

**LEGAL REVIEW CONTRACT WORKERS RIGHTS (OUTSOURCING) IN
ACHIEVING SUSTAINABLE DEVELOPMENT GOALS (SDGs)****Tonny Suhartono¹, Joko Setiyono²**

¹Diponegoro University
Jl. Imam Bardjo, S.H, Kampus Pleburan, Semarang, Jawa Tengah, 50241, Indonesia
Tel./Fax: +62-24-76918201 E-mail: tonnysuhartono.undip@gmail.com

²Diponegoro University
Jl. Imam Bardjo, S.H, Kampus Pleburan, Semarang, Jawa Tengah, 50241, Indonesia
Tel./Fax: +62-24-76918201 E-mail: jokosetiyono1961@gmail.com

Submitted: Dec 06, 2020; Reviewed: Apr 17, 2021; Accepted: Jun 13, 2021

Abstract

Labor problems will be very complex in line with the era of globalization and the rapid development of all fields, especially in the industrial sector, especially considering the high number of workers in Indonesia today. Another factor that is the source of labor problems is the unfulfilled interests of workers' rights. Therefore, efforts are needed to improve the rights of contract workers and promote a healthy and safe work environment. This study aims to examine the rights of contract workers based on existing laws in Indonesia. Also, this research will examine the contextualization of the Sustainable Development Goals (SDGs) as an effort to improve the rights of contract workers. This research uses normative legal research. The approach used is a statutory approach and a conceptual approach. The data used are secondary data which were analyzed using descriptive-qualitative analysis techniques. The results of this study indicate that the development approach in the economic sector in sustainable development focuses on increasing workers' skills so that they can increase competitiveness in obtaining decent work. This of course can be achieved by fulfilling workers' rights. Indonesia needs to demonstrate its commitment to the implementation of the SDGs, particularly Goal 8 on decent work and economic growth. Indonesia is one of the countries that approved the formation of SDGs, therefore the responsibility for achieving the SDGs is also the responsibility of Indonesia, from the central government to regional governments.

Keywords: *Contract Workers; Indonesia; Rights; SDGs*

INTRODUCTION

As has been formulated in Article 28 of the 1945 Constitution of the Republic of Indonesia, that the rights of citizens and residents are to associate and assemble, express thoughts orally and in writing, and

so on, the conditions will be regulated in law. This article reflects that the Indonesian state is democratic. To uphold the Indonesian nation to a better and more advanced life, every citizen is obliged to carry out his rights and obligations in a

balanced manner.¹

In the life of a state, our ideals in a state are to create a just and prosperous society. To realize these noble ideals, we need to carry out development.² Through development, we intend to increase the prosperity of society gradually and continuously, namely by increasing consumption.³ Since an increase in consumption is very dependent on an increase in income, and an increase in income depends on an increase in production, as an economic actor every member of society should participate in the development process.⁴ Article 27 paragraph (2) of the 1945 Constitution of the Republic of Indonesia states that every citizen has the right to work and a decent living for humanity. Then Article 38 of Law no. 39 of 1999 concerning Human Rights also stipulates that every citizen, according to his talents, skills, and abilities, has the right to decent work. From these articles, it is clear that all In-

donesian citizens who are willing and able to work so that they can be given a job at the same time with that job can live properly as human beings who have rights protected by law.

Legal protection for workers is the fulfillment of basic rights that are inherent and protected by the constitution as regulated in Article 27 paragraph (2) of the 1945 Constitution of the Republic of Indonesia which states that every citizen has the right to work and a decent living for humanity, Article 33 paragraph (1) which states that the economy is structured as a joint effort on kinship. Protection of workers is intended to guarantee workers' rights and ensure equal opportunity and treatment without discrimination against anything to realize the welfare of workers and their families while still paying attention to the progress of the business world and the interests of entrepreneurs.

Manpower issues will become very complex in line with the era of globalization and rapid development in all fields, especially in the industrial sector, especially considering the high number of workers in Indonesia today.⁵ The unequal number of workers and existing jobs is one of the employment problems. Another

¹ Achmad Zulfikar. (2015). "Rasionalitas Ekonomi Politik dalam Ratifikasi Konvensi Internasional Perlindungan Hak Pekerja Migran Tahun 2012." *The Politics: Jurnal Magister Ilmu Politik Universitas Hasanudin* 1(1), 37-50, p. 38.

² Triyan Febriyanto & Agus Taufiqur Rohman. (2018). "Perlindungan Hak-Hak Tenaga Kerja Indonesia (TKI) yang Bekerja di Luar Negeri." *Lex Scientia Law Review* 2(2), 139-154, p. 142.

³ Yetniwati, Ika Mudayana, & Arsyad Arsyad. (2020). "Perlindungan Hukum Terhadap Lulusan Magister Kenotariatan yang Magang di Kantor Notaris." *Soumaterra Law Review* 3(1), 41-51, p. 45.

⁴ Ghina Amalia, Ermina Istiqomah, & Sukma Noor Akbar. (2020). "Perbedaan Job Insecurity Pada Pegawai Kontrak Dengan Guru Honorer Di Lingkungan Dinas Pendidikan Kota Banjarbaru." *Jurnal Kognisia: Jurnal Mahasiswa Psikologi Online* 3(1), 34-38, p. 36.

⁵ Heru Suyanto, & Andriyanto Adhi Nugroho. (2017). "Perlindungan Hukum terhadap Hak-hak Pekerja Outsourcing Berdasarkan Asas Keadilan." *Jurnal Yuridis* 3(2), 61-74, p. 67.

factor that is a source of labor problems is the unfulfilled interests of workers (rights).⁶ This requires regulations to unite workers with employers to achieve common goals and fulfill workers' rights, including contract workers.⁷

Contract workers or outsourcing are defined as the transferor delegation of several business processes to a service provider agency, where the service provider agency carries out administrative and management processes based on definitions and criteria agreed by the parties.⁸ In its development, companies that use the outsourcing system will cause the position and working relationship between workers and employers to become unbalanced.⁹ This has an impact on the position of workers to become weaker because there is no job security, the certainty of wages, social security, health insurance, severance pay if there is a termination of relationship work, benefits, and other certainties.¹⁰ The practice of outsourcing is more

profitable for the company, but this is not the case for workers who have suffered more losses, because the working relationship is always in the form of an irregular or contractual form, lower wages, social security if it is only minimal, there is no job security and there is no guarantee of development. career, so that in such circumstances the implementation of outsourcing will be miserable for workers.¹¹ The implementation of outsourcing is mostly done to reduce labor costs with the protection and working conditions that are far below what they should be so that it is very detrimental to workers.¹²

Based on the description above, efforts are needed to improve the rights of contract workers and promote a healthy and safe work environment. One of the efforts to improve the rights of contract workers is to realize the Sustainable Development Goals (SDGs).¹³ The development approach in the economic sector in sustainable development focuses on increasing the skills of workers to increase

⁶ Syamsul Alam, & Mohammad Arif. (2020). "Perlindungan Hukum Terhadap Pekerja: Perspektif Tanggung Jawab Konstitusional Negara." *Kalabbirang Law Journal* 2(2), 182-192, p. 187.

⁷ Kanyaka Prajnaparamita. (2018). "Perlindungan Tenaga Kerja Anak." *Administrative Law & Governance Journal* 1, 112-128, p. 116.

⁸ Achmad Zulfikar. (2015). *Op.Cit.*, p. 40.

⁹ Ahmad Hunaeni Zulkarnaen. (2016). "Perlindungan Hukum Terhadap Pekerja Dalam Pelaksanaan Hubungan Industrial." *Padjadjaran Journal of Law* 3(2), 407-427, p. 410.

¹⁰ I Gusti Ayu Dewi Suwantari, & Ni Luh Gede Astariyani. (2019). "Perlindungan Hukum Terhadap Para Pekerja Yang Mengalami Pemutusan Hubungan Kerja

Karena Dampak Digitalisasi." *Kertha Semaya: Journal Ilmu Hukum* 6(7), 1-15, p. 11.

¹¹ Heru Suyanto, & Andriyanto Adhi Nugroho. (2017). *Op.Cit.*, p. 69.

¹² Netty Endrawati. (2012). "Perlindungan Hukum Terhadap Pekerja Anak Di Sektor Informal (Studi Kasus di Kota Kediri)." *Jurnal Dinamika Hukum* 12(2), 270-283, p. 278.

¹³ Cameron Allen, Graciela Metternicht, & Thomas Wiedmann. (2016). "National pathways to the Sustainable Development Goals (SDGs): A comparative review of scenario modelling tools." *Environmental Science & Policy* 66, 199-207, p. 201.

competitiveness in obtaining decent work. This of course can be achieved by fulfilling workers' rights.

Generally, sustainable development is defined as the achievement of social justice from generation to generation. The concept of SDGs is a global development strategy that imposes limits on the rate of use of natural ecosystems and the resources contained therein. Previous research that has been carried out concerning workers' rights is by 1) Reza Rizky Farza, Agus Mulya Karsona, and Betty Rubiati in 2019 which examined efforts to improve the welfare of contract workers through pension security¹⁴; 2) I Gusti Ayu Dewi Suwantari, and Ni Luh Gede Astariyani in 2019 who studied the legal protection of workers who experience termination of employment due to the impact of digitalization¹⁵; 3) Rizqa Maulinda, Dahlan, and M. Nur Rasyid in 2016 who reviewed the legal protection for certain time contract workers in an agreement¹⁶; 4) Ismail Shaleh in 2018 who reviewed the implementation of the fulfillment of

workers' rights with disabilities¹⁷; and 5) Tedi Sudrajat in 2020 who reviewed legal protection and fulfillment of workers' rights through the national health insurance program¹⁸. Based on several previous studies, current research is considered important because it will examine the fulfillment of contract workers' rights to realize the Sustainable Development Goals (SDGs).

METHOD

The research method used in this research is normative legal research method. This normative legal research is carried out as an approach to the problem of legal aspects of the rights of contract workers under the current regulations. The use of this method is intended to understand the relationship and linkages between existing legal aspects. In this study, the research specification used is descriptive analytical, which describes the results of the research under the problems and objectives to be achieved and analyzes them in terms of applicable laws and regulations.

The data used in this study are

¹⁴ Reza Rizky Farza, Agus Mulya Karsona, & Betty Rubiati. (2019). "Jaminan Pensiun Bagi Pekerja Kontrak Dalam Rangka Meningkatkan Kesejahteraan Pekerja Kontrak." *Jurnal Bina Mulia Hukum* 4(1), 150-167, p. 150.

¹⁵ I Gusti Ayu Dewi Suwantari, & Ni Luh Gede Astariyani. (2019). *Op.Cit.*, p. 1.

¹⁶ Rizqa Maulinda, Dahlan, & M. Nur Rasyid. (2016). "Perlindungan Hukum bagi Pekerja Kontrak Waktu Tertentu dalam Perjanjian Kerja pada PT. Indotruck Utama." *Kanun Jurnal Ilmu Hukum* 18(3), 337-351, p. 337.

¹⁷ Ismail Shaleh. (2018). "Implementasi Pemenuhan Hak Bagi Penyandang Disabilitas Ketenagakerjaan Di Semarang." *Kanun Jurnal Ilmu Hukum* 20(1), 63-82, p. 63.

¹⁸ Tedi Sudrajat. (2020). "Perlindungan Hukum dan Pemenuhan Hak Pekerja pada Program Jaminan Kesehatan Nasional." *Pandecta Research Law Journal* 15(1), 83-92, p. 83.

secondary in the form of: 1) Primary legal materials are legal materials that have authority. The legal material consists of statutory regulations. Secondary legal materials are supporting legal materials; 2) Secondary legal materials used in this research are the results of scientific works and research results that are related to the object of research; 3) Tertiary legal materials, namely materials that provide guidance and explanation for primary and secondary legal materials such as articles on the internet.¹⁹ The data collection technique is in the form of searching documents collected through library research. Analyzing the data in this study using descriptive-qualitative methods, namely the data obtained and then arranged and described in such a way and systematically to answer the problem formulation in this study.²⁰

ANALYSIS AND DISCUSSION

Regulating the Rights of Contract Workers in Indonesian Labor Law

Article 1 of Law Number 13 of 2003

¹⁹ Mochammad Abizar Yusro, Ali Ismail Shaleh, & Hari Sutra Disemadi. (2020). "Perlindungan Hukum Keputusan Bisnis Direksi BUMN Melalui Business Judgment Rule Doctrine." *Jurnal Jurisprudence* 10(1), 127-145, p. 132.

²⁰ Hari Sutra Disemadi, & Paramita Prananingtyas. (2020). "Kebijakan Corporate Social Responsibility (CSR) sebagai Strategi Hukum dalam Pemberdayaan Masyarakat di Indonesia." *Jurnal Wawasan Yuridika* 4(1), 1-16, 6.

concerning Labor (Labor Law), provides the meaning that labor is anyone capable of doing work to produce goods and/or services both to meet their own needs and for the community. In Indonesia, we know several types of workers, one of which is that contract workers are workers who are seconded to complete routine company jobs, and there is no guarantee of their continuity of work. In this case, the continuity of the work period of contract workers is determined by their work performance. If his work performance is good, his work contract will be extended.²¹ The psychological impact of the provision which states that contract workers' tenure depends on their work performance is that contract workers have high achievement motivation. This is because workers want to be able to continue working and get income from their work. The income is used by workers to meet the necessities of life and their families.²²

In legal terms, contract workers are often referred to as workers with a fixed-term employment agreement.²³ This is because the so-called contract workers work using the Fixed Time Work Agreement system. The legal basis for

²¹ Ghina Amalia, Ermina Istiqomah, & Sukma Noor Akbar. (2020). *Op.Cit.*, p. 37.

²² Tedi Sudrajat. (2020). *Op.Cit.*, p. 84.

²³ Rizqa Maulinda, Dahlan, & M. Nur Rasyid. (2016). *Op.Cit.*, p. 342.

contract workers or workers with fixed-term employment agreements is regulated in Articles 56, 57, 58, and 59 of the Labor Law. A fixed-term work agreement is a work agreement between a worker/laborer and an entrepreneur to establish a working relationship for a specified period or for certain jobs that are temporary and completed within a certain time. The fixed-term employment agreement is regulated in Article 56 to Article 60 of the Labor Law Jo. Minister of Manpower and Transmigration Decree No. KEP. 100/MEN/VI/2004 concerning Provisions for the Implementation of a Fixed-Time Work Agreement.

Employment contract agreements for workers are indeed extendable or renewable. However, there is a time limit. The work contract agreement is valid for a maximum of two years and may only be extended once for a maximum period of one year. The work agreement for a certain time can also be renewed if the company so wishes. The maximum period for renewal of the Fixed Term Work Agreement is a maximum of two years and can only be done once. This is under the provisions of Article 59 paragraph (3), (4) and (6) of the Labor Law.

Article 56 paragraph (1) of the Labor Law regulates that work agreements

are divided into two types, namely a work agreement for a specified period and a work agreement for an indefinite period. In carrying out their work, contract workers or workers who work for a certain period understand that there are several requirements as regulated in Article 59 paragraph (1) of the Labor Law. That is, the type of work that is employed must be one-time or temporary. It is estimated that the work will also take less time, a maximum of three years. Also, work that is hired to contract workers should be work that is seasonal, not permanent work and also this job is work that should be related to new products or activities that are still in the probationary or probationary period.²⁴

Employment contract agreements for workers are indeed extendable or renewable. However, there is a time limit. The work contract agreement is valid for a maximum of two years and may only be extended once for a maximum period of one year.²⁵ The work agreement for a certain time can also be renewed if the company so wishes. The maximum period for renewal of the Fixed Term Work Agree-

²⁴ Reza Rizky Farza, Agus Mulya Karsona, & Betty Rubiati. (2019). *Op.Cit.*, p. 159.

²⁵ Rahma Kusuma Wardani, Endah Pujiastuti, & Tri Mukyani. (2019). "Perlindungan Hukum Terhadap Hak-Hak Pekerja Migran: Studi Kasus Satinah Sebagai Mantan TKI Di Arab Saudi." *Humani (Hukum dan Masyarakat Madani)* 5(3), 38-49, p. 41.

ment is a maximum of two years and can only be done once. This is under the provisions of Article 59 paragraph (3), (4) and (6) of the Labor Law.

General provisions for a fixed-term employment agreement according to the Decree of the Minister of Manpower and Transmigration of the Republic of Indonesia Number: KEP.100/MEN/VI/2004 is a work agreement between a worker/laborer and an entrepreneur to establish a working relationship for a certain time or a certain worker. Thus, contract workers can be interpreted legally as workers with non-permanent status or in other words workers who work only for a certain time based on the agreement between the worker and the employing company.

An employment relationship is a relationship that regulates the rights and obligations between workers/labor and entrepreneurs. Workers with the company are in a partnership relationship in the production sector so that both are required to share responsibilities. The measure of the rights and obligations of each party must be balanced.²⁶ Rights are interests protected by law. In a working relationship, the obligations of the parties are reciprocal, meaning that the obligations of the entrepreneur are the rights of the

worker/laborer and vice versa, the obligations of the workers/labor are the rights of the entrepreneur.

Workers including contract workers have basic rights which are regulated in Indonesian regulations, namely:

1. Right to obtain protection. Every worker has the right to obtain protection for occupational safety and health, morals, and morals as well as treatment under human dignity and religious values. This provision is regulated in Article 86 of the Labor Law;
2. Right to Get Equal Opportunity and Treatment. Every worker has the same opportunity without discrimination to get a job, as regulated in Article 5 of the Labor Law. Under the provisions of Article 6 of the Manpower Act, every worker/laborer has the right to receive equal treatment without discrimination from the employer. The right to equal opportunity and treatment is also regulated in Article 28D paragraph (2) of the 1945 Constitution of the Republic of Indonesia. This means that employers must provide equal opportunities and treatment to workers/laborers without discriminating between male and female workers/laborers;

²⁶ Ahmad Hunaeni Zulkarnaen. (2016). *Op.Cit.*, p. 412.

3. Right to get time to rest and leave. The right to rest and leave affects the productivity of workers in the company. The time for rest and leave is aimed at restoring freshness and health, both physically, mentally, and socially. Time off and leave are regulated in Article 79 of Law Number 11 of 2020 concerning Job Creation (Omnibus Law) and Articles 80 to Article 84 of the Labor Law;
4. Right to a decent wage. Article 88 of the Omnibus Law regulates that every worker has the right to earn an income that meets a decent living for humanity. Employers in determining wages may not discriminate between male and female workers against work of equal value;
5. Basic Workers' Rights to Social Security. The right to obtain social security is regulated in Article 99 of the Labor Law. The right to social security is also regulated by Article 28H paragraph (3) of the 1945 Constitution of the Republic of Indonesia. Based on Article 82 of the Omnibus Law, types of social security programs include health insurance, work accidents, old age security, pension, death and job loss insurance;
6. Right to Form a Worker Union. Every worker/laborer has the right to form and become a member of a trade union, in accordance with the provisions of Article 104 paragraph (1) of the Labor Law. The meaning of a labor union is regulated in Article 1 number 17 of the Labor Law, namely a trade labor union is an organization formed from, by and for workers/laborers both inside and outside the company which is free, open, independent democratic, and responsible for fighting for, defending and protecting the rights and interests of workers/labor and improving the welfare of workers/labor and their families;
7. Basic Right to Strike. A strike is one of the problems that can disturb the business world and disrupt working relations, harmony in industrial relations, and harmony in the social life of the community. Because it involves many related parties. On the other hand, for workers who go on strike is sometimes just a compulsion as a result of deadlocked discussions or a lack of good communication between employers and workers/laborers, in the end, they take the road to strike to show their responsibility for their rights in negotiations. There is a deadlock or miscommuni-

cation as if there is no other way that can be taken to fulfill the desires of the workers.

Contextualization of Workers Rights in Achieving Sustainable Development Goals (SDGs)

Discussing the dignity of contract workers, it cannot be released as human dignity, where a contract worker as a human being has the same dignity and worth as other human beings. The rights of contract workers are human rights that have been agreed to be upheld and respected for their dignity in both the private and public fields, contract workers have become part of the historical perpetrators of human civilization or citizens of the nation that no one can deny.²⁷

Understanding the law for contract workers, companies, including the government is very important to achieve legal certainty, enforcement and protection of the rights of contract workers. This legal understanding is related to the level of education they have as explained earlier that the legal understanding of the parties regarding legal protection for contract workers is very lacking, this is related to

²⁷ Muhammad Iqbal, & Iqlima Rachmah. (2018). "Konsep Perlindungan Tenaga Kerja Kontrak Dalam Undang-Undang Nomor 13 Tahun 2003. *Jurnal Justisia: Jurnal Ilmu Hukum, Perundang-undangan dan Pranata Sosial* 2(2),154-171, p. 159.

the level of education and the lack of socialization provided by the government about the regulation. Law enforcement is an effort to provide legal protection which is meant here is legal protection which provides a sense of security and certainty, or a sense of being protected by laws (protection of human rights) from irresponsible and degrading actions. the dignity of contract workers.²⁸

Starting from what has been stated above, it is clear that the protection of the rights of contract workers is an effort to fulfill human rights, in which one of the important aspects of implementing a legal rule is legal protection.²⁹ Recognition and protection of human rights which are used as the main elements of a rule of law constitute the elaboration of the constitution, that this country is based on law and not based on power, so protection is a guarantee that human dignity and dignity have a proper place before the law and the government, and in In this position, human beings are subjects who are guaranteed the protection of their human rights. Human rights are the basic rights of basic rights brought by humans from birth as a gift

²⁸ Barzah Latupono. (2011). "Perlindungan Hukum Dan Hak Asasi Manusia Terhadap Pekerja Kontrak (Outsourcing) Di Kota Ambon." *Jurnal Sasi* 17(3), 59-69, p. 67.

²⁹ Vicko Taniady, et al. (2020). "PHK Dan Pandemi COVID-19: Suatu Tinjauan Hukum Berdasarkan Undang-Undang Tentang Ketenagakerjaan Di Indonesia." *Jurnal Yustisiabel* 4(2), 97-117, p. 103.

from God and these rights form the basis of other rights and obligations. In this case, the state has the obligation to protect all of its people with rules or laws that accommodate their behavior in terms of obtaining, health care, employment, and others.³⁰

The fulfillment of workers' rights including the rights of contract workers is a reflection of the Sustainable Development Goals. The Sustainable Development Goals are a global commitment consisting of 17 targets of Sustainable Development Goals, aiming to promote action that will eradicate poverty and build a more sustainable world over the next 15 years. The Sustainable Development Goals also focus on achieving sustainable development through three elements, namely economic, social and environmental in a balanced and integrated manner.³¹

The Sustainable Development Goals are the result of a general session from the United Nations on September 25, 2015 in the United States, this general session was attended by 193 representatives from countries including Indonesia who approved the establishment of the Sustainable Development Goals. The goals of the

Sustainable Development Goals must be achieved by 2030. Sustainable Development Goals have 17 objectives or goals in carrying out sustainable development, one of the goals is to ensure decent work for workers and economic growth contained in Goal 8 of Sustainable Development Goals.³²

Indonesia is one of the countries that approved the formation of the Sustainable Development Goals, therefore the responsibility for realizing the Goal 8 in Sustainable Development Goals is also the responsibility of Indonesia, from the central government to regional governments. Indonesia is demonstrating its commitment to the implementation of the Sustainable Development Goals, particularly Goal 8 concerning decent work and economic growth, it is necessary to have a transition to Indonesia's employment goals in creating the Sustainable Development Goals; growing an inclusive economy towards decent work for all; there is a need for a sustainable job creation strategy; increased productivity through education and skills training; enhance workers' rights and promote a healthy and safe work environment including for contract

³⁰ Barzah Latupono. (2011). *Op.Cit.*, p. 68.

³¹ Try Rulianti. (2020). "Pembangunan Hukum Dan Keadilan Dalam Era Sustainable Development Goals (SDGs) Di Indonesia." *Muhammadiyah Law Review* 4(2), 106-119, P. 108.

³² Winsherly Tan. (2020). "Pemenuhan Hak Pendidikan Anak Jalanan di Kota Batam: Tantangan Dalam Mewujudkan Sustainable Development Goals (SDGs)." *Supremasi Hukum: Jurnal Penelitian Hukum* 29(1), 46-59, p. 46.

workers; there is a need for a sustainable wage policy, and expanding social security for inclusive economic growth. It aims to help formulate the Indonesian Agenda for the Sustainable Development Goals, in particular, Goal 8 on decent work and economic growth.

CONCLUSION

Contract workers are often referred to as workers with a fixed-time employment agreement. This is because the so-called contract workers work using the Fixed Time Work Agreement system. The legal basis for contract workers or workers with fixed-term employment agreements is regulated in Articles 56, 57, 58, and 59 of the Labor Law. Workers, including contract workers, have basic rights stipulated in the Labor Law, namely the right to receive protection, the right to get equal opportunities and treatment, the right to get time to rest and leave, the right to decent wages, the basic rights of workers to social security, the right to form a trade union, and the basic right to strike. Based on the SDGs perspective, the development of the economic sector in sustainable development focuses on increasing the skills of workers to increase competitiveness in obtaining decent work. This of course can be achieved by

fulfilling workers' rights. Indonesia needs to demonstrate its commitment to the implementation of the SDGs, particularly Goal 8 on decent work and economic growth. Indonesia is one of the countries that approved the formation of SDGs, therefore the responsibility for achieving the SDGs is also the responsibility of Indonesia, from the central government to regional governments.

BIBLIOGRAPHY

- Achmad Zulfikar. (2015). "Rasionalitas Ekonomi Politik dalam Ratifikasi Konvensi Internasional Perlindungan Hak Pekerja Migran Tahun 2012." *The Politics: Jurnal Magister Ilmu Politik Universitas Hasanuddin* 1(1), 37-50.
- Ahmad Hunaeni Zulkarnaen. (2016). "Perlindungan Hukum Terhadap Pekerja Dalam Pelaksanaan Hubungan Industrial." *Padjadjaran Journal of Law* 3(2), 407-427.
- Barzah Latupono. (2011). "Perlindungan Hukum Dan Hak Asasi Manusia Terhadap Pekerja Kontrak (Outsourcing) Di Kota Ambon." *Jurnal Sasi* 17(3), 59-69.
- Cameron Allen, Graciela Metternicht, & Thomas Wiedmann. (2016). "National pathways to the Sustainable Development Goals (SDGs): A comparative review of scenario modelling tools." *Environmental Science & Policy* 66, 199-207.
- Ghina Amalia, Ermina Istiqomah, & Sukma Noor Akbar. (2020). "Perbedaan Job Insecurity Pada Pegawai Kontrak Dengan Guru Honorer Di Lingkungan Dinas Pendidikan Kota

- Banjarbaru.” *Jurnal Kognisia: Jurnal Mahasiswa Psikologi Online* 3(1), 34-38.
- Hari Sutra Disemadi, & Paramita Prananingtyas. (2020). “Kebijakan Corporate Social Responsibility (CSR) sebagai Strategi Hukum dalam Pemberdayaan Masyarakat di Indonesia.” *Jurnal Wawasan Yuridika* 4(1), 1-16.
- Heru Suyanto, & Andriyanto Adhi Nugroho. (2017). “Perlindungan Hukum terhadap Hak-hak Pekerja Outsourcing Berdasarkan Asas Keadilan.” *Jurnal Yuridis* 3(2), 61-74.
- I Gusti Ayu Dewi Suwantari, & Ni Luh Gede Astariyani. (2019). “Perlindungan Hukum Terhadap Para Pekerja Yang Mengalami Pemutusan Hubungan Kerja Karena Dampak Digitalisasi.” *Kertha Semaya: Journal Ilmu Hukum* 6(7), 1-15.
- Ismail Shaleh. (2018). “Implementasi Pemenuhan Hak Bagi Penyandang Disabilitas Ketenagakerjaan Di Semarang.” *Kanun Jurnal Ilmu Hukum* 20(1), 63-82.
- Kanyaka Prajnaparamita. (2018). “Perlindungan Tenaga Kerja Anak.” *Administrative Law & Governance Journal* 1, 112-128.
- Mochammad Abizar Yusro, Ali Ismail Shaleh, & Hari Sutra Disemadi. (2020). “Perlindungan Hukum Keputusan Bisnis Direksi BUMN Melalui Business Judgement Rule Doctrine.” *Jurnal Jurisprudence* 10(1), 127-145.
- Muhammad Iqbal, & Iqlima Rachmah. (2018). “Konsep Perlindungan Tenaga Kerja Kontrak Dalam Undang-Undang Nomor 13 Tahun 2003.” *Jurnal Justisia: Jurnal Ilmu Hukum, Perundang-undangan dan Pranata Sosial* 2(2), 154-171.
- Netty Endrawati. (2012). “Perlindungan Hukum Terhadap Pekerja Anak Di Sektor Informal (Studi Kasus di Kota Kediri).” *Jurnal Dinamika Hukum* 12(2), 270-283.
- Rahma Kusuma Wardani, Endah Pujiastuti, & Tri Mukyani. (2019). “Perlindungan Hukum Terhadap Hak-Hak Pekerja Migran: Studi Kasus Satinah Sebagai Mantan TKI Di Arab Saudi.” *Humani (Hukum dan Masyarakat Madani)* 5(3), 38-49.
- Reza Rizky Farza, Agus Mulya Karsona, & Betty Rubiati. (2019). “Jaminan Pensiun Bagi Pekerja Kontrak Dalam Rangka Meningkatkan Kesejahteraan Pekerja Kontrak.” *Jurnal Bina Mulia Hukum* 4(1), 150-167.
- Rizqa Maulinda, Dahlan, & M. Nur Rasyid. (2016). “Perlindungan Hukum bagi Pekerja Kontrak Waktu Tertentu dalam Perjanjian Kerja pada PT. Indotruck Utama.” *Kanun Jurnal Ilmu Hukum* 18(3), 337-351.
- Syamsul Alam, & Mohammad Arif. (2020). “Perlindungan Hukum Terhadap Pekerja: Perspektif Tanggung Jawab Konstitusional Negara.” *Kalabbirang Law Journal* 2(2), 182-192.
- Tedi Sudrajat. (2020). “Perlindungan Hukum dan Pemenuhan Hak Pekerja pada Program Jaminan Kesehatan Nasional.” *Pandecta Research Law Journal* 15(1), 83-92.
- Triyan Febriyanto & Agus Taufiqur Rohman. (2018). “Perlindungan Hak-Hak Tenaga Kerja Indonesia (TKI) yang Bekerja di Luar Negeri.” *Lex Scientia Law Review* 2(2), 139-154.
- Try Rulianti. (2020). “Pembangunan Hukum Dan Keadilan Dalam Era Sustainable Development Goals (SDGs) Di Indonesia.” *Muhammadiyah Law Review* 4(2), 106-119.

- Vicko Taniady, et al. (2020). "PHK Dan Pandemi COVID-19: Suatu Tinjauan Hukum Berdasarkan Undang-Undang Tentang Ketenagakerjaan Di Indonesia." *Jurnal Yustisial* 4(2), 97-117.
- Winsherly Tan. (2020). "Pemenuhan Hak Pendidikan Anak Jalanan di Kota Batam: Tantangan Dalam Mewujudkan Sustainable Development Goals (SDGs)." *Supremasi Hukum: Jurnal Penelitian Hukum* 29(1), 46-59.
- Yetniwati, Ika Mudayana, & Arsyad Arsyad. (2020). "Perlindungan Hukum Terhadap Lulusan Magister Kenotariatan yang Magang di Kantor Notaris." *Soumatera Law Review* 3(1), 41-51.
