

UPAYA PENYERAGAMAN UPAH BURUH UNTUK MENINGKATKAN KESEJAHTERAAN BURUH DI INDONESIA

by Ida Hanifah .

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UPAYA PENYERAGAMAN UPAH BURUH UNTUK MENINGKATKAN KESEJAHTERAAN BURUH DI INDONESIA

STANDARDIZATION EFFORT OF LABOR WAGE TO INCREASE TO IMPROVE LABOR WELFARE IN INDONESIA

Dr. Ida Hanifah, S.H., M.H.

Faculty of Law, Muhammadiyah University of North Sumatra

E-mail: idadhanifah@umsu.ac.id

Abstrak

Upah buruh merupakan bagian yang tak terpisahkan bagi kehidupan para buruh. Kebijakan upah Minimum yang selama ini diterapkan oleh pemerintah belum lah kebijakan terbaik, karena sebagian besar hidup buruh serbakekurangan yang dalam tataran kebijakan pemerintah masuk dalam kategori keluarga pra-sejahtera. Berdasarkan kondisi dan fakta tersebut, maka layak untuk melakukan perubahan terhadap kebijakan Upah minimum. Salah satu upaya untuk mensejahterakan buruh adalah dengan melakukan penyeragaman terhadap upah buruh di Indonesia. Upah buruh yang seragam diperkirakan mampu menjadi solusi taktis dalam upaya mensejahterakan buruh/pekerja. Meskipun akan banyak kendala dan tantangan yang dihadapi, tapi perlu adanya keberanian pemerintah untuk melakukan upaya tersebut. Penelitian ini menggunakan penelitian hukum normatif, dengan pendekatan penelitian terhadap asas-asas hukum. Teknik pengumpulan data diperoleh berupa data sekunder yaitu dilakukan dengan cara studi pustaka (*library research*) dan menggunakan analisis kualitatif.

Kata kunci: penyeragaman, upah buruh, peningkatan, kesejahteraan.

Abstract

Laborers wage is an inseparable part from their life. The minimum wage policy which has been implemented by the government is not the best policy, because most laborers' lives are still not growing enough to be stated welfare families but it is in underprivileged families' level based on government policy category. Based on these conditions and facts, it is feasible to make change to the minimum wage policy. One of the effort to improve the welfare of labor is making standardization of laborers wage in Indonesia. The standardization of laborers wage is expected to be a tactical solution in an effort to improve laborers' welfare. Although many obstacles and challenges will be faced, but the government must have the courage to make this effort. This study uses normative legal research with a research approach to the principles of law. Data collection techniques are obtained in the form of secondary data that is carried out by means of library research and uses qualitative analysis.

Keywords: standardization, laborers wage, increasing, welfare.

A. Introduction

Every 1st May each year during the commemoration of World Labor Day, then on that date also the laborers rallied to demand an increase in wages to the government. Laborers feel that the wages they receive today are actually insufficient to meet their daily needs. Laborers' lives are exacerbated by the uncontrolled increase in the prices of goods, so that with such a small wage, labor life is increasingly difficult.

The government itself comprehends of the situation and conditions, the proof is that every year the government together with the Central and regional Wage Councils always increase

labor costs, even though it is not as requested by laborers. Many components are the basis of the government's consideration in making policies related to labor wages. For example, the company's financial condition, the cost of living needs in each region that is not the same.

Initially the minimum wage policy was set based on the cost of minimum physical needs (MPN). When regional autonomy is determined, in determining the amount of the minimum wage level the basic considerations are: a) Minimum Life Needs cost (MLN), b) Consumer Price Index (CPI), c) inter-regional minimum wage level, d) growth capability and sustainability of

the company, e) labor market conditions, and f) economic growth and per capita income (Pratomo, Saputra, 2011: 270).

Different wage standards in each region naturally cause injustice for laborers, while the needs and costs of living between regions are almost the same. The consequence is that laborers never get the welfare of life that should be accommodated by the state. On the other hand, the government is able to provide state civil servants with a salary that is evenly distributed throughout Indonesia, although it is distinguished from rank/class.

Based on the current conditions, it is necessary to formulate how to standardize laborers wage an effort to improve the welfare of laborers in Indonesia, by using the concept of a welfare state.

B. Review of literature

Working is the main way of labor to gain wage in the other hand it is their right. The wage is earned to fulfill life's need must be appropriate for humanity category so that the wage plays important role and the characteristic of labourer relationship is the contract between employer and labor. Therefore, the government must involve in handling wage through policy issue²⁵

Law Number 13 of 2003 Concerning Manpower defines wage as laborers' rights which are received

and expressed in the form of money in return from employers or employers for workers/laborers whose amount is determined and paid according to a work agreement, a deal or laws and regulations, including allowances for laborers and their family for a job and or service that has been performed or will be performed. When various labor problems are strongly examined that have existed and occurred nowadays, the main problem is about to effort in fullfillment the needs of life which is constitution named as 'livelihood' (hajat hidup). This matter becomes constitutional rights for Indonesian citizen which the constitutional rights included in the constitution will be part of the constitution itself, so that all branches of state power must respect it (Kodiyat, 2019).

According to the perspectives of Kusumaatmadja and Sidharta, the suffering of

laborers is exacerbated by the fact that the existing of manpower laws are colonial products which placed labor as an object; as an object or as one of the factors of production, thus placing of laborers at a disadvantage in the service of employment and industrial relations systems that emphasize their position unlikly, so that they are no longer in line with labor development in Indonesia. Placing laborers as objects or only as factors of production is not ideal, but must place them as subjects, as an agent in the production process and as a private person with all his dignity and values. (Kusumaatmadja, Sidharta, 2000).

C. Research Methodology

¹⁴ This study uses normative legal research with a research approach to legal principles. Normative legal research is research which is the source of the data is from secondary data (Asmadi, 2019).¹³

The data collection techniques are carried out by means of library research or library research in the library of relevant written legal materials.

The procedure of library data collecting used secondary data (library research) that is library Research or document study used to obtain theoretical foundations in the form of opinions or writings of experts or other authorized parties and also to obtain information both in the form of formal provisions and data through the official text available. To analyze data collected from library research, this study uses qualitative analysis.

D. Research Finding and Discussion

1. The Relations between Labor and Wage

Many terms can provide descriptions relating to people who work in an agency or institution. Some call it the term laborers who connotes people who work in factories. There are also those who use the term employees or employees who are connoted with people who work in offices with higher education and well dressed. Another term that relates to a worker is labor which is often relied on by people who work abroad both male and female.

In Sedarmayanti's view²² at what is meant by laborers are indigenous people of working age (15 years and above) or 15-64 years, or potential residents can work to produce goods

and services if there is demand for their labor and if they want to participate in these activities. (2016). According to the Big Indonesian Dictionary, labors are people who work for others with a salary. (Editorial Team of the Big Indonesian Dictionary Language Center, 2008)

According to Law Number 13 of 2003 concerning Manpower (hereinafter written UUTK) in Article 1 number 2, states that what is meant by labor is "everyone who is able to do work to produce goods and/or services both to meet their own needs and to society ". In another level, labor is an inseparable part of the main wheel of the Indonesian economy (Hakim, Ispriyarso, 2016). Worker is the most important company asset in an effort to achieve company goals. (Indriyani, 2014)

According to Husni, wages play a very important role in an employment relationship (employment agreement) (2010). Wages are a means used by workers to improve their welfare (Wijayanti, 2010). Wages are one of the important indicators for assessing the life of workers/employees/labor. (Budijanto, 2017)

According to Article 1 number 30 UUTK what is meant by wages is the rights of workers/laborers received and expressed in the form of money in return from employers or employers to workers/laborers who are determined and paid according to work agreements, agreements, or legislation, including benefits for workers/laborers and their families for work and or services that have been or will be performed".

Limitation on wages according to the Wage Board is that the wage is an acceptance as a reward from the employer to the recipient of work for a job or service that has been or will be done, which serves as a guarantee of decent survival for humanity and production, expressed or valued in the form money that has been determined according to an agreement of laws and regulations and is paid on the basis of an employment agreement between the employer and the work recipient. (Kartasapoetra, et al.: 1994)

Wages for workers/laborers are needed to meet their needs and maintain their survival and their families. Policies and arrangements for distribution of wages, must be done fairly in accordance with applicable regulations. The

al provisions regarding wages are contained in the 1945 Constitution in Article 27, which states:

- (1) Every citizen has the same position in law government;
- (2) Every citizen has the right to work and a decent living for humanity ".

According to Ismail Sunny responding to Article 27 paragraph (2) above is a constitutional paper or a semantic constitutional by recognizing the right of citizens to get work, then in fact the Indonesian people have proclaimed themselves to decide to eliminate unemployment, so the state dares to include the article in its constitution. (Sunny, 2004)

Determination of the amount of wages is adjusted to the applicable minimum wage standard. In the nature of employment relations, although formally the relationship between workers and employers is the same before the law, but sociologically it is not. (Trimaya, 2014)

When examined more closely the various labor problems that exist and have occurred so far, the problem stems from a main problem "efforts to meet the needs of life" which in the 1945 Constitution is known by the term "livelihood". Problems of meeting basic needs, such as food, clothing, and shelter; as well as services such as education, health, and security are the main root causes as well as factors which later become important employment issues.

In order to fulfill their daily needs and their families, the laborers do their work based on what is their responsibility in accordance with the work agreement, but what often happens is that the laborers do not get wages that are in accordance with their workload. The impact is that the necessities of family life are certainly not met. Workers or laborers in the regulations in force in Indonesia have the right to obtain work, the right to wages in accordance with the agreement, to be treated well and humanely, both in the work environment, the right to social security. (Pertiwi, 2017)

Many problems cause labor dissatisfaction in wages, among others the slow implementation of wage payments, the existence of various wage deductions for the needs and interests of workers without the consent of laborers, the will of the laborers so that their wages are equated with better wages than other companies. The various

problems experienced by laborers are actually classic problems that have existed for a long time, but remain "nurtured" by both lawmakers and employers, so laborers/workers are always on the losing side.

The low wage of labor in Indonesia is due to the fact that some employers and even lawmakers still view workers/laborers as limited to an instrument of production in an economic system. With a minimum wage and although it has increased every year, it is still adjusted to the people's purchasing power. The problem is that the percentage increase in wages does not have a strong correlation with the increase in the living needs of workers and society in general (Iskandar, 2004)

According to the perspectives of Kusumaatmadja and Sidharta, the suffering of the laborers was exacerbated by the fact that the existing laws and regulations in the field of employment that had prevailed so far, were colonial products, which placed human labor as an object; as an object or as one of the factors of production, thus placing workers at a disadvantage in the service of employment and industrial relations systems that emphasize their position and interests, so that they are no longer in line with labor development in Indonesia in the future. Placing workers as objects or only as factors of production is not ideal, but should place workers as subjects; as an agent in the production process and as a private person with all his dignity and values (Kusumaatmadja, Sidharta, 2000)

The suffering of the workers/laborers was apparently not over when the regulations derived from colonial products were replaced with more "Indonesian" laws. When examined in depth, the statutory regulations related to wages, namely the Labor Law, apparently also do not provide the concept of minimum wages, the concept of decent living, the concept of wage protection, and wage safety nets. According to the Labor Law, the minimum wage provisions must be obeyed by all companies in Indonesia, although the capabilities and conditions of these companies are certainly different from one another, be it micro companies, small companies, medium companies and large companies. These provisions will certainly

affect the level of company compliance related to minimum wages. (Yetniwati, 2017)

Wages for economists are determined based on the level of living needs, other economists set wages based on marginal productivity provisions. Conventional economic theory, wealth will increase with the increase in skills and efficiency of the workforce, in line with the percentage of the population involved in the production process. Based on this, the economic welfare of each individual depends on the comparison between total production and the number of occupations or what is currently known as real income per capita. (Abha, 2013)

Adam Smith said that the biggest money payments to finance production and distribution were 3 (three), namely wages, rent and profit. Labor's wages cannot therefore be paid in full as much as the real value of the product they produce, because part of the real value must be provided for profit. This means that profit is an absolute element of a production. (Abha, 2013)

In a capitalist perspective, reasonable wages are the minimum cost of living. The capitalist will increase the wage, if the burden of his life increases to the minimum limit. The capitalist will reduce it if the burden of his life is reduced. Based on these conditions, the exchange rate of a worker is determined based on the burden of his life without regard to services provided by a person. (Abha, 2013)

The socialist in evaluating an item must be equal to the costs of producing the item, which includes labor costs in the form of natural wages. (Abha, 2013). Karl Marx as one of the pioneers of socialist thought states that the excess value of the labor productivity of workers over natural wages as surplus value, which is only enjoyed by the owners of capital. The smaller the wages paid to the workers, the greater the more value enjoyed by the owners of capital, which according to Marx means the exploitation or exploitation of the owners of capital over the workers. (Magnis, 1999)

2. Determination of Wages in Various Legislation in Indonesia

The issuance of Law No. 13 of 2003 concerning Manpower is the answer to questions related to the government's political will in the field of labor law which actually has a noble

purpose for legal protection of workers in: a. Empower and utilize the workforce optimally and humanely; b. Achieve equal opportunity employment and the provision of labor in accordance with national development needs in accordance with development and regional needs; c. Provide protection to workers in realizing welfare; d. Improving the welfare of the workforce and their families.

One important issue that never stops to be discussed is the issue of wages. The wages received by workers/laborers to this day, have not been able to provide welfare, so workers/laborers still live on a mediocre basis. The many protests from the workers/laborers made the government issue regulations related to the wage system.

In accordance with the mandate of Article 97 of Law Number 13 of 2003 concerning Manpower, on October 23, 2015 Government Regulation No. 78 of 2015 on Wages was established. This Government regulation is one of the government agendas in order to provide protection for the rights of wages for workers/laborers and provide business certainty for employers and to realize fair remuneration. (Motherland, 2017)

It turns out that Government Regulation No. 78 of 2015 concerning Wages, is in favor of employers and is detrimental to workers/laborers. The Confederation of Indonesian Trade Unions (CITU) eventually demanded that the Government revoke the Government Regulations (GR). The reasons proposed by CITU are: first, the establishment of GR No. 78 of 2015 does not involve Tripartite, so that it conflicts with ILO Convention No. 144 of 1976 and the provisions of Law Number 11 of 2012 (Yetniwati, 2017). In establishing legal norms in labor legislation, it should pay attention to ILO Convention Number 144 of 1976 regarding Tripartite Consultation to Improve the Implementation of International Labor Standards which have been ratified by Presidential Decree No. 26 of 1990 dated 18 June 1990. The protest carried out by the KSPI constitutes a fairness because the government has violated the "principle of openness", as stipulated in Law Number 11 Year 2012. Second, substantially the provisions of Government Regulation Number 78 Year 2015

apparently only consider the rate of inflation and economic growth but do not pay attention to the necessities of decent living (NDL) workers per year in setting the Provincial Minimum Wage every year (Yuliandri, 2007).

The minimum wage is the lowest wage for workers/laborers at the lowest level, in a work period of less than 1 (one) year, so workers/laborers who have a higher level or a period of more than 1 (one) year should receive wages greater than the minimum wage. For this reason, it is necessary to have a salary scale for company workers. (Budiyono, 2007)

According to Article 88 Paragraph (4) of the Manpower Law it is determined that "the Government sets the Minimum Wage as referred to in paragraph (3) letter (a) based on the necessities of a decent life and by observing productivity and economic growth". In setting the Minimum Wage in accordance with Article 89 paragraph (1) and paragraph (2), it is divided into 2 (two), namely: (a) Based on the Province or Regency/City; (b) Based on sectors in the Province or District/City which are directed towards the achievement of the needs for decent living".

Still in Article 88 in paragraph (4) it is determined that "the Government shall determine the Minimum Wage as referred to in paragraph (3) letter (a) based on the needs of a decent living and by taking into account the productivity and economic growth." The determination of the Minimum Wage is in accordance with Article 89 paragraph (1) and paragraph (2), divided into two namely (a). Based on the province or regency/city, (b). Based on the sector in the province or district/city which is directed towards the achievement of the needs for decent living".

The stipulation of the Minimum Wage is carried out by the Governor as determined in Article 89 paragraph (3) "the minimum wage as referred to in paragraph (1) is determined by the Governor taking into account the recommendations of the Provincial Wage Board and/or the Regent/Mayor". Paragraph (4) "the components as well as the implementation of the stages of attaining a decent living need are regulated by Ministerial Decree".

Wage policy in Indonesia refers to living standards for workers. Law of the Republic of

Indonesia Number 13 of 2003 concerning Manpower stipulates that the minimum wage is only based on the standard of living necessities. Article 1 paragraph (1) of the Regulation of the Minister of Manpower Number 1 of 1999 defines the minimum wage as "the lowest monthly wage which includes basic salary and fixed allowances ...".

3. Wages Standardization to increase Laborers subsistence and Welfare

Policies issued by the Government related to minimum wages, in fact many violated by employers. The minimum wage originally intended for workers who are new to work, apparently in fact given to workers who have long worked. The employer's interpretation of the minimum wage policy has led to protests from many laborers/unions.

The minimum wage policy is actually only beneficial for employers, but it is detrimental to laborers/workers. Employers with economic principles certainly try to outsmart the rules, so that the wages paid to workers are limited to the payment of the minimum wage. The impact is that the welfare that is so desired by the workers is still far from expectations, so that most workers and their families are still on the underprivileged family scale.

According to neoclassical economic theory that the minimum wage will in fact increase the income gap rather than reduce it. The minimum wage will cause non-market factors to play a role in determining the minimum wage limit in the labor market, which increases the price of labor. Finally, with rising labor prices, the minimum wage results in a reduction in labor demand and some workers will become unemployed (Sungkar, et al., 2015). On the other hand, it shows the urgency of the value of decent living needs (DLN) to the minimum wage as a tool to reduce poverty levels. The state, at this point with its social policies, actually plays an important role to intervene so that people in the free market can be more productive, stable and harmonious. (Libra, at https://www.researchgate.net/publication/296488651_Azas_keadilan_Minimum_Update_Minimum, accessed on April 14, 2019)

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Another problem that arises from the minimum wage policy is that the actual minimum wage policy is actually applied to single workers with less than 1 year of service, but it also applies to workers with more than 1 year of service and most are married. As a result the minimum wage, which is calculated based on the KHL of single workers, is unable to meet the living needs of household laborers who are married. The high percentage of workers who get wages below the minimum wage means that the level of compliance in the implementation of the minimum wage is minimal. (Izzaty, Sari, 2013)

Based on the facts above, it is appropriate to apply labor wage uniformity in Indonesia, to realize welfare and justice towards labor wages in Indonesia. Although the Manpower Law has sought to accommodate the interests of workers through their wages, the Manpower Law has not yet been fully implemented, so the determination of the minimum wage remains based on the MIC. At present, the eligibility of a minimum wage standard is based on the needs of workers in accordance with the criteria, namely: 1) minimum living needs (MLN); 2) Consumer Price Index (CPI); 3) The company's ability, growth and sustainability; 4) minimum wage standard in the surrounding area; 5) labor market conditions; 6) economic growth and per capita income (Sulistiawati, 2012)

An idea was initiated by Rekson Silaban about efforts to achieve fair remuneration in order to minimize wage conflicts. The wage system should be carried out through several steps, namely (Ibrahim, 2013):

- a. Broader transparency is needed from wage tripartite councils, particularly in the method of setting wages, survey mechanisms, final agreement on wage rates. The minimum wage that will be determined should first be socialized so that input, objection and clarification are obtained from unions who are not members of the wage tripartite council.
- b. Sectoral wages for certain cities in the industry (Batam, Banten, DKI, Bekasi, Karawang, Pasuruan, Semarang, etc.), should set sectoral wages. This should be done to require "wage generalization", because each

sector has a different level of excellence and business opportunities.

- c. The need for all companies to have a wage structure and scale. Based on Decree of the Minister of Manpower Number 49/Men/2004, every company is recommended to make a structure and scale of wages based on competence, education, position, years of service. The problem is that there are no administrative sanctions, so only a handful of companies follow suit. As a result, every wage adjustment negotiation is always problematic, because there are no standard guidelines.
- d. Supervision by involving tripartite. Given the large number of industrial relations conflicts that originate from wages, it is better if the supervision system related to wages is conducted in a tripartite manner. Although official investigators remain in the hands of the government, the procedures for supervision, planning, evaluation, are still carried out in a tripartite manner. It is hoped that this system can sharply reduce non-compliance with wage provisions.
- e. A quick and cheap complaint mechanism. In cases of non-compliance with wage provisions it is necessary to introduce a new Manpower Decree, so that no more cases of non-compliance with wages are submitted to the Industrial Relations Court.
- f. It is necessary to revise Minister of Manpower Regulations Number 17 Number 2005 regarding Consideration Factors in Wage Determination. In the Minister of Manpower Regulations, there are 4 (four) factors that must be considered in setting wages, namely: the necessities of a decent living, productivity, economic growth, the most marginalized businesses. In practice, it is very difficult to accommodate these four factors in setting wages. That is the cause of frequent voting in the wage council when setting the minimum wage. Survey results are usually always greater than the final agreement. Even in some regions, wage increases have been set below the inflation rate.
- g. In some countries, this factor is simplified by making only two factors, namely the inflation

rate (IR), and economic growth (general and sectoral).

Rikson Silaban's opinion above, in practice is recognized as difficult to do, because many factors can be a barrier for various parties to set the minimum wage. Based on these conditions, it is very possible to uniform the wages of laborers/workers in Indonesia. Wage differences only occur depending on level of education, and years of service.

At least the laborers/workers with low degrees will certainly be motivated to return to school so that their standard of living is more decent. Although the current campaign for the elimination of discrimination in terms of gender, education, age and experience in the world of work, actually in terms of education and experience there needs to be differences because it shows the professionalism of work. In fact, it becomes unfair if people with high education are paid the same as those with low education.

The other negative side of the minimum wage policy is structurally beneficial only to employers, caused; First, the nominal minimum wage is below the real wage. Workers are required to work hard with long working hours to make ends meet. Workers still have to live subsystems just to meet their daily needs which are increasingly narrow. Second, there is no adequate control tool for optimizing the minimum wage, so that capital owners are in a favorable position and are free to determine the wages they pay. Third, the mechanism for determining minimum wages is still largely dominated by state apparatus. Even those who represent workers in a trade union are not part of the workers, they only represent workers who cannot be expected to accommodate the aspirations of workers (Hendrastomo, 2010)

There are several benefits that can be obtained from the uniformity of labor wages in Indonesia, namely: a. The occurrence of equal distribution of labor/worker wages; b. Laborers are no longer placed in positions as people who have no bargaining value (especially workers with sufficient skills); c. Laborers/workers will be more motivated to work; d. The state is present in every effort to prosper the people.

Weaknesses of uniform labor costs include: a. There will be rejection from employers who object to the uniformity of labor wages; b. It

is feared that investors will flee to other countries if labor/worker wage uniformity is carried out;c.New conflicts between the government, employers and workers will continue to emerge.

Reading the plus and minus efforts to uniform wages for laborers/workers, the government should be a facilitator for the interests of workers and employers able to provide effective and concrete solutions for the welfare of laborers/workers, while making Indonesia a welfare state. A welfare state is defined as a state in which the government of the country is considered responsible for guaranteeing a minimum standard of welfare for every citizen. (Fuadi, 2015)

A country can be said as a welfare state if there are 4 (four) main pillars, namely: 1) social citizenship; 2) full democracy; 3) modern industrial relations systems; and 4) rights to education and expansion of modern mass education systems (Fuadi, 2015). The four pillars must exist in a country that indicates the country is a welfare state, where the state is obliged to impose the application of social policy as the conferring of social rights to its citizens on the basis of citizenship and not on the basis or social class. (Triwibowo and Bahagijo, 2006)

The concept of a welfare state actually refers to the role of the government which is responsible for managing and organizing the economy. This means that the state is expected to be able to carry out its responsibilities to ensure the availability of basic welfare services to a certain degree for its citizens.

For laborers, labor law policies in favor of the welfare of workers are needed, because the standard of living is increasing every year. Expecting employers to raise minimum wages for workers is certainly far from expectations. The government as the party most responsible for making regulations, is expected to be able to provide bright hopes for workers to achieve prosperity.

According to Mahfud M.D., the welfare state is focused on the implementation of a social protection system that is institutionalized for everyone as a reflection of the right of citizenship, on the one hand, and state obligations on the other. The welfare state is

aimed at parents and children, men and women, rich and poor, as well as possible. The state must strive to integrate the source system and provide a service network that can maintain and improve the well-being of citizens in a fair and sustainable manner. (Mahfud, 2012)

Uniformity wages for laborers/workers in Indonesia, although difficult to do with various considerations, is not impossible to realize. The government as a representative of the State can carry out this desire if labor law policies are in favor of the interests of laborers/workers, without having to neglect the interests of employers or investors. Even though the concept of a welfare state does not always compare to high wages, at least laborers/workers complain about the wages they receive, it should be a basic reference for a decent living for laborers/workers.

D.Closing

- a. That regulations related to minimum wage have both positive and negative sides which have been a consideration for both the central and regional governments and the wage council in setting minimum wage.
- b. Whereas regulations which have been the basis of minimum wage policies have often been rejected by workers because they have not provided a decent wage which has an impact on welfare.
- c. Standardization of wage for workers/labors in Indonesia, as an effort to improve the welfare of workers deserves to be floated, although many obstacles will be faced.

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