

Analysis of Rejection of The Implementation of The Job Creation Law

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Abstract

This study examines the widespread rejection of the Job Creation Law in Indonesia by applying policy implementation theory to understand the root causes of public resistance and evaluate government efforts to address these issues. Passed in 2020 using the Omnibus Law approach, the law aims to streamline regulations to boost investment and economic growth. However, the study reveals significant objections from various societal groups, especially workers, due to perceived threats to labor rights, environmental protections, and public participation during its formulation. Using a qualitative literature review method, the research identifies key factors driving resistance, including inadequate transparency, limited stakeholder involvement, and distrust toward the legislative process. The findings show that the law is seen as prioritizing business interests at the expense of workers' welfare and environmental sustainability, exacerbating public dissatisfaction and leading to mass protests across Indonesia. The study underscores the need for effective public communication, inclusive policymaking, and a stronger focus on social welfare to build trust and improve acceptance. Recommendations include increased outreach, revision of contentious provisions, and strengthened collaboration between the government and stakeholders. These steps are critical for achieving a balance between regulatory reform and public trust while addressing Indonesia's socio-economic challenges.

Keywords: Job Creation Law; Omnibus Law; Policy Implementation; Public Resistance.

Introduction

The Job Creation Law is a law passed by the House of Representatives on October 5, 2020. The Job Creation Law is an Omnibus Law which amends 78 laws and consists of 15 chapters and 174 articles. This law was created to increase investment and ease of business in Indonesia. Regulatory problems are one factor causing Indonesia's investment climate to be hampered. Based on the 2019 Ease of Doing Business report, Indonesia was ranked 73rd out of 190 countries in terms of ease of doing business (Group, 2019). One of the most basic things is how the licensing process is too long, and the processing costs are high. Therefore, the complexity of problems in the licensing sector has made the government rack its brains to find an appropriate formulation by simplifying regulations by producing one legal product to cover all activities in the economic and investment sectors Paragraph, use this for the first paragraph in a section (Prasetyo et al., 2022).

According to the results of a study from the Indonesian Chamber of Commerce and Industry Task Force, there are eleven regulatory clusters related to investment that need to be addressed, namely land licensing, investment requirements, employment, convenience and protection for Micro, Small and Medium Enterprises (MSMEs), ease of doing business, research support and innovation, government administration, imposition of sanctions, land control, facilitation of government projects, and Special Economic Zones (Putri and Tan, 2022). Of the 11 investment clusters, 78 laws have the potential to hamper the investment climate in Indonesia. The government then simplified the 78 laws

into two laws in the investment sector, namely the law is seen as an opportunity to attract more investors and revive the MSME sector (Asmara et al., 2022). They aim to simplify regulations by revising numerous laws at once, though their use is not explicitly accommodated in some legal frameworks (Putra, 2020). The implementation of the omnibus law method in Indonesia has begun by changing the laws regarding investment and the like which relate to investment to be united into one legal umbrella and there is no overlap in the juridical aspect (Prasetyo et al., 2022). The policy of regulatory reform through the Omnibus Law method in Indonesia is certainly not something the government has done rashly. The Indonesian government adopted the Omnibus Law method to address regulatory obesity and simplify regulations (Rishan & Nika, 2022).

Table 1. Research Gap on Implementation of the Job Creation Law

No	Author	Research Topic
1	Agus Suntoro (2021)	Job Creation Law from a Human Rights Perspective
2	Turro S Wongkaren (2022)	Implementation of the Job Creation Law for Fixed-Term Contract Employees
3	Muhammad Amin Effendy (2023)	Implementation of the Job Creation Law for Fixed-Term Contract Employees
4	Michelle Lucky Madelene (2022)	Legal Protection for Business Actors
5	Imam Agus Faisol (2022)	Relaxation of credit rights
6	Indah Fitriani Sukri (2021)	Job Creation Law for halal certification
7	Devi Elora (2021)	Database for MSMEs

Source: Data Collection

Table 1 above presents various findings related to the implementation of the Job Creation Law from various aspects in Indonesia. The formation of the Job Creation Law from a Human Rights (HAM) perspective is still indicated to be backward and contradictory when compared to previous sectoral laws (Suntoro, 2021). The delay occurred due to the weakening of efforts to protect workers against decent and fair working conditions and efforts to protect environmental rights due to the relaxation of restrictive regulations and the imposition of environmental criminal sanctions. Regarding laborers or workers, in the Job Creation Law there are several changes related to the provisions of fixed-term work agreements that were previously regulated in the Manpower Law (Santosa, 2021).

These changes include changes to the term limits of fixed-term work agreements, the elimination of provisions regarding extensions and renewals of fixed-term work agreements, as well as the addition of provisions that employers are obliged to provide compensation money for certain-term work agreements that have expired. The problem that then arises during its implementation is that there is no limit regarding the maximum term for a certain type of work agreement for a certain time which is based on the completion of a certain work, there are no legal consequences if a certain time work agreement is made not in writing, and there are no provisions regarding notification. from employers regarding the extension and renewal of certain term work agreements.

In addition, problems also occurred during the implementation of the Job Creation Law for Fixed-Term Contract Employees (PKWT) (Wongkaren et al., 2022). There are four obstacles in the implementation of the Job Creation Law, namely (1) There is still weak supervision, where there are still many companies that do not have employment

facilities, especially for medium to lower-sized ones, (2) There still a lack of coordination in laws and regulations which results in difficulties to obtain protection, (3) Uncertain law enforcement, especially regarding wages, and (4) Legal uncertainty regarding the Job Creation Law since it was declared formally defective by the Constitutional Court. Regarding this PKWT, it was also added by Effendy et al., (2023) who explained that in the employment cluster, the Job Creation Law ignores the philosophy of the Employment Law that it replaces. In contrast to the research explained above, there is research stating that the Job Creation Law has been running well and has greatly helped the community. The Job Creation Law provides certainty of legal protection to MSME actors in terms of accelerating business licensing for business actors by shortening the registration time and cutting down on complicated bureaucracy as stated in Articles 87 and 91 of the Job Creation Law (Madelene and Sidauruk, 2022). In addition, the Job Creation Law also guarantees that business actors receive legal protection such as ease of doing business, getting tax relief for MSME business actors, and easy access to business capital assistance. In line with tax relief, the Job Creation Law also provides significant benefits for taxpayers related to the relaxation of Input Tax (PP) credit rights for Taxable Entrepreneurs (PKP) (Faisol & Rahmawati, 2022).

The Tax Authority is asked to provide more detailed sales data so that it can be a guideline for PKP to correct the Annual Tax Return (SPT). Likewise, the delivery of coal as an export item is subject to a rate of 0%. In addition, the exemption from PPh on dividends is to increase investment funding and help restore the national economy. The Job Creation Law also provides convenience for people who want to carry out halal certification and halal products because it is regulated by the authority of the Halal Product Guarantee Agency (BPJPH) (Sukri, 2021). The establishment of BPJPH is one form of government effort to protect consumers and BPJPH is given the authority to issue and revoke halal certification and halal labels on a product.

Therefore, the process of issuing halal certification must go through one door so that the entire process does not take a long time and its implementation is not complicated. Furthermore, the Job Creation Law also emphasizes the existence of a single database and integrated management of micro and small businesses (MSEs) where the authority to coordinate and evaluate the management of MSEs in an integrated manner is the authority of the central government (Elora, 2021). The Job Creation Law also regulates exceptions to the establishment of companies for MSEs where MSEs can also be established by one person and the establishment is sufficient to be based on a statement of establishment made in Indonesian.

This is different from the previous one which required that the establishment of a company must be established with a notarial deed in Indonesian. Apart from that, the Job Creation Law also changes the rules for the minimum authorized capital limit so that there is no longer a minimum limit. From the results of the research gap above, researchers see that there are still problems in the implementation of the Job Creation Law, namely that there is still resistance from workers and the community, although there are also people who state that the Job Creation Law has worked well and is quite helpful for the community. Therefore, the problem in this article is 1) what factors cause society to reject the implementation of the Job Creation Law in Indonesia? 2) What are the government's efforts to overcome resistance to implementing the Job Creation Law in Indonesia?.

Method

This study seeks to analyze the factors contributing to the widespread rejection of the Job Creation Law and to identify appropriate government measures to address this rejection, employing a qualitative research design with a case study approach. Such an

approach allows for an in-depth understanding of the social dynamics, perceptions, and responses of various groups impacted by the law, as well as an exploration of the government's actions to anticipate and mitigate resistance. The main data source is Law Number 11 of 2020 concerning Job Creation, which was introduced to create jobs by improving the investment ecosystem, facilitating ease of doing business, empowering cooperatives and MSMEs, and accelerating national strategic projects, covering ten key scopes. Despite its intended objectives, the law faced significant opposition from various societal elements, resulting in the Constitutional Court Decision Number 91/PUU-XVIII/2020, which deemed its formation contrary to the 1945 Constitution and conditionally unconstitutional, requiring amendments within two years. In response, the government issued Government Regulation in Lieu of Law Number 2 of 2022 to implement the court's decision while retaining the original objectives of enhancing economic growth and competitiveness. The study also incorporates data from Indonesiabaik.id, detailing the legislative journey of the Job Creation Law, including the timeline and extensive deliberations involved, as well as infographic data from Tempo newspaper, highlighting demonstrations in ten major cities across Indonesia, including the gathering points, scale, and consequences of the protests. Together, these sources provide a comprehensive overview of the law's development, public reactions, and the government's strategies to reconcile legal frameworks with societal concerns.

Results and Discussion

The controversy regarding the Omnibus Law Job Creation Law began when on February 12, 2020, the text of the Draft Job Creation Law was submitted to the House of Representatives with a thickness of 1,028 pages consisting of 174 articles and 15 chapters with details of 684 pages of main articles and 344 pages of explanation (Suhrowardi et al., 2024). This text was then discussed at the Legislature's working meeting with the Government on April 14, 2020. On October 3, 2020, a decision was made regarding the discussion of the Job Creation Bill at Level I Discussions and was brought to the Level II Discussion Stage at the Plenary Session of the House of Representatives. Finally, the controversial Omnibus Law on Job Creation was passed by Indonesia's parliament on October 5, 2020, amidst the COVID-19 pandemic (Muqsith, 2020).

The Job Creation Bill, an omnibus law aimed at simplifying 79 laws to boost investment and employment, has faced significant criticism during its drafting and implementation. The legislative process has been seen as problematic, lacking public participation and transparency, and influenced by the President's coalition's power in parliament (Suntoro & Nureda, 2022). Key concerns include rushed discussions, lack of transparency, limited stakeholder engagement, and enactment during a pandemic despite public opposition (Rafiqi, 2021). From a legal and good governance perspective, the drafting of the bill is procedurally flawed, lacks democratic principles, and has the potential to go beyond constitutional provisions (Fajar & Zaid, 2021).

The drafting of the Job Creation Bill has followed the provisions stipulated in Law No. 12 of 2011 concerning the Formation of Legislative Regulations. Discussions have been held at least 64 times in discussions at the Working Committee (Panja) of the Job Creation Bill. During its formation, the Job Creation Law was filled with various problems, for example: a lack of public participation, to the number of pages of the draft law which were spread across various page versions, causing public confusion. The formation of these legislative regulations is omnibus law, which means that the technique of forming the law allows one law to contain changes or even replacement of many laws (Sundari & Amalia, 2020).

Table 2. Timeline of The Job Creation Law

No.	Date	Activity
1	October 20, 2019	The term Omnibuslaw first appeared in a speech by the President of the Republic of Indonesia, <i>Joko Widodo</i> .
2	December 17, 2019	The government forms an Omnibus Law Task Force
3	February 2020	President <i>Joko Widodo</i> sends draft of Job Creation Bill to House of Representatives
4	April 2, 2020	The Job Creation Bill has begun to be discussed by the House of Representatives in a plenary session
5	April 14, 2020	<i>Badan Legislasi</i> of the House of Representatives formed a Working Committee and held the first working meeting on the Job Creation Bill
6	April 24, 2020	President Joko Widodo postpones discussion of employment cluster in Job Creation Bill
7	Juli 8 – Juli 23, 2023	Involvement of public participation by involving elements of trade unions/laborers and business elements
8	May 20 – October 3, 2020	Detailed and intensive discussion of the Job Creation Bill (Discussed through 64 meetings consisting of 2 working meetings, 56 working committee meetings, and 6 meetings of the drafting team/synchronization team)
9	October 5, 2020	The Job Creation Bill was passed into law in a plenary session of the DPR

Source: Data Collection.

The ratification of the Job Creation Law in Indonesia sparked widespread protests and demonstrations across the country (Suri et al., 2023). Critics argued that the law could harm workers' rights, ignore environmental sustainability, and degrade social welfare (Alam et al., 2022). Apart from that, the process of creating, reviewing, and ratifying the Job Creation Law also raised slanted voices from several groups because it was considered unclear and flawed in its formal formation (Widiyaningrum and Isnaini, 2021). This then gave rise to a wave of rejection from various groups in various regions. On October 8, 2020, workers, students, and community alliances then held a demonstration demanding the cancellation of the implementation of the Job Creation Omnibus Law.

Demonstrations against the Job Creation Law in various regions in Indonesia can be seen in Table 2. There are three articles that are rejected by the public, especially workers, against the Job Creation Law, namely Article 59 of the Job Creation Law which removes the term of a fixed-term employment agreement or contract workers. This elimination is feared to potentially provide power and flexibility for employers to maintain the status of contract workers without any time limit. Article 79 is also an article that was later rejected by workers during the demonstration. The article states that the right of workers to get two days off in one week which was previously regulated in the Manpower Law was then cut.

Article 79 paragraph 2 letter (b) states that the Job Creation Law stipulates that workers must be given a weekly rest period of one day for six working days in one week.

In addition, Article 79 of the Job Creation Law also removes the obligation of the Company to provide a two-month long rest for workers who have worked for six consecutive years and applies to every multiple of six years of work. Article 79 only regulates the provision of annual leave of at least 12 working days after the worker or laborer has worked for 12 months continuously. The next article that is the basis for the rejection is Article 88 of the Job Creation Law which changes the policy regarding workers' wages.

The important point is that the Job Creation Law only mentions seven elements of wages, namely minimum wages, wage structure and scale, overtime wages, wages for not coming to work and/or not doing work for certain reasons; forms and methods of wage payment; things that can be calculated with wages; and wages as the basis for calculating or paying other rights and obligations. The things that are removed in the Job Creation Law are regarding wages for exercising the right to rest time, wages for severance pay, and wages for calculating income tax.

1. Rejection from Public

The large number of people who reject the Job Creation Law is due to a lack of communication between the government and the community, especially workers whose human rights are threatened, materially, due to problematic articles that will discriminate against workers. and also simplify the mechanism for termination of employment (PHK). Meanwhile, in the COVID-19 situation, it is very difficult for people to work because of restrictions, but the government has instead made a job creation law in an atmosphere where there is still an uproar about the Corona outbreak. Apart from that, Haris Azhar, Executive Director of Lokataru, revealed that the drafting of laws and ratification carried out by the government, in this case, the DPR RI during the Covid pandemic, was something that was considered inappropriate and the government should have focused more on handling the chaotic Covid problem. He believes that the government is taking advantage of this situation to pass the omnibus law, which he views as a policy that is not transparent and produces bad, greedy, and even dirty material (Putri et al., 2022).

Table 3. Demonstrations Against The Job Creation Law In Various Regions Of Indonesia

No.	City	Meeting Point	Information
1	Medan	North Sumatra Province Regional People's Representative Council Building	Police arrested 177 people accused of rioting
2	Padang	West Sumatra Province Regional People's Representative Council Building	A total of 84 people were detained by police on charges of being involved in the riot
3	Banjarmasin	South Kalimantan Province Regional People's Representative Council Building	The demonstration was peaceful, the police and demonstrators had time to pray midday prayers together

4	Kendari	Southeast Sulawesi Province Regional People's Representative Council Building	The demonstration was initially peaceful but turned chaotic. The police then dispersed the crowd with water cannons
5	Cirebon	Cirebon Regional People's Representative Council Building	Police detained 112 people on charges of being perpetrators of the riot
6	Surabaya	East Java Regional People's Representative Council Building, East Java Governor's Office, and Grahadi Building	Demonstrations by workers and students led to clashes with the police.
7	Jakarta	Merdeka Palace and the House of Representatives Building	A thousand people were arrested on charges of being perpetrators of the riots. Six police officers were hospitalized. Public facilities such as Transjakarta stops, police posts, and MRT project excavators were damaged by the mob.
8	Bekasi	Bekasi Regional People's Representative Council Building	Thousands of workers who wanted to go to Jakarta were turned away by the police and blocked the main road in Bekasi
9	Bandung	West Java Regional People's Representative Council Building	Police arrested 160 demonstrators accused of attacking officers and damaging public facilities
10	Yogyakarta	Yogyakarta Regional People's Representative Council Building	The workers' and students' demonstration, which was originally orderly, turned into chaos. The mob then damaged the Yogyakarta Regional People's Representative Council building and burned a restaurant on Malioboro Road.

Source: Data Collection.

Looking at the phenomena occurring in society, several factors cause resistance to the implementation of the Job Creation Law, the first is dissatisfaction with the content of the policy. This dissatisfaction must immediately find a solution and a way to overcome it, whether carried out by the party directly affected by the implementation of the policy or by the party who is responsible for the problem. This dissatisfaction lies in the direction of how services should be designed (Cohen, 2012). This dissatisfaction is related to the variables that influence the success of implementation which were previously explained, namely the characteristics of the policy being implemented. Second, distrust of the law

formulation process. Law formation is a series of law-making processes that start from planning, preparation, drafting techniques, formulation, discussion, ratification or stipulation, and promulgation (Samosir, 2016). The drafting of the Job Creation Law was considered too fast to be passed because, in just eight months, the bill which was submitted by the government to the DPR in February was then ratified in October of the same year. This then gave rise to public distrust in the process of formulating the Job Creation Law. Third, distrust of the government. One thing that can cause a decline in the level of public trust in the government is that many government policies are not of good quality. Trust and distrust have assumptions from opposite angles, which may come at the same time.

There are two differences in views between trust and distrust in public administration and political science, the first is the debate about the need for trust where some people argue that citizens' trust is good and distrust is detrimental. Second, while others argue that citizens' distrust of the government is rational and trust is a negative thing (Walle and Bouckaert, 2003). Fourth, adverse social, economic, and environmental impacts. Many people reject the Job Creation Law because it is considered very detrimental to several groups, especially the working class. Economic activities and social, cultural, and political activities must not only consider short-term interests because if today's profits are obtained through methods and actions that damage the potential of natural resources and the environment, it will damage the potential for future generations.

Amendments and deletions to Articles 24,38,39 paragraph (2), 40, 76, 88 of Law no. 32 of 2009 concerning Environmental Protection and Management have the potential to cause legal problems. The legal problems that arise include an increase in the central government's workload due to the delegation of environmental due diligence duties, the loss of direct environmental management control over a business or activity, and confusion regarding the concept of strict liability (Amania, 2020). Apart from that, as stated in Suntoro (2021), there has been a weakening in efforts to protect workers regarding decent and fair working conditions and in efforts to protect environmental rights. Fifth, nonconformity with social values and norms. The presence of Law Number 11 of 2020 concerning Job Creation has triggered social unrest in Indonesian society, especially the contents of the articles that accommodate guarantees of workers' rights. The Indonesian public's legal perception of the presence of this law has given rise to various objections with the view that Law Number 11 of 2020 concerning Job Creation, especially regarding the protection of workers' rights, does not have a beneficial impact on the law, which is in favor of the interests of protecting rights. Indonesian workers or laborers are in a contractual relationship with their employers (Sjaiful, 2021). Sixth, lack of community participation and involvement.

The formation of the Job Creation Law was filled with various problems, such as a lack of public participation, so the number of pages of the draft law was spread across various page versions, causing public confusion. The stages of the process of forming the Job Creation Law are considered not following the rules for forming correct Legislative Regulations. The principles of drafting the law were not fully adhered to by the drafters of the law. For example, the process of discussing the Job Creation Bill seems rushed and is considered to violate the provisions of Law No. 12 of 2011 concerning the Formation of statutory regulations, one of which concerns the principle of openness (Saiya et al., 2021). Seventh, dissatisfaction with the protection of workers' rights. One thing that is a problem in the Job Creation Law is the protection of workers' rights. Several workers' rights are protected by the Job Creation Law, namely guaranteeing workers' rights to wages and severance pay and guaranteeing rights against unilateral termination of employment.

The employee wage regulations regulated by the Ciptaker Law are based on workers' agreements with wages and the law that regulates them. Article 81 number (25) regarding labor with the addition of article 88A, namely number 4, wage regulations which are decided based on an agreement between workers and employers or entrepreneurs with labor unions which cannot be lower than the provisions of the law and number 5 if the provisions in number 4 are lower than the provisions in the legislation, then the agreement is null and void and the statutory provisions are used (Wijaya and Sudiarawan, 2020). Apart from that, regarding termination of employment relations, Article 81 No.37 Paragraph (1) explains that employers/laborers, trade unions, and the government must make efforts to prevent termination of employment relations.

Eighth, differences in economic views and interests. The ratification of the Job Creation Law has given rise to pros and cons which have made various groups of people take to the streets as a form of protest against the ratification of the Job Creation Law. Since the beginning of the process of drafting this law, it has generated various kinds of rejection from the public who do not agree with this law. The reason the public does not agree with this change is not because there is a 100-day deadline for making it set by President Jokowi and the making process did not involve many parties Fitri (2021) but rather, it is because of important reasons and needs to be paid attention to because is one of the main problems in this Draft Law.

This problem is caused by a reduction in wages for workers whose employment relationship is terminated by the employer. Changes to Article 88 of the Manpower Law have an impact on the direction of regulations regarding wages. The regulations in Article 88 of the Manpower Law further emphasize the policy of workers' rights to obtain wages that are worthy of humanity. The forms of wages in paragraph (4) were previously divided into 11 forms of wages but were cut in the Job Creation Law to 7. Based on paragraph (4), the previous regulation regarding the need for a decent living with productivity and economic growth was changed in the Job Creation Law to read, further provisions regarding wage policies are regulated in Government Regulations (Mokoginta et al., 2022).

2. Government Response

In managing and disseminating information to the public, more massive efforts are needed so that the information can reach the hands of the public in its entirety and not half-heartedly. The dissemination of information about the law through social media platforms like Instagram facilitated public participation and debate (Nahas and Junaidi, 2024). The first thing is regarding trust which is an absolute requirement for good governance. Implementation of current policies, such as sound political and economic considerations that are essential to building good governance, can build public trust in the government. The government must consider future issues in developing policies related to competitiveness, such as the issue of socio-economic inequality.

Second, transparency, transparency in the government sector is related to conveying open information in the sense that the public can easily access and obtain information related to progress in the government. Transparency regarding information can improve public communication with the government and provide opportunities for the public to be directly involved in monitoring government activities. Thirdly, community participation, involving the community in decision-making either directly or through legitimate representative institutions to represent the interests of the community is also one aspect of increasing public trust in the government. Involving the community in participating as a whole, can increase people's confidence that they have been given the freedom to express opinions and participate.

However, apart from these government factors, there are other factors that cause policies not to be complied with by the public, namely the concept of selective non-compliance with the law, where there are several statutory regulations or public policies that are less binding on individuals. Legal uncertainty and ambiguity in policy measures can significantly impact compliance with laws and regulations. Unclear communication, insufficient resources, and doubts about authority can lead to non-compliance Coombs, (1980) Information uncertainty affects people's attitudes towards environmental laws, influencing risk perception and trust in regulatory authorities (Matveeva, 2024).

The Job Creation Law amends 31 (thirty-one) articles, deletes 29 (twenty-nine) articles, and inserts 13 (thirteen) new articles in the Employment Law (Imawanto, 2022). In the process of drafting this law, there were a lot of public opinions that disagreed, this public opinion was because President Jokowi had a deadline of only 100 days and also did not involve many parties in its creation. However, there is one thing that is very important and is the main problem in drafting this law. One of these problems is the cutting of severance pay for workers whose employment relationships are terminated by the company, loss of maternity leave, and so on. Because of this, many workers and the public reject the Job Creation Bill.

This shows that there are dynamics in the formation of the Job Creation Law, both formally and materially (Matompo, 2020). The employment sector is discussed in Chapter IV concerning employment Articles 88-92 of Law No. 11 of 2020 concerning Job Creation. This chapter amends, deletes, or establishes new regulations from Law No. 13 of 2003 concerning Employment, Law No. 40 of 2004 concerning the National Social Security System, and Law No. 24 of 2011 concerning the Social Security Administering Body. It can be concluded that there are approximately 6 (six) aspects of labor reform in the Job Creation Law, namely regarding minimum wages, outsourcing, severance pay, work duration, and sanctions.

As we know, in essence, the relationship between entrepreneurs and workers/laborers is private (Riyanto et al., 2020). *Model neoliberal telah memperkenalkan faktor-faktor seperti pengangguran dan ketidakpastian yang memperburuk kerentanan pekerja, yang memungkinkan pengusaha menuntut subordinasi yang lebih besar di luar perjanjian kontraktual* (Iturrate, 2019). Therefore, to support this unequal position, government intervention is necessary to achieve equal and fair prosperity for both parties. Many efforts have been made by the Indonesian Government to overcome the rejection of the implementation of the Job Creation Law, first, explaining the objectives and benefits of the Job Creation Law to the public.

The government must communicate effectively with the public to openly and transparently explain the objectives and benefits of the Job Creation Law. In addition, the government needs to address the weaknesses in the law and anticipate the negative impacts that may arise as a result of the implementation of the Job Creation Law. This can be done by conducting an in-depth study of the potential negative impacts and finding the right solutions to overcome them. The government needs to prioritize the welfare of the people and return the narrative of the Job Creation Law to the welfare of the people. To address these concerns, the government has engaged in public education efforts, including focus group discussions, to increase understanding of the law's implications for workers and businesses (Madiha Dzakiyyah Chairunnisa et al., 2022).

Second, increase socialization activities and listen to input from various parties to achieve a common understanding regarding the Job Creation Law. The following is an interpretation of the efforts that can be made, 1) Increase socialization activities. The government can increase outreach activities to explain the objectives and benefits of the Job Creation Law to the public. This can be done through various media, such as

campaigns on social media, advertisements on television, radio and print, as well as public discussions. 2) Listen to input from various parties. The government also needs to listen to constructive input and criticism from various parties, including workers, employees, and the general public.

Therefore, the socialization of work laws in the Employment Law and the Job Creation Law for workers and entrepreneurs is one means for them (stakeholders) to understand, appreciate, and implement the provisions of the Employment Law and the Job Creation Law and their implementing regulations in industrial relations practices (Suntoro, 2021). Third, Clarifying narrative inaccuracies. First, the government needs to clarify inaccurate narratives built by stakeholders. This can be done through various communication channels, including mass media, social media, and direct meetings with various related parties (Suparman and Septiadi, 2021).

In this clarification, the government needs to convey clear and accurate information regarding the law, while also answering public questions and concerns. Second, the government needs to ensure that the narrative developed is in line with the objectives and benefits of the Job Creation Law. The government also needs to ensure that the implementation of this law does not harm the rights of workers and laborers, and does not have a negative impact on the environment. Thus, the narrative that is built can strengthen public understanding of the benefits of the law in the long term. Fourth, the government must address technical-administrative weaknesses by increasing the capacity and quality of human resources in the technical-administrative field, such as business licensing, improving the investment ecosystem, and ease of doing business.

The government must also strengthen cooperation between the central government and regional governments in implementing the Job Creation Law. This can be done by preparing clear guidelines and provisions for regional governments in carrying out their duties and responsibilities related to this law. In addition, the government must also evaluate and improve the Job Creation Law based on input and suggestions from various parties, including the general public, business actors, and labor unions. The government can form a special team tasked with collecting, analyzing, and responding to this input, as well as proposing necessary changes or improvements to this law.

Fifth, the government needs to conduct a dialogue with the community, such as trade unions and laborers, to listen to their complaints and input regarding the Job Creation Law. In this dialogue, the government needs to open an open and transparent discussion space and ensure that complaints and input from applicants are heard and considered in the implementation of the Job Creation Law. The government must also ensure that the implementation of the Job Creation Law does not harm the rights of workers and laborers. This can be done by ensuring that the Job Creation Law provides protection and legal certainty and fulfills the rights of citizens to obtain decent work and a decent living, to associate and assemble as guaranteed in the 1945 Constitution of the Republic of Indonesia.

Conclusion

The ratification of the Job Creation Law has made workers and laborers worried about the new regulations in the Job Creation Law which they think will harm them and benefit employers more. The Job Creation Law uses the Omnibus Law method to streamline the many regulations that sometimes overlap and then become one regulation that will cover all aspects of the employment sector. The demonstrations that have been carried out repeatedly and spread throughout Indonesia have forced the government to take action aimed at providing greater understanding to the public, especially the working class and laborers, regarding the Job Creation Law. Analysis of the implementation of the

Job Creation Law is that the government needs to carry out measured and targeted socialization so that the Job Creation Law is truly accepted by the public. The public considers that the ratification of the Job Creation Law which was too fast is also odd because it is considered not to involve workers in the drafting of the law. In the end, the public must realize that the Job Creation Law was formed and passed to protect them from arbitrary actions by employers. This can be seen from the articles in the Job Creation Law which are increasingly proactive and guarantee the welfare of workers.

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