

Original Article

Diversity in the Corporate World: The Role of Law in Safeguarding Human Rights in the Workplace

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Abstract

The essence of labor law is to protect workers from arbitrary employer actions. This employment relationship is interdependent, where business entities require workers for operations, while workers depend on wages. Therefore, the rights and responsibilities of both parties, the company and the workers, need to be kept in balance. One fundamental worker right is protection consistent with religious principles, humanity, Pancasila, and the State's goals, as enshrined in the 1945 Constitution of the Republic of Indonesia (UUD1945). This protection aims to guarantee workers' basic rights, equal opportunity, and the prevention of discrimination, in order to realize the welfare of workers and their families. However, business development and the interests of business actors must not be ignored. Legal instruments for upholding workers' rights include specific regulations, such as Law Number 13 of 2003 of the Republic of Indonesia concerning Manpower. This research employs a normative juridical method to examine the role of law in safeguarding human rights in the workplace.

Keywords: Human Rights; Manpower; Role of Law; Workplace;

Introduction

Manpower issues encompass everything related to work, covering three main periods: pre-work, during work, and post-work. In fact, manpower, as an important component of human resources, is a crucial element in the Republic of Indonesia's national development today. Manpower is the most important element in a country's existence, as its role determines the sustainability or failure of an activity or business.¹

Guaranteeing human rights in the workplace is fundamental to achieving workers' welfare. This guarantee is enshrined in Articles 27(1) and 28D of the UUD 1945, ensuring every citizen's right to work and a dignified life. Despite these protections, persistent gaps exist between legal rights and workplace realities, such as low wages, discrimination, and poor conditions highlighting the need for robust legal protection. Law No. 13/2003 is pivotal, laying the foundation for impartial and non-discriminatory fulfillment of workers' fundamental rights and welfare.²

The role and position of manpower are of great value as the driving force and primary beneficiaries of development. This recognition is commensurate with their position and responsibilities, in accordance with human dignity and honor, both from a legal perspective and with regard to the rights of workers and their families. The protection provided in this regard must always be observed in light of rapidly changing business developments and in consideration of employers' interests. There are numerous legal foundations related to worker protection, including Law of the Republic of Indonesia Number 13 of 2003 concerning Manpower, along with all its implementing

¹ Arthur Josias Simon Runturambi and Ridwan Arifin, 'New Patterns and Trends of Migration: Hybrid-Crimes among Indonesian Migrant Workers in Southeast Asia', *Regional Science Policy & Practice*, 17.10 (2025), 100215 <<https://doi.org/https://doi.org/10.1016/j.rspp.2025.100215>>.

² Ni Made Utami Dwipayanti and others, 'Socio-Ecological Barriers to Women's Empowerment in Sanitation in Eastern Indonesia', *Health & Place*, 96 (2025), 103554 <<https://doi.org/https://doi.org/10.1016/j.healthplace.2025.103554>>.



provisions. Article 33, paragraph (1) of the UUD 1945 stipulates that the national economy must be conducted as a joint endeavor based on the principle of familial solidarity, aiming for the common good. Therefore, violations of fundamental rights protected by the Constitution are inherently also violations of human rights.³

Law No. 13/2003 concretely guarantees workers' fundamental rights, including (1) fair wages as per Article 88, (2) occupational safety and health, including holidays and leave, in Articles 86–87, (3) safeguards against unfair termination in Articles 151–154, and (4) the right to strike in Article 137. These legal provisions form the basis for upholding worker rights in Indonesia.⁴

Method

The research method used in this study is normative legal analysis, also known as doctrinal research.⁵ This approach is adapted to address issues in laws and regulations. It also uses a conceptual approach. The main sources for this research are literature reviews and legal materials. These materials include primary (original), secondary (supporting), and tertiary (additional) legal sources. Conceptually, this study aims to identify relevant legal norms, principles, and doctrines to address regulatory issues. The conceptual method comes from views and principles developed within the legal discipline. This approach is important because understanding legal doctrines is crucial for formulating legal arguments when facing regulatory problems.⁶

Results and Discussions

Positive Legal Protection of Workers' Rights

According to Senjun H. Manulang, as referenced by Hari Supriyanto, labor law has a dual goal: achieving social justice in employment relationships and protecting workers from employers' absolute power. This protection is achieved by creating binding regulations or agreements that prevent employers from acting arbitrarily towards vulnerable workers.⁷

Soepomo classifies labor protection into three main types. First, economic protection ensures adequate income for workers and supports them when they miss work for reasons beyond their control. Second, social protection covers occupational health and safety guarantees, and the right of workers to freely form and join labor organizations. Third, technical protection focuses on workplace safety and security, creating safe and decent working conditions. Imam Soepomo, as quoted by Asri Wijayanti, stated that worker protection encompasses five areas of labor law. First is labor recruitment and placement, which regulates recruiting and placing workers to match labor market needs. Second is employment relations, which covers the interactions between workers and employers. Third is occupational health, which guarantees workers' health while on the job. Fourth is occupational safety, which ensures protection against workplace hazards. Fifth is social security, which provides protection against accidents, pensions, and other social risks workers face.⁸

³ Winda Widyanty and others, 'Green Innovative Work Behaviour Model on Generation z Employees in the Manufacturing Industry: An Empirical Evidence from Indonesia', *Sustainable Futures*, 9 (2025), 100765 <<https://doi.org/https://doi.org/10.1016/j.sfr.2025.100765>>.

⁴ Ray Wagiu Basrowi and others, 'The Strategic Effort to Ensure Successful Breastfeeding Practice in the Workplace: An Indonesian Expert Opinion', *The Open Public Health Journal*, 17 (2024) <<https://doi.org/https://doi.org/10.2174/0118749445291278240305073733>>.

⁵ Abdul Kharis Almasyhari and others, 'Strategic Decision-Making: Linking Corporate Choices, Social Responsibility, and Environmental Accounting in Waste Management', *Social Sciences & Humanities Open*, 11 (2025), 101404 <<https://doi.org/https://doi.org/10.1016/j.ssaho.2025.101404>>.

⁶ M A Fahmi, S Martini and A Hargono, 'Predictive Modeling of Anxiety and Depression DALYs in Indonesia before and after the COVID-19 Pandemic: Insights from the Global Burden of Disease 2021 Study', *Medicina de Familia. SEMERGEN*, 52.3 (2026), 102714 <<https://doi.org/https://doi.org/10.1016/j.semerg.2026.102714>>.

⁷ Uli Wildan Nuryanto and others, 'Harmonizing Eco-Control and Eco-Friendly Technologies with Green Investment: Pioneering Business Innovation for Corporate Sustainability in the Indonesian Context', *Environmental Challenges*, 15 (2024), 100952 <<https://doi.org/https://doi.org/10.1016/j.envc.2024.100952>>.

⁸ Dewi Puspaningtyas Faeni and others, 'Green Human Resource Management and Sustainable Practices on Corporate Reputation and Employee Well-Being: A Model for Indonesia's F&B Industry', *Environmental Challenges*, 18 (2025), 101082 <<https://doi.org/https://doi.org/10.1016/j.envc.2025.101082>>.



Legal protection connects closely to the law's regulatory and protective roles. Government intervention in manpower is essential to regulate social relations and resolve problems. This intervention keeps equilibrium between workers and employers through laws, creating legal dualism in the labor market. Philipus M. Hadjon says: "Labor law is a functional discipline because it is mixed, that is, public law and private law." The private law nature arises from the employment agreement that forms the relationship between workers and employers. The public law nature exists because this legal relationship must also be regulated, facilitated, and supervised by the government to ensure legal protection for workers. Besides regulations, effective manpower supervision is vital to realize and enforce workers' rights.⁹

Manpower supervision is a vital and effective mechanism. It ensures compliance with labor regulations and law enforcement. Its main goal is to balance the rights and obligations of employers and workers, maintain industrial relations, preserve business continuity, and raise productivity, all while protecting workers. This supervision is guided by the provisions of ILO Convention No. 81 on Labor Inspection in Industry and Commerce, as explained in its Elucidation.¹⁰

Worker Welfare in the Effort to Protect Human Rights

Worker welfare is the foundation of legal protection in the workplace. This protection extends beyond simple compliance. It requires the full realization of fundamental worker rights and guarantees equal opportunity without discrimination. The 1945 Constitution of the Republic of Indonesia (UUD 1945) recognizes these basic rights for every citizen, including workers. Article 27, paragraph (2) expressly states: "Every citizen has the right to work and a decent life for humanity."¹¹

This constitutional assurance underlines every citizen's right to work and live with dignity, reflecting the principles in the UUD 1945. Article 28D, paragraph (2) of the UUD 1945 states: "Every person has the right to work and to receive fair and decent remuneration and treatment in the employment relationship." This guarantees the right to meaningful work, fair pay, and respect in the workplace. These form the basis of workplace human rights protections.¹²

One legally guaranteed worker right is to a decent wage. Every worker is entitled to an income in line with official standards, including the government-set minimum wage, which ensures a proper standard of living. Article 90, paragraph (1) of Law Number 13 of 2003 on Manpower prohibits paying below the minimum wage. A decent wage not only compensates work but also upholds a worker's dignity. The wage system must follow distributive justice, considering a minimum wage calculated based on Decent Living Needs (*Kebutuhan Hidup Layak/KHL*). KHL includes components such as food, clothing, housing, education, and health. Law Number 13 of 2003 also permits wage adjustments according to objective factors such as an employee's experience, level of education, job responsibilities, and local economic conditions. These adjustments are crucial to prevent discrimination and encourage worker loyalty and productivity.¹³

Every worker has a fundamental right to Occupational Safety and Health (*Keselamatan dan Kesehatan Kerja*, or K3), meaning they must be able to work in a safe environment free from the threat of injury or health problems arising from professional activities. 'K3' refers to all efforts and systems

⁹ Bambang Tjahjadi and others, 'Women on Boards, Corporate Environment Responsibility Engagement and Corporate Financial Performance: Evidence from Indonesian Manufacturing Companies', *Gender in Management*, 39.8 (2024), 1017–36 <<https://doi.org/https://doi.org/10.1108/GM-08-2021-0237>>.

¹⁰ Arif Budi Satrio, 'Gender Diversity, Governance Innovation, and Sustainable Corporate Practices: Evidence from the Two-Tier Board System', *Innovation and Green Development*, 5.1 (2026), 100331 <<https://doi.org/https://doi.org/10.1016/j.igd.2026.100331>>.

¹¹ Azam Purwoaji and others, 'The Impact of Insider CEOs on Corporate Carbon Emissions Performance: The Moderating Role of Corporate Governance', *Pacific Accounting Review*, 37.4 (2025), 551–91 <<https://doi.org/https://doi.org/10.1108/PAR-07-2024-0156>>.

¹² Xiaoyi Chen and others, 'Board Gender Diversity and Corporate Dividend Policy: International Evidence', *Journal of International Accounting, Auditing and Taxation*, 60 (2026), 100737 <<https://doi.org/https://doi.org/10.1016/j.intaccudtax.2025.100737>>.

¹³ Sri Utami Ady and Sa'adatuz Zahroh, 'Corporate Social Responsibility Disclosure on Financial Performance', in *Encyclopedia of Monetary Policy, Financial Markets and Banking (First Edition)*, ed. by Nicholas Apergis, First Edition (Oxford: Academic Press, 2025), pp. 653–70 <<https://doi.org/https://doi.org/10.1016/B978-0-44-313776-1.00170-7>>.



aimed at ensuring workers' well-being in the workplace. Workers' rights also include adequate rest time and the right to take leave. Termination of Employment (PHK) greatly affects workers' livelihoods and their families. Law Number 13 of 2003 of the Republic of Indonesia on Manpower sets strict regulations. PHK is only allowed under specific conditions and must involve negotiations with unions or worker representatives. If the discussion fails, the case must be resolved by mediation or the industrial relations court. Workers who experience a PHK have the right to severance pay, long service awards, and other legally regulated compensation. These provisions help protect workers' economic security after their contract ends. The law guarantees equal opportunity and prohibits workplace discrimination. No one can be treated differently because of origin, ethnicity, belief, race, gender, or disability. Articles 5 and 6 of Law Number 13 of 2003 require employers to create inclusive workplaces.¹⁴

Internationally, this principle is reinforced by the ratification of ILO Convention No. 111. Indonesia adopted this through Law Number 21 of 1999. This Convention addresses discrimination in employment and occupation. Rights for people with disabilities are also affirmed by Law Number 8 of 2016 concerning Persons with Disabilities. This law requires employers to provide quotas and proper facilities for workers with special needs. Additionally, workers have the right to form, join, or participate in trade unions to advocate for shared interests.¹⁵

As a concrete commitment to integrating global standards into domestic regulation, Indonesia has ratified all core ILO conventions and incorporated them into Law of the Republic of Indonesia Number 13 of 2003 concerning Manpower. This commitment is further strengthened by Indonesia's ratification of the International Covenant on Economic, Social, and Cultural Rights. The Covenant provides an additional foundation for protecting the right to work, a decent work environment, and the right to form trade unions.¹⁶

Labor law protects and fulfills workers' human rights, including fair work and wages, dignity, and organizational freedom, in line with national and international guarantees.¹⁷ Law pays special attention to women workers due to their biological and social vulnerability. Article 76 of Law Number 13 of 2003 on Manpower, for example, forbids employing pregnant women at night if it would harm their health. The law also mandates menstrual and maternity leave. Companies must provide a workplace free from sexual harassment and gender discrimination. Workplace nursing facilities are required to protect women and children. Most Indonesian workers are in the informal sector, including small traders, domestic workers, and motorcycle taxi drivers. Without formal contracts, they often miss legal protection and face exploitation. Strengthening social protection for informal workers is thus a crucial human rights priority.¹⁸ The government can help by developing voluntary social security, supporting labor cooperatives, and providing skills training to improve their bargaining power.¹⁹

¹⁴ Muhamad Rizal, R Anang Muftiadi and Agus Taryana, 'Integration of ESG Principles in Business Law: Why Should Indonesian Companies Care?', *Social Sciences & Humanities Open*, 13 (2026), 102447 <<https://doi.org/https://doi.org/10.1016/j.ssaho.2026.102447>>.

¹⁵ H Kent Baker and others, 'Chapter 27 - Board Diversity and Sustainable Corporate Performance: A Research Use Case Study from Turkey', in *The Sustainability Handbook, Volume 1*, ed. by Mark von Rosing (Elsevier, 2025), pp. 387–414 <<https://doi.org/https://doi.org/10.1016/B978-0-323-90110-9.00004-0>>.

¹⁶ Rajesh Bhue and others, 'Corporate Sustainability Practices: An Interplay of Uncertainty, Geopolitical Risk and Competition', *Journal of Environmental Management*, 376 (2025), 124471 <<https://doi.org/https://doi.org/10.1016/j.jenvman.2025.124471>>.

¹⁷ Santi Gopal Maji and Archana Haloi, 'National Governance Effectiveness and Corporate Decent Work Agenda under SDG 8: Evidence from Asian Emerging Markets', *Journal of Accounting in Emerging Economies*, 16.1 (2025), 169–95 <<https://doi.org/https://doi.org/10.1108/JAEE-06-2025-0320>>.

¹⁸ Michele Rubino and Ilaria Mastrococo, 'The Impact of Green Innovation on Corporate Social Behaviour: Longitudinal Analysing of the Mixed Effects on Stakeholder Relationships', *European Journal of Innovation Management*, 28.9 (2025), 4452–76 <<https://doi.org/https://doi.org/10.1108/EJIM-02-2024-0153>>.

¹⁹ Laura Mehnaz and Cherrie Yang, 'Women in Accounting Research: A Review of Gender Diversity, Equity and Inclusion', *Meditari Accountancy Research*, 33.7 (2025), 30–59 <<https://doi.org/https://doi.org/10.1108/MEDAR-05-2024-2479>>.



Challenges of Implementation and Recommended Strategies for Strengthening Legal Protection of Workers' Rights in Indonesia

Labor law aims to realize social justice in employment relationships involving parties with significant differences and similarities.²⁰ The differences lie in their socio-economic position (workers receive wages from employers), while the similarity lies in their equal human dignity before God. The strategy to achieve social justice in the workplace is to protect workers (the weaker party) from employer abuse of authority by establishing laws and regulations.²¹

As a country adhering to the principle of the rule of law (*rechtsstaat*), Indonesia absolutely requires legal protection to ensure justice and legal certainty for all citizens. The goal is to realize welfare and prosperity. Therefore, law enforcement, which is the foundation of national development and a universal necessity, must be carried out impartially and with respect for human rights.²² The government's active role in providing legal protection is needed to address emerging problems. The goal of worker protection is to guarantee equal access, eliminate discrimination, and realize workers' fundamental rights. This protection can be implemented through licensing regulations, expanding recognition of human rights, and establishing adequate economic and physical protection standards.²³

In any society, protecting workers' rights is crucial to fostering a just and equitable labor market.²⁴ However, the application of these rights can vary across nations depending on their economic conditions, cultural norms, and socio-political environments. In Indonesia, workers' rights are enshrined in various laws, and although universal principles guide their protection, the ways they are implemented can be influenced by local circumstances. Among the key workers' rights that need to be safeguarded, the right to work is perhaps the most fundamental. As outlined in Article 27, paragraph 2, of the UUD 1945, every citizen of Indonesia has the right to work and to live a life worthy of humanity. This right is not only a legal provision but a cornerstone of dignity and equality for all individuals, ensuring that every citizen has the opportunity to contribute meaningfully to society.²⁵

The right to a decent wage ensures fair compensation, which is essential to workers' dignity and economic well-being. Without it, meeting basic needs becomes challenging, undermining the ability to live decently.²⁶ Equally important are the rights to form unions and assemble, which allow workers to unite and advocate for their collective interests. Through trade unions, workers can strengthen their position in negotiations with employers, particularly on wages and working conditions. Unions serve as a platform for workers to voice their concerns and collectively pursue improvements in their labor conditions. The right to organize ensures that workers are not isolated but are empowered to

²⁰ Nguyen Khanh Hai Tran, 'The Impact of Corporate Environment Ethics and Mediating Role of Organizational Identification and Employee Environmental Commitment on Environmental Citizenship Behaviors', *Journal of Fashion Marketing and Management: An International Journal*, 29.5 (2025), 915–34 <<https://doi.org/https://doi.org/10.1108/JFMM-10-2023-0277>>.

²¹ Saskia Dörr and Christian Lautermann, 'Beyond Direct Stakeholders: The Extensive Scope of Societal Corporate Digital Responsibility (CDR)', *Organizational Dynamics*, 53.2 (2024), 101057 <<https://doi.org/https://doi.org/10.1016/j.orgdyn.2024.101057>>.

²² Yingying Xin and others, 'Board Gender Diversity Reforms and Corporate Social Responsibility: International Evidence', *Journal of Behavioral and Experimental Finance*, 45 (2025), 101025 <<https://doi.org/https://doi.org/10.1016/j.jbef.2025.101025>>.

²³ Jin Ye and others, 'Suggesting a Tourism Industry-Specific Environmental, Social and Corporate Governance (ESG) Reporting Framework', *Tourism Management*, 109 (2025), 105156 <<https://doi.org/https://doi.org/10.1016/j.tourman.2025.105156>>.

²⁴ Sanchita Bansal and others, 'Sustaining the Mining Industry through the Lens of Corporate Social Responsibility: A Review Research', *Resources Policy*, 99 (2024), 105387 <<https://doi.org/https://doi.org/10.1016/j.resourpol.2024.105387>>.

²⁵ Imen Khanchel, Naima Lassoued and Hayfa Barouni, 'Corporate Social Responsibility: Recent Developments and New Trends', in *Encyclopedia of Monetary Policy, Financial Markets and Banking (First Edition)*, ed. by Nicholas Apergis, First Edition (Oxford: Academic Press, 2025), pp. 439–53 <<https://doi.org/https://doi.org/10.1016/B978-0-44-313776-1.00220-8>>.

²⁶ Ruiqian Su and others, 'A Knowledge Management Perspective on ESG 2.0 and Policy Implications toward Corporate Sustainability', *Journal of Knowledge Management*, 29.10 (2025), 3281–3314 <<https://doi.org/https://doi.org/10.1108/JKM-02-2025-0159>>.



stand together and demand fair treatment, thus enhancing their ability to protect their rights effectively.²⁷

The right to health and safety protects workers from harm, ensuring a secure workplace. Addressing risks early helps ensure the safety of all staff. In addition, workers are entitled to due process, especially when they face accusations of misconduct or violation. It is essential that workers are given the opportunity to defend themselves and prove their innocence before any punitive measures are taken. This right to a fair hearing ensures that employees are not unjustly penalized and that their actions are evaluated fairly and impartially.²⁸

The right to equal treatment is vital, so no worker should face discrimination based on irrelevant factors like race, gender, or religion. Discrimination includes bias in hiring, promotions, salary, or access to training and education. Upholding equal treatment supports an inclusive workforce in which individuals succeed based on skill and ability, not background or identity. Privacy is a fundamental right for employees. While employers may need certain personal information, such as work history or background checks, this data must remain confidential and not be misused. Protecting personal data builds trust and ensures respect for workplace privacy.²⁹

The right to freedom of conscience is crucial for preventing workers from being coerced into unethical or illegal activities, such as compromising product quality or concealing fraud. It ensures employees can act in accordance with their moral values and are protected from complicity in unethical behavior.³⁰

In conclusion, while workers' rights are universal, their effectiveness depends on how they are implemented within Indonesia's unique social and cultural context. Upholding these rights empowers workers and strengthens national prosperity. They are the drivers of the national economy, making their legal protection just as essential as that of employees. In a mutually dependent employment relationship, it is crucial to maintain a balance of rights and responsibilities. Employers must operate their businesses in compliance with the normative provisions of Law No. 13 of 2003 on Manpower. In this context, employers possess certain fundamental rights that are essential to the proper functioning of their business operations.³¹

One such right that employers hold is the ability to establish employment provisions and agreements. These agreements are typically negotiated between employers or employer associations and trade unions or labor unions. While employers have the authority to unilaterally set company regulations, these must still comply with prevailing labor laws. However, these regulations often emphasize the rights of the employer and the responsibilities of employees, as they are made without mutual agreement.³²

Another significant right of employers is the authority to terminate the employment relationship. According to Articles 158, 163, and 165 of the Manpower Law, employers have the right to dismiss employees in accordance with established legal provisions. This right is essential to ensuring businesses can manage their workforce efficiently while complying with legal requirements.

Employers also have the right to close their businesses, but this must be done in accordance with the provisions of Articles 146 to 149 of Law No. 13 of 2003. This ensures that employers can make

²⁷ Zaid Qutait and Salem Salem, 'The Role of Corporate Social Responsibility in the Tax Avoidance of Palestinian Companies', *Asian Review of Accounting*, 34.1 (2025), 245–72 <<https://doi.org/https://doi.org/10.1108/ARA-03-2024-0088>>.

²⁸ Byung-Jik Kim and Julak Lee, 'AI Adoption, Employee Depression and Knowledge: How Corporate Social Responsibility Buffers Psychological Impact', *Journal of Innovation & Knowledge*, 10.6 (2025), 100815 <<https://doi.org/https://doi.org/10.1016/j.jik.2025.100815>>.

²⁹ Michela Bearzi and others, 'Corporate Venturing in Family Firms: A Systematic Literature Review and Future Research Agenda', *Journal of Family Business Strategy*, 16.3 (2025), 100685 <<https://doi.org/https://doi.org/10.1016/j.jfbs.2025.100685>>.

³⁰ Iris Li and others, 'Corporate Reputational Dynamics and Their Impact on Global Commodity Markets', *Journal of Commodity Markets*, 37 (2025), 100459 <<https://doi.org/https://doi.org/10.1016/j.jcomm.2025.100459>>.

³¹ Anh-Tuan Le, Thao Phuong Tran and Phuong-Linh Vu, 'ESG Reputational Risk and Corporate Dividend Policy: International Evidence', *Journal of International Financial Markets, Institutions and Money*, 106 (2026), 102246 <<https://doi.org/https://doi.org/10.1016/j.intfin.2025.102246>>.

³² Mehnaz and Yang.



decisions about the continuity of their business operations while still providing due notice and protection to their employees.³³

In addition, employers have the right to establish and join employer organizations. As outlined in Article 105 of the Manpower Law, employers are permitted to form or join associations that represent their interests. This right allows employers to collectively address issues affecting their businesses and to advocate for their rights in a broader context. Another important right is the ability to contract out certain work to other companies. This practice, commonly known as outsourcing, in which an employer delegates certain tasks or services to an external third-party company rather than performing them internally, allows employers to transfer specific tasks or services to third-party companies. However, this must be done in writing to ensure transparency and compliance with legal standards.³⁴

Employers' primary responsibility is to uphold employees' fundamental rights: the right to work, fair compensation, unionization and assembly, workplace health and safety, access to legal recourse, non-discriminatory treatment, privacy, and freedom of belief. By meeting these duties, employers foster a work environment that is fair, just, and sustainable for everyone involved in the employment relationship.³⁵

Conclusion

Legal protection of workers' rights in Indonesia remains inadequate, despite various legal provisions. This problem is driven by internal factors, including company limitations, workplace culture, and limited transparency between employers and employees. The fundamental basis for guaranteeing these rights (such as the right to compensation, the right to form unions, and the right to safety) is Law Number 13 of 2003 concerning Manpower. However, the implementation of this Law is hampered by regulatory weaknesses and insufficient information, which create opportunities for violations. To overcome this, concrete actions are needed, including government intervention to improve regulations, strengthen supervision, and increase implementation effectiveness. Furthermore, in accordance with the mandate of Law Number 13 of 2003 concerning Manpower, labor disputes must be resolved equitably in accordance with the broader legal framework. The balance and harmony of the employment relationship can be achieved through a deeper understanding of the rights and obligations of both workers and employers. Optimizing the protection of rights is key to achieving welfare and justice for Indonesian workers.

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³³ Maji and Haloi.

³⁴ Dörr and Lautermann.

³⁵ Thanh Tiep Le, Phuong Quyen Tran and Bablu Kumar Dhar, 'Circular Economy and Social Life Cycle Assessment: The Role of Corporate Renewable Energy Strategies, Environmental Justice, and Environmental Impacts', *Journal of Cleaner Production*, 485 (2024), 144387 <<https://doi.org/https://doi.org/10.1016/j.jclepro.2024.144387>>.



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