pekerja Terhadap Kepuasan kerja Dan Motivasi Kerja*. *Jurnal Administrasi Bisnis*. Vol 21 Nomor 01,7.

The position of these weak workers requires a place to become strong. The forum is the implementation of the right to associate in a Trade/Labour Union. The purpose of the formation of the Trade Unions/Labourers is to balance the position of workers and employers.<sup>5</sup> In addition, through this forum, it is hoped that the participation of workers will be realized in the production process, this is industrial relations at the company level.<sup>6</sup> The freedom to establish labor organizations has been used by labor activists to establish organizations or unions with various names and various interest orientations.

In Article 102 Point 2 of Law Number 13 of 2003 concerning Manpower, it is regulated that in carrying out industrial relations, workers or laborers and their trade unions or labor unions have the function of carrying out work according to their obligations, maintaining order for sustainable production, channeling aspirations democratically, developing skills, and expertise and participate in advancing the company and fighting for the welfare of members and their families.<sup>7</sup>

Dozens of workers at Tanjung Enim Lestari Limited Liability Company experienced unilateral termination of employment. This happens because of the contract work system and the change of vendors providing worker services, the paper raw material producing company that was founded in 1990, often changes to the vendor supplier of labor. As a result, workers who are victims because there are no guarantees as permanent workers even the 39 employees are no longer employed by the Tanjung Enim Lestari Limited Liability Company as of June 8, 2020, due to the unclear status given by the labor provider vendor. For that reason, around 39 members of the labor union of the Tanjung Enim Lestari Limited Liability Company held a demonstration in the company environment. However, neither the Tanjung Enim Lestari Company nor the labor provider vendors encountered the mass of labor unions who held a demonstration. The company is considered to have ignored the normative rights of workers, as a result, industrial relations in accordance with Article 102 Point 2 of Law Number 13 of 2003 concerning Manpower do not work in accordance with the contents of the article, not to mention the issuance of Law Number 11 of 2020 concerning Job Creation which cause problems in the employment sector in general, there are several crucial problems in the Manpower chapter of the Job Creation Act:<sup>8 9</sup>

- 1) Loss of the maximum time limit provisions in the Specific Time Work Agreement.

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<sup>5</sup> Soewono, D. H. (2019). Peran Serikat Pekerja Dalam Menciptakan Hubungan Industrial Di Perusahaan. *Jurnal Hukum Unik Kediri* (2019) (21) 1-13, 21(21), 1-13.

<sup>6</sup> Sonhaji. (2019). *Organisasi Serikat Pekerja Terhadap Kesejahteraan Pekerja Atau Buruh*, *Jurnal Administrative Law & Governance*, Vol 02 Nomor 04, 7.

<sup>7</sup> Hasyim, H. (2020). PENYELESAIAN SENGKETA HUBUNGAN KERJA DI KOTA MAKASSAR. *El-Iqthisadi: Jurnal Hukum Ekonomi Syariah Fakultas Syariah Dan Hukum*, 1(2), 94. <https://doi.org/10.24252/el-iqthisadi.v1i2.11788>

<sup>8</sup> Kemsetneg RI. (2020). Undang-Undang Cipta Kerja. *Kementerian Sekretariat Negara Republik Indonesia*, (052692), 276. Retrieved from <https://jdih.setneg.go.id/Produk>

<sup>9</sup> Sjaiful, M. (2021). Problematika Normatif Jaminan Hak-Hak Pekerja Dalam Undang-Undang Nomor 11 Tahun 2020 Tentang Cipta Kerja. *Media Iuris*, 4(1), 37. <https://doi.org/10.20473/mi.v4i1.22572>

- 2) The abolition of the phrase the need for a decent living as a reference for calculating the minimum wage which has an impact on the shift in the concept of wage protection broadly.
- 3) Elimination of restrictions on the types of work that can be done by (outsourcing).
- 4) Shifting the paradigm of termination of employment becomes easier because it opens the possibility of Termination of Employment only through notification of the employer to the worker without prior negotiation.
- 5) The Employment Creation Act also greatly reduces state control over the employment relationship, because many things are returned to the agreement mechanism of the parties, such as the time limit for a Specific Time Work Agreement and the right to a long rest that can be agreed upon in the work agreement.

Sociologically-empirical, this arrangement is very detrimental to workers because the inequality between workers and employers makes workers not in a sufficient position to carry out two-way negotiations in a fair manner. the working class has bargaining power (*Bergen*) which is equal to the company and the government in carrying out industrial relations, and has a function as a channel for aspirations in fighting for the rights and interests of workers or their members, protecting and defending the rights of workers or their members as well as being a vehicle for improving the welfare of workers or their members.

## II. METHOD

In this approach, the writer uses 2 problem approaches, namely the normative juridical approach and the empirical approach. The normative juridical approach is normative legal research (*normative legal research*) namely research conducted by conducting an assessment of the legislation in force and applied to a particular legal problem. Petter Mahmud Marzuki said that the legal approach (*statute approach*), According to this paper, what is called the normative juridical approach is an approach by examining all laws and regulations related to the legal content being handled. While the empirical approach is by researching and collecting primary data obtained directly through research on the object of research by means of interviews with sources related to the problems discussed in this study.<sup>10</sup>

## III. ANALYSIS AND DISCUSSION

### a. Implementation of Article 102 Point 2 of Law Number 13 of 2003 concerning Employment in Tanjung Enim Lestari Limited Liability Companies, Lampung Province

In Article 102 Point 1 of Law Number 13 of 2003 concerning Manpower, it is stated that in carrying out Industrial Relations, the Government has the function of establishing policies to provide services, carrying out supervision and taking action against violations of labor laws and regulations, which means that the government has interference. in the relationship between workers and employers, he is of the opinion that industrial relations are a

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<sup>10</sup> Marzuki, P. P. M. (2008). *Penelitian Hukum. Penelitian Hukum*, 35.

system of relations formed between actors in the process of producing goods and services consisting of elements of entrepreneurs, workers, and the government based on the values of Pancasila and the Constitution of the Republic of Indonesia. 1945.<sup>11</sup>

Based on the results of research by conducting interviews with Narno as Secretary General of the Federation of Indonesian Pulp and Paper Paper Unions, he said that the implementation of Article 102 Point 2 of Law Number 13 of 2003 concerning Manpower had been implemented as in accordance with the contents of the article that in carrying out industrial relations, workers or laborers and trade unions have the function of carrying out work in accordance with their obligations, maintaining order for the continuity of production, channeling aspirations democratically, developing skills and expertise as well as participating in advancing the company and fighting for the welfare of members and their families, but it does not run optimally because it is suspected that the company has commits a violation of Article 102 Point 3 of Law Number 13 of 2003 concerning Manpower explaining that in carrying out Industrial Relations, an entrepreneur or an entrepreneur's organization has the function of creating partnerships, developing businesses, expanding employment opportunities and providing workers' welfare in an open, democratic and fair manner. In this article, it is clear that the company has committed violations that result in the absence of harmonious industrial relations.<sup>12</sup>

There are several quite crucial violations that have been committed by the company:<sup>13</sup>

- 1) Non-fulfillment of workers' welfare rights during/after the work period, Article 99 of Law Number 24 of 2011 concerning the Social Security Administering Body states that every worker or laborer and his family are entitled to receive labor social security. gradually must register themselves and their workers as participants with the Social Security Administering Body and companies are also required to provide welfare facilities and form worker or labor cooperatives and productive businesses.
- 2) The company is deemed to have violated Article 4 of the Decree of the Minister of Manpower and Transmigration Number 101 of 2004 concerning Procedures for Company Agreements, which explains that in the event that a service provider company obtains work from a company providing employment, both parties must make a written agreement that at least contains:
  - a) Type of work that will be carried out by workers from service companies.

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<sup>11</sup> Gede, I Putu Saputra, N., & Wiryawan, I. W. (2020). Pelaksanaan perlindungan hukum terhadap pekerja bangunan pada ud. wirajaya berdasarkan undang-undang ketenagakerjaan. *Jurnal Kertha Semaya*, 8(4), 520–529.

<sup>12</sup> Sherly, S. A. P., Karsona, A. M., & Inayatillah, R. (2021). Pembaharuan Penyelesaian Perselisihan Ketenagakerjaan Di Pengadilan Hubungan Industrial Berdasarkan Asas Sederhana, Cepat Dan Biaya Murah Sebagai Upaya Perwujudan Kepastian Hukum. *Jurnal Bina Mulia Hukum*, 5(2), 310–327.

<sup>13</sup> Aisha, B. D. (2019). Pemutusan Hubungan Kerja Yang Didasarkan Pada Pelanggaran Perjanjian Kerja Bersama. *Jurist-Diction*, 2(1), 63. <https://doi.org/10.20473/jd.v2i1.12098>

- b) Affirmation that in carrying out the work as referred to in letter a, the working relationship that occurs is between the service provider company and the workers employed by the service provider company so that the protection of wages and welfare, working conditions and disputes that arise are the responsibility of the service provider.
- c) Affirmation that the company providing worker or labor services is willing to accept workers or laborers in the previous worker or labor service provider company for types of workers who continue to exist in the employer company in the event of a change in the company providing worker or labor services.

The Federation of Indonesian Pulp and Paper Workers Union has written to the Director of Tanjung Enim Lestari Limited Liability Company whose root cause is the workers of the Kaligulma Trans Indo Limited Company in Lampung to be re-employed at the Terminal Port Limited Company for Their Own Interests As one of the world's paper producers, shifting the loading and unloading work of the Limited Liability Company Kaligulma Transindo, After the Kaliguma Limited Liability Company ended, the work was handed over to the Kamigumi Limited Liability Company which gave it back to the Sinar Jernih Sukses Indo Limited Liability Company, even though the process of submitting outsourcing work is not allowed in accordance with the provisions of Article 4 of the Decree of the Minister of Manpower and Transmigration Number 101 of 2004 concerning Governance Company Agreement Method.

The Manpower Service of Lampung Province which represents the State as a tool of society that has the power to regulate relations between humans in society, the State has the authority to maintain harmony and balance between Human Rights and Basic Obligations, Constitutional Basis Article 28 D Paragraph (1) of the State Constitution Republic of Indonesia 1945 which states that everyone has the right to recognition, guarantee, protection and fair legal certainty as well as equal recognition before the law, in Article 28 D Paragraph (2) of the 1945 Constitution of the Republic of Indonesia explains that everyone has the right to work and get fair and proper remuneration and treatment in work relations.

The resource person stated that Indonesia is a legal state in which every government action must be based on statutory regulations, the role of the government in the settlement of industrial relations can be seen in:

- 1) Article 4 Paragraph (3) of Law Number 2 of 2004 concerning Settlement of Industrial Relations Disputes after receiving registration from one or the parties, the agency responsible for local manpower affairs is obliged to offer the parties to choose a settlement through conciliation or through arbitration.
- 2) Article 4 paragraph (4) of Law Number 2 of 2004 concerning Settlement of Industrial Relations Disputes in the event that the parties do not determine the choice of settlement through conciliation or arbitration within 7 working days, the agency responsible for manpower affairs delegates the settlement of the dispute to mediator.

The government, represented by the Manpower Service, has a function as a supervisor for companies and workers to carry out their duties and fulfill their rights and obligations and not to violate the laws and regulations relating

to Civil Servants as intermediaries for Industrial Relations who have duties, responsibilities, authorities and rights collectively. fully by the authorized official to conduct the guidance and development of Industrial Relations as well as the settlement of Industrial Relations.

On the other hand, the Federation of Indonesian Pulp and Paper Workers Unions of Lampung Province Mr. Narno as Secretary General said that in Article 102 Point 1 of Law Number 13 of 2003 concerning Manpower that in carrying out Industrial Relations the Government has the function of establishing policies to provide services, provide supervision and take action against violations of labor laws and regulations in practice the government represented by the Manpower Service is negligent in providing services and supervision of workers or labor unions and does not take action against companies that violate laws and regulations.

Whereas the implementation of Article 102 Point 2 of Law Number 13 of 2003 concerning Manpower has been implemented but has not materialized optimally due to various factors such as the non-fulfillment of the provisions of Law Number 12 of 2012 concerning the Establishment of Legislation Regulations that every citizen The state must comply with laws and regulations starting from the top regulations to the lowest regulations.

Furthermore, the creation of a harmonious Industrial Relations, which should in industrial relations need to create a harmonious climate so as to give birth to a process of producing quality goods, this will make it easier for workers and entrepreneurs to achieve a better working life. the provisions of Article 102 Point 1 of the Law on Manpower, the government, represented by the Manpower Office of Lampung Province, should provide supervision services and take action against violations of labor laws and regulations.

#### **b. Impeding Factors in the Implementation of Article 102 Point 2 of Law Number 13 Year 2003 concerning Employment in Tanjung Enim Lestari Limited Liability Companies in Lampung Province**

Based on the results of research by conducting interviews with Narno as the Secretary General of the Federation of Indonesian Pulp and Paper Paper Workers Union, he explained that in industrial relations, the principle of a mutually beneficial relationship between workers and employers can be increased and the Company as an actor in Industrial Relations must comply with Article 100 Paragraph 1 of Law Number 13 of 2003 concerning Manpower explains that in order to improve the welfare of workers or laborers, companies are obliged to provide welfare facilities, and carry out protection of workers' rights and interests in the hope that harmonious industrial relations can be created..<sup>14</sup>

As stated by the resource person regarding the practice of workers being victims of exploitation for employers, the inhibiting factor in the implementation of Article 102 Point 2 of Law Number 13 of 2003 concerning Employment in Tanjung Enim Lestari Limited Liability Companies, Lampung Province is rooted in:

- 1) The low increase in wages every year

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<sup>14</sup> Hasyim, H. (2020). PENYELESAIAN SENGKETA HUBUNGAN KERJA DI KOTA MAKASSAR. *El-Iqthisadi : Jurnal Hukum Ekonomi Syariah Fakultas Syariah Dan Hukum*, 1(2), 94. <https://doi.org/10.24252/el-iqthisadi.v1i2.11788>

Talking about harmonious industrial relations cannot be separated from the issue of wages, because wages are the main thing in carrying out production activities, Humans work to get wages or salaries that are used to sustain their needs, if the wage increase is determined only to be limited to inflation plus economic needs that continue to increase and there is no certainty, then every year it is necessary to periodically review the adjustment of wages, economic growth in Indonesia is only in the range of 10% or even smaller.

- 2) Unions are not involved in determining wages  
A trade union is an organization of workers or workers who join together in an organizational forum to achieve common goals, one of which is in the field of wages. The importance of the involvement of trade unions in determining wage increases is a matter of principle, because the trade union or labor union is also part of the wage council that has the right to together discuss and negotiate the issue of wages in order to prosper the members and their families of the trade union in accordance with the provisions of Article 102 Point 2 of Law Number 13 of 2003 concerning Manpower.
- 3) The life component deserves to be reviewed every five years  
In Government Regulation Number 78 of 2015 concerning Wages, it is explained that the determination of the minimum wage is carried out annually based on the need for a decent living and taking into account productivity and economic growth. single to live physically fit for one month's need, Component of decent living as referred to in Article 43 Paragraph (5) Government Regulation Number 78 of 2015 concerning Wages reviewed every five years taken from the central statistical agency.
- 4) Violation of the fulfillment of the normative rights of workers/laborers, especially outsourcing. On the one hand and wage rights to workers/labor. Mr. Narno who carried out mass action in front of the Tanjung Enim Lestari Limited Liability Company. As stated by him, the company also violated Article 4 of the Decree of the Minister of Manpower and Transmigration Number 101 of 2004 concerning Procedures for Company Agreements. Worker/Labourer Service Providers The article obliges the service/labor provider company to be willing to accept workers/labor in the previous worker/labor service provider company for the types of workers who continuously exist in the employer's company in the event of a replacement of the worker service provider company, within the Rules for termination of employment based on Article 37 of Government Regulation Number 35 of 2021 concerning Work Agreements for a Certain Time, Employers are required to notify the purpose and reasons for Termination of Employment to Workers/Labourers and/or Trade Unions/Labour Unions within the Company if the Worker/Labourer concerned is a member of a Trade Union/Labor Union. Notification of Termination of Employment is made in the form of a notification letter and submitted legally and appropriately by the Employer to Workers/Labourers and/or Trade Unions/Labour



Unions no later than 14 working days prior to termination of employment.

- 5) The unbalanced position makes the relationship between employers as a strong class and workers as a weak class resulting in workers and trade unions not having many choices, social inequality and imbalance in industrial relations like this cause conflicts to become obstacles in the implementation of Article 102 Point to 2 Law Number 13 of 2003 concerning Manpower.

Based on the description above, the writer analyzes that in the implementation of Article 102 Point 2 of Law Number 13 of 2003 concerning Manpower, there are obstacles such as low wages, because wages are the main thing in carrying out production activities, Humans work to get wages or salaries that are used in their survival. On a daily basis, if the wage increase is determined only to be limited to inflation plus economic needs that continue to increase and there is no certainty, then every year it is necessary to periodically review the adjustment of wages and the importance of the involvement of trade unions in determining wage increases for the continuation of harmonious industrial relations and the welfare of members. workers and their families in accordance with the provisions of Article 102 Point 2 of Law Number 13 of 2003 concerning Manpower, in fact the trade union or labor union is also part of the wage council that has the right to jointly discuss and discuss negotiate wages.

Theoretically, the employer and the recipient of work are equal in position, but in practice they are different; The ability of the company to fulfill workers' rights. To overcome the above problems: Government intervention is needed by making more adequate regulations, guidance, supervision and law enforcement are further enhanced if problems arise in labor relations, they must be resolved fairly The parties involved in labor relations must understand and carry out their rights and obligations with good and right.

#### **IV. CONCLUSION**

Barriers to the Implementation of Article 102 Point 2 of Law Number 13 of 2003 concerning Employment at Tanjung Enim Lestari Limited Liability Companies due to the low annual wage increase resulting in the production activity not running optimally. The importance of the involvement of trade unions in determining wage increases is something whose true principle is that the trade union or labor union is also a part of the wage council that has the right to jointly discuss and negotiate wages for the welfare of its members and their families, the Company also violates Article 4 of the Decree of the Minister of Manpower and Transmigration Number 101 of 2004 concerning Governance Company Agreement Method. In the rules for termination of employment based on Article 37 of Government Regulation Number 35 of 2021 concerning Work Agreements for a Certain Time, Employers are required to notify the intent and reason for Termination of Employment to Workers/Labourers and/or Trade Unions/Labour Unions within the Company if the Workers/Labourers the person concerned is a member of a Trade Union/Labour Union. Notification of Termination of Employment is made in the form of a notification letter and submitted legally and appropriately by the Employer to Workers/Labourers and/or Trade

Unions/Labour Unions no later than 14 working days prior to Termination of Employment. As a result of the above obstacles, the implementation of Article 102 Point 2 of Law Number 13 of 2003 concerning Manpower did not run optimally where the company was alleged to have violated Article 102 Point 2 of Law Number 13 of 2003 concerning Manpower which the company should expand employment opportunities as well as providing workers' welfare in an open and democratic manner, plus the government, which should have the function of providing services, monitoring and taking action against violations of laws and regulations, has failed in carrying out its duties and functions. It is hoped that the Government will have an active role through the relevant agencies, namely the Manpower Office of Lampung Province to provide protection for the rights of outsourcing workers by conducting direct supervision of the activities of the company, be it companies accepting outsourcing workers or providing outsourcing workers and taking action against companies that violate laws and regulations. employment, so that workers and trade unions can carry out maximum industrial relations. Companies should avoid unilateral termination of employment, companies should also create an atmosphere of harmonious and fair working relations, protection of workers' rights needs to be realized optimally in accordance with the values of Pancasila for the implementation of Article 102 Point 2 of Law Number 13 of 2003 regarding Employment can run optimally. And hopes for the Federation of Indonesian Pulp and Paper Paper Workers' Unions, Fight for the right to work, the right to a fair wage, the right to associate and assemble, the right to protection of security and health, the right to be legally processed, the right to be treated equally, the right to on personal confidentiality, the right to freedom of conscience in order to establish a balanced position as well as the creation of harmonious industrial relations and welfare for trade union members.

## **ACKNOWLEDGMENTS**

Thank you to the Federation of Indonesian Pulp and Paper Workers Unions, Lampung Provincial Manpower Office, so that this article can be presented scientifically through the data and information that has been provided.

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