

Law and Human Rights in Addressing Labor Problems during the Pandemic to Achieve Sustainable Development Goals

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Abstracts :

The labor sector, as an important element in Indonesia's economic growth, has also felt the impact of Covid-19. Rampant unemployment, layoffs, not being registered with the BPJS, violation of workers/labor rights during this pandemic have given negative signals for national economic growth. This is because of the increase in the number of unemployed will increase the poverty rate, reducing the national Gross Domestic Product. The Act Number 13 of 2003 concerning Manpower, which is actually the main milestone in the enforcement of human rights and democracy for manpower, has not been implemented optimally. The domino effect of Covid-19, which not only lowers the economy, also affects the government's achievements in Sustainable Development Goals (SDGs). Therefore, It requires synergy from all fields and real human rights enforcement to ensure the workforce, revive the economy, and achieve the SDGs targets. This normative juridical research uses secondary data through literature study and qualitative analysis. Here, the researcher will understand the importance of human rights enforcement to deal with problems in the labor sector to achieve the government's targets in the SDGs program.

Keyword : workers/laborers; pandemic; human rights; the country's economy; sustainable development goals

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1. Introduction

The country's economy is undeniably linked, which is closely related to the labor sector because labor absorption each year will certainly affect the country's economic growth. As one of the steps to create harmony between the two, it is essential to maintain the labor sector's sustainability by improving quality, guaranteeing, and protecting workers.

The employment sector is covered by labor laws, though basically labor law is private law, but also, it is often classified as public law because it includes government interference in guaranteeing, seeking, and protecting labor laws¹. Not only the government, but every related stakeholder also needs to provide protection for workers/laborers, both protection before work (pre-employment), during work (during employment), and after work (post-employment)². The reason behind the need for protection in the labor sector is none other than the existence of workers/laborers' rights that are vulnerable to being violated or not fulfilled, as well as to avoid abuse. Authority over workers/laborers. These rights for workers/labor are also known as Fundamental Principles and Rights at Work, which is stipulated in the 1998 ILO Declaration on Fundamental Principles and Rights at Work, These rights include freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labor, the effective elimination of workers, and the elimination of discrimination in employment and occupation³. This shows the concept of protecting human rights (HAM) in labor law, including in the work relationship/partnership formed between a worker and an employer especially because an employment relationship is a civil relationship based on an agreement between the worker and the employer, which contains the rights and obligations of each party that must be fulfilled by the parties⁴. So that the rights of workers/labor are important to be accommodated and protected. But unfortunately, efforts to guarantee rights for workers/laborers⁵.

In recent months Indonesia has experienced ups and downs, because it has also felt the impact of the outbreak of the Covid-19 pandemic. Referring to the International Covenant on Economic, Social and Cultural Rights (ICESCR), which has been ratified through The Act Number 11 of 2005 concerning Ratification of the International Covenant on Economic, Social, and Cultural Rights, there are at least four rights affected by the Covid-19 pandemic, such as : the right to health, the right to information, the right to privacy, and the right to work. One way to deal with the impact of the pandemic in the labor sector is by issuing a Circular Letter Number M / 3 / HK.

¹ Muhamad Sadi Is & Sobandi. (2020). *Hukum Ketenagakerjaan di Indonesia*. Jakarta: Kencana. p 34.

² Djoko Triyanto. (2004). *Hubungan Kerja di Perusahaan Jasa Konstruksi*. Bandung: Mandar Maju. p 386.

³ ILO. (2009). *Prinsip-Prinsip Ketenagakerjaan Global Compact – Perserikatan Bangsa-Bangsa; Panduan untuk Dunia Usaha*. Jakarta: Katalog ILO.

⁴ Tim Pengkajian Hukum BPHN. (2019). *Laporan Pengkajian Hukum tentang Menghimpun dan Mengetahui Pendapat Ahli Mengenai Sumber-Sumber Hukum Mengenai Ketenagakerjaan*. Jakarta: Badan Pembinaan Hukum Nasional Departemen Hukum dan HAM. p14.

⁵ Amnesty Indonesia. (2020). Covid-19 dan Hak Asasi Manusia. Retrieved from <https://www.amnesty.id/covid-19-dan-hak-asasi-manusia/>. Accessed on September 13 2020

Handling Covid-19. However, in fact, this circular letter was deemed insufficient to prevent and deal with the impact of the pandemic on the labor sector. Andriko Otang, Executive Director of the Trade Union Rights Center (TURC), argued that the government should pay more attention to the labor sector by making policies, guarantees, and protection for occupational safety and health (K3), job security, and participation of workers as social security participants⁶.

Unclear regulations and gray policies for workers/laborers during the pandemic have resulted in many workers/laborers' problems. Including the increasing number of workers/laborers who have been dismissed, layoffs (PHK), the provision of unpaid leave and wages for workers⁷. In addition, it is also found that there are workers/laborers whose wages have been paid late for several months, as experienced by approximately 300 (three hundred) workers from PT Tridharma Kencana who were late paid during June, July and August 2020 is due to a pandemic, even though labor wages are usually paid every week⁸. Not only that, but apparently Covid-19 has also greatly affected the labor market, both during this pandemic and post-pandemic period. It is increased the unemployment rate and a decrease in the rate of labor absorption, which decreases by around 677,100-953,200 people. Meanwhile in the post-epidemic, it will easily get rid of low-quality workers from the formal sector⁹. The consequences of these various problems, in fact, also cause the slow growth of the Indonesian economy which is Quarter 1/2020 only amounted to 2.97%, a significant difference from the previous year, where in 2019 amounted to 5.07%¹⁰.

This series of problems is alleged to have had a bad impact on the Indonesian government's target to end poverty and reduce gaps in the global action plan known as Sustainable Development Goals (SDGs)¹¹. As it is known that the Indonesian government is one of the 193 countries that ratified the SDGs Agenda at the UN Headquarters on 25 September 2015, which plans for sustainable development for the next 15 years (starting from 2016 to 2030) to overcome the problem, such as : Inequality,

⁶ M Nur Sholikin. (2020). Mengejar Regulasi Ketenagakerjaan Atasi Dampak Covid-19. Retrieved from <https://pshk.or.id/rr/mendorong-regulasi-ketenagakerjaan-atasi-dampak-covid-19/>, Accessed on September 13 2020.

⁷ YLBHI. (2020). Bermasalah terkait Pekerjaan karena Pandemi Covid-19?. Retrieved from <https://ylbhi.or.id/informasi/siaran-pers/bermasalah-terkait-pekerjaan-karena-pandemi-covid-19/>, Accessed on September 13 2020.

⁸ Pebriansyah Ariefana. (2020). *Perusahaan Perakitan Philip Cicil Gaji 300-an Buruh karena Covid-19*. Retrieved from <https://banten.suara.com/read/2020/08/31/170547/perusahaan-perakitan-philips-cicil-gaji-300-an-buruh-karena-covid-19?page=1>, Accessed on September 13 2020.

⁹ Muhammad Adi, *et.al.* (2020). Mengantisipasi Potensi Dampak Krisis Akibat Pandemi Covid-19 terhadap Sektor Ketenagakerjaan. SMERU Catatan Kebijakan, No. 4/Jul/2020, p. 2.

¹⁰ Hanif Gusman. (2020). *Ketika Pandemi Covid-19 Berdampak pada Nasib Jutaan Pekerja RI*. Retrieved from <https://tirto.id/ketika-pandemi-covid-19-berdampak-pada-nasib-jutaan-pekerja-ri-fDai>, Accessed on September 13 2020.

¹¹ International NGO Forum on Indonesian Development. (2017). Apa Itu SDGs. Retrieved from <https://www.sdg2030indonesia.org/page/8-apa-itu>, Accessed on September 13 2020

poverty, and the environment¹². Some of the SDGs program goals have been affected and have resulted in the Indonesian government having to change direction to expedite the global action plan so that it can still be achieved according to the target, in 2030. The allocation of funds is currently vulnerable. Therefore, to avoid unwanted things in the future, one of the effective ways to anticipate, it can be done through human rights enforcement in the labor sector during a pandemic. It is also important to pay attention to detailed policies and arrangements regarding issues prone to problems so that no more workers/laborers are discriminated against. Their rights are not fulfilled, especially during this pandemic.

In line with this, during the pandemic, human rights enforcement in the labor sector is important for workers/laborers. It can also create continuity between job security, improving economic growth, and achieving the SDGs program according to the target. Not only that, under the mandate given in Article 27 paragraph (2) and Article 28 of the 1945 Constitution of the Republic of Indonesia, the enforcement of human rights in the labor sector is a necessity to realize the common ideals of the Indonesian nation as stated in the 1945 NRI Constitution.

Based on the descriptions above, the author is interested in further examining and writing a law entitled "**Law and Human Rights in Overcoming Labor Problems during the Pandemic to Achieve Sustainable Development Goals**".

Formulation of the problem

1. How impact pandemic Covid-19 for laborer in sector employment?
2. How are law enforcement and human rights efforts in overcoming the pandemic's impact on workers as an effort to achieve the SDGs program?

2. Method

This research is a normative juridical study with a deductive approach in which applying the rules in positive law is studied. The type of data used in this research is secondary data, consisting of primary legal materials (binding legal materials), secondary legal materials (books, journals, papers, research results from various institutions both national and international as well as news and news. related articles), as well as tertiary legal materials (such as legal dictionaries). Meanwhile, the research method used is qualitative, which is descriptive and elaborates on existing problems.

3. Results and Discussion

3.1 The Impact of the Covid-19 Pandemic on Workers in the Employment Sector

The Covid-19 pandemic that is currently occurring around the world, including Indonesia, has impacted various aspects. Has Not only an impact on the

¹² Kabar Latuharhary. (2020). Problematika HAM pada Masa Pandemi Covid-19. Retrieved from <https://www.komnasham.go.id/index.php/news/2020/7/1/1466/problematika-ham-pada-masa-pandemi-covid-19.html>, Accessed on September 13 2020

health aspect but also the social and economic aspects¹³. The increase in the number of unemployed due to layoffs, workers being laid off, and the existence of workers/laborers who were not registered by the company at BPJS Ketenagakerjaan¹⁴. There are several impacts felt in the socio-economic aspect, especially labor. Operated by the Covid-19 pandemic. Some business actors lay off workers, lay workers off, and so on. Some are under The Act Number 13 of 2003 concerning Manpower (Labor Law); however, there are also business actors who violate the provisions of the Manpower Law. It is undeniable that these problems in the labor sector have had a major impact on the phenomenon of declining economic growth in Indonesia.

From the first quarter of 2019 to the first quarter of 2020, the Central Statistics Agency (BPS) recorded Indonesia's economic growth, seen from the Gross Domestic Product (GDP), increasing 2.97%. Although it increased from the previous year, there was a decrease in the fourth quarter of 2019 to the first quarter of 2020 of 2.41%¹⁵. This fall in GDP coincided with the emergence of pneumonia cases detected in Wuhan and reported to WHO, followed by the spread of the Covid-virus. 19 in various countries of the world. It is estimated that by the end of 2020, Indonesia's economic growth against GDP will only reach around minus 0.4 to 1 percent due to the Covid-19 pandemic that has spread throughout the world¹⁶.

The existence of this estimate results in an estimate of the number of unemployed in Indonesia also increased. In February 2020, before the Covid-19 pandemic in Indonesia, it was noted that the number of unemployed people in Indonesia had increased by 0.06 million to 6.88 million people. This number is expected to increase by the end of 2020, according to the Director of Manpower and Job Opportunities at the Ministry of National Development Planning / Bappenas Mahatmi Parwitasari Saronto, reaching 11 million people. The current conditions mean that the number of workers absorbed by the end of 2020 is estimated only to reach 300,000 workers. The number of labor absorption also decreased due to a decrease in employment opportunities for job seekers. This can be seen from Figure 3.1.1, during the first quarter of 2020, the number of job advertisements in each sector experienced a decline every month.

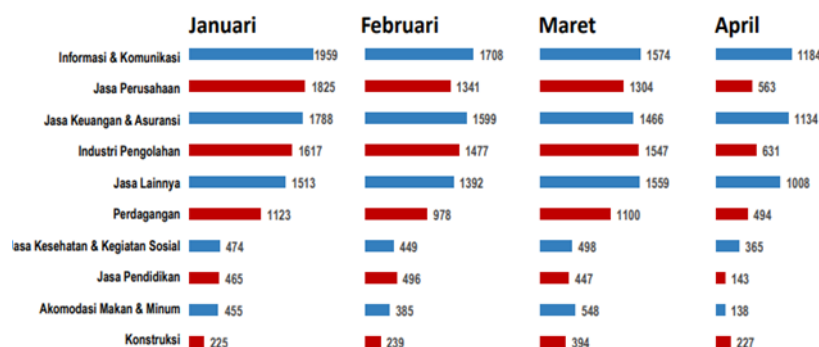
¹³ Ihsanuddin. (2020). BLT Rp600.000 Hanya untuk Karyawan Terdaftar BPJS Ketenagakerjaan, Ini Alasannya. Retrieved from <https://nasional.kompas.com/read/2020/08/07/16145191/blt-rp-600000-hanya-untuk-karyawan-terdaftar-bpjs-ketenagakerjaan-ini?page=all>, Accessed on September 17 2020.

¹⁴ Syadza Alifia. (2020). Menganalisa Masalah Sosial Ekonomi Masyarakat Terdampak Covid-19. Retrieved from puspensos.kemsos.go.id: <http://puspensos.kemsos.go.id/menganalisa-masalah-sosial-ekonomi-masyarakat-terdampak-covid-19>, Accessed on September 16 2020.

¹⁵ Badan Pusat Statistik. (2020). *Berita Resmi Statistik (BRS)*. Jakarta: Badan Pusat Statistik.

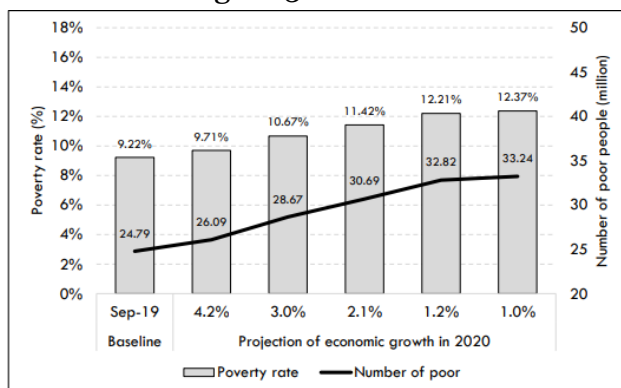
¹⁶ Ade Miranti Karunia. (2020). Bappenas Prediksi Jumlah Pengangguran Tahun Ini Capai 11 Juta Orang. Retrieved from Kompas.com: <https://money.kompas.com/read/2020/08/27/190600626/bappenas-piksi-jotal-unemployment-this-year-to-reach-11-million-people>, accessed 16 September 2020.

Figure 3.1.1



The increasing number of unemployed has increased the number of poor people¹⁷. In September 2019, before the Covid-19 pandemic broke out, Indonesia's poverty rate reached 9.22% or as many as 24.8 million people. Then with the Covid-19 pandemic, economic growth has been slower than in previous years, and slowing economic growth will increase the poverty rate in Indonesia. The figure below explains the forecast for 2020. If the growth rate in Indonesia only reaches 2.1%, 1.2%, 1%, then the poverty rate will increase drastically from 11.4% to 12.4%¹⁸.

Figure 3.1.2



Source: The SMERU Research Institute 2020

From the previous explanation, it can be seen that the Covid-19 has an impact on slowing economic growth in Indonesia. Besides, it has an impact on increasing the number of unemployment and poverty rates in Indonesia. The current impacts that Indonesia is experiencing affect the SDGs program being carried out in Indonesia, especially in Goal One, which is to end poverty in all forms everywhere, and Goal Eight, which is to promote sustainable economic growth and a secure workforce. The plans that have been predetermined may not be implemented during this Covid-19 pandemic. Therefore, the

¹⁷ Deisy Landentariang, *et al.* (2019). Pengaruh Pertumbuhan Ekonomi, Tingkat Penangguran dan Jumlah Penduduk Terhadap Kemiskinan di Kabupaten Kepulauan Sangihe. *Jurnal Berkala Ilmiah Efisiensi*, 19(2), hlm. 23-34

¹⁸ Asep Suryahadi, *et al.* (2020). The Impact of COVID-19 Outbreak on Poverty: An Estimation for Indonesia. Jakarta: The SMERU Research Institute

Indonesian government needs to make alternative plans adapted to the current situation to achieve the SDGs' objectives.

3.2 Law and Human Rights in Overcoming the Impact of a Pandemic on Workers as Efforts to Achieve the SDGs

The Manpower Law has indicated that there is protection for workers/laborers whose rights are accommodated, including the right not to be discriminated against (Article 6); the right to receive protection for occupational safety and health (K3), morals and morals, treatment under dignity, and religious values (Article 86); the right to obtain a decent income (Article 88 paragraph (1)); the right for workers/laborers and their families to obtain social security for workers (Article 99 paragraph (1)); rights to members of a trade/labor union (Article 104 paragraph (1)); as well as the right to strike legally and in an orderly manner (Article 137)¹⁹. Likewise, what is stated in The Act Number 11 of 2005 concerning Ratification of the International Covenant on Economic, Social and Cultural Rights,

Referring to these various laws and regulations also considering the various problems previously described, in recent months, it has been clear that there has been a mismatch between human rights as regulated in various laws and regulations and the treatment given to workers/laborers during this pandemic period. The fact that there are still many workers/laborers who are not registered by their companies in the BPJS program is clear evidence that companies/employers still ignore the welfare of their workers/laborers. As one of the important things that need to be regulated in a working relationship, social security is aimed at ensuring that there is a work accident. In the absence of this regulation, there is no guarantee for workers/labor, which is, of course, related to the chaos of the existing wage system²⁰ Likewise with the rampant unemployment during this pandemic, it shows the inconsistency between labor laws and human rights, which are regulated in various laws and regulations, including those listed in Article 25 paragraph (1) of the UDHR, which states " the right to welfare security in a state of unemployment. , sick, disabled, widow/widower, old age, or lack of other means of support due to circumstances outside his control. " The formulator of The Act Number 13 of 2003 concerning Manpower stated that the guarantee of human rights contained in the TAP MPR Number XVII / MPR / 1998 is the main milestone in the enforcement of democracy in the workplace which is expected to be able to encourage optimal participation of all relevant stakeholders²¹. Therefore, The Manpower Law, apart from being an umbrella for labor law,

Ideally, the labor sector with human rights should be in line and

¹⁹ Mustari. (2016). Hak atas Pekerjaan dengan Upah yang Seimbang. *Jurnal Supremasi*, 11(2). doi: 10.26858/supremasi.v11i2.2806, p. 117.

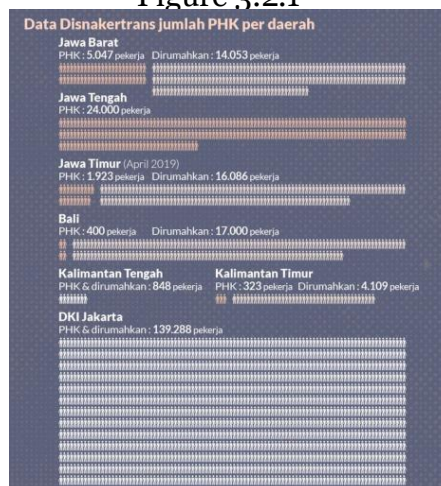
²⁰ Wahyu Pratama Tamba. (2019). Perlindungan Kerja dan Penegakan HAM. Retrieved from <https://news.detik.com/kolom/d-4602193/perlindungan-kerja-dan-penegakan-ham>, Accessed on September 15 2020.

²¹ General Elucidation of The Act Number 13 of 2003 concerning Manpower. March 25, 2003. State Gazette of the Republic of Indonesia of 2003 Number 39. Jakarta

complement each other, but this is difficult for employers/companies to realize in practice. Especially during the Covid-19 pandemic, which began to spread in Indonesia in March 2020 until now, many employers/companies qualified the Covid-19 pandemic as force majeure, then for that reason laid-off workers/workers. However, it is miserable that many companies that do layoffs but do not provide adequate severance pay or even no severance pay. Hambali, representative of the Syndication (Media and Creative Industry Workers Union for Democracy), However, many companies that actually have funds to pay for workers/laborers' layoff rights prefer to allocate funds for other interests and ignore their laid-off workers/laborers' rights²². The same is true of workers/laborers who are "laid off" by the company. With the status of being "sent home", workers/laborers feel that their employment status is unclear because they are still positioned as employees but do not provide any job responsibilities; besides that, wages are only paid 10% until an indefinite time.

Seeing the crisis experienced in the labor sector, anticipation and serious handling efforts to uphold workers/labor rights is urgently needed at this time. Education for both workers/laborers and companies is important to make companies more aware of the problems faced by workers/laborers²³. It is also important for workers/laborers to build good communication with the company to communicate in two directions²⁴. If there are not fulfilled rights, workers/laborers do not hesitate to claim their rights so that they can be fulfilled.

Figure 3.2.1



Source: Ministry of Manpower, Local Government, ILO in

<https://tirto.id>

The data above reveals data on workers/laborers who lost their jobs due to the impact of Covid-19 with a total of around 1.5 million people until April 2020,

²² Ibid

²³ Aulia Adam. (2020). Nasib Kami yang di-PHK karena Corona. Retrieved from <https://tirto.id/nasib-kami-yang-di-phk-karena-corona-eNC6>, Accessed on September 15 2020.

²⁴ Ibid

some of which are companies that do not fulfill workers/labor rights properly. Therefore, anticipation and handling steps to uphold human rights for workers/laborers if carried out effectively in the future and supported by the assistance of the Manpower and Transmigration Office, are felt to more or less reduce the phenomenon of unemployment in Indonesia due to layoffs during this pandemic because it cannot be denied that the numbers people who have lost their jobs due to the impact of Covid-19 are increasing every time.

Not only will it provide fresh air for workers/laborers, but with guaranteed human rights, the workers/laborers will be able to minimize the number of layoffs, unemployment, and people who are "laid off." With the minimum number of people who have lost their jobs, it will also further reduce the poverty rate due to Covid-19. The estimated increase in the poverty rate of up to 5.9 million to 8.5 million during the Covid-19 pandemic can be minimized²⁵. Current national economic growth This is worrying because, since the existence of Covid-19 in Indonesia, the trend of economic growth has decreased but is inversely proportional to the number of layoffs, unemployment, and poverty, which have actually increased.

Figure 3.2.2



Source: KEM-PPKF 2021

Based on the picture above, it can be seen that it is true that poverty and unemployment rates have increased tremendously. This increase is one of the factors that resulted in Indonesia's economic growth, experiencing a fairly drastic decline due to the impact of Covid-19. The economic impact due to Covid-19, which has significantly reduced macro-economic stability and the world of employment, is indicated to improve and the recovery for workers/laborers in the employment sector, which is estimated to significantly reduce unemployment losses, including the poverty rate due to Covid-19. Therefore, it is not enough just to issue a Macroeconomic Framework and Principal. The Fiscal Policy Principal (KEM-PPKF) of 2021²⁶ is to improve Indonesia's economic growth but must be followed by an improvement in the labor system, especially during the pandemic and post-pandemic, which is carried out by enforcing and fulfilling human rights for workers/laborers and making layoffs or "being sent home" as a last resort, the anticipatory measures that were previously taken have failed.

²⁵ PBB untuk Koordinasi Urusan Kemanusiaan dan Koordinator Lembaga PBB di Indonesia. (2020). Rencana Operasi Multisektor Penanganan Covid-19 Indonesia. Retrieved from www.humanitarianresponse.info, p 2.

²⁶ Kementerian Keuangan RI. 2020. Sampaikan KEM-PPKF 2021, Pemerintah Fokus pada Pemulihan Ekonomi dan Penguatan Reformasi. *Siaran Pers Kemenkeu Nomor SP-33/KLI/2020*, p 1.

In line with this, all the impacts of Covid-19 that affected the labor sector, which then had quite a significant impact on Indonesia's economic growth decline, apparently posed a separate challenge to achieving the SDGs program for completion in 2030. Sustainable development in the SDGs program contains 17 goals and 169 the target, which is the global action plan until 2030. Leave No One Behind as the main principle of the SDGs means that the SDGs program's achievement can at least answer the problems of procedural justice and substantial justice²⁷. However, the Covid-19 pandemic that has spread in Indonesia has resulted in the Indonesian government must rack its brains so that the SDGs program can continue to be implemented even during the pandemic and post-pandemic periods and still be able to achieve the target of sustainable development by 2030.

The First Goal and the Eighth Goal of the SDGs will inevitably be affected by Covid-19. The First Goal is Ending Poverty in All Forms and Everywhere, has a target to eradicate poverty, reduce at least half the number of poor people, guarantee all residents' rights, and take other poverty alleviation actio²⁸. Unfortunately, however, their implementation is hampered because the income of vulnerable groups and poor fell drastically due to Covid-19. On the other hand, there is an increased risk of the middle group becoming the poor²⁹. Meanwhile, the Eighth Goal, namely Supporting Inclusive and Sustainable Economic Growth, Full and Productive Workforce, and Decent Work for All have the maintenance of per capita economic growth targets, increase economic productivity, Domestic finance³⁰. This Eighth Goal was also affected by an extraordinary increase in the poverty rate to 10.54%. Therefore it is necessary to have intervention from related stakeholders to realize these targets so that the poverty rate can be reduced to 9.24%³¹.

The current condition, if it happens continuously for some time in the future, is feared to shake Indonesia's position in the eyes of the world because as it is known beforehand that Indonesia is one of the countries that has legalized the SDGs program, this means that Indonesia agrees and is committed to implementing the SDGs program accordingly. Targets for sustainable development in Indonesia. Referring to this, the Indonesian government through Bappenas has prepared a draft National Action Plan (RAN) 2020-2024, which contains short, medium, and long term implementation scenarios, to achieve all SDGs³² goals both during the pandemic and post-pandemic periods, and finally the SDGs program. Still achieved according to the target, in 2030. The Ministry of National Development Planning / Bappenas hopes that the

²⁷ International NGO Forum on Indonesian Development, *Op.Cit.*

²⁸ Ibid

²⁹ Antara. (2020). Bappenas: Pencapaian Target SDGs terdampak Pandemi Covid-19. Retrieved from <https://www.medcom.id/ekonomi/sustainability/4KZRMmJK-bappenas-pencapaian-target-sdgs-terdampak-pandemi-covid-19>, Accessed on September 16 2020.

³⁰ International NGO Forum on Indonesian Development, *Op.Cit.*

³¹ Antara, *Op.Cit.*

³² Kementerian PPN/Bappenas. (2020). SDGs: Solusi Bersama Pulihkan Indonesia Pascapandemi Covid-19. Retrieved from <https://www.bappenas.go.id/id/berita-dan-siaran-pers/sdgs-solusi-bersama-pulihkan-indonesia-pascapandemi-covid-19/>, Accessed on September 17 2020

SDGs can be a joint solution to overcome and anticipate the impact of Covid-19³³. Each policy contained in the 2020 NAP needs to be supported by harmonious policies between the central government and local governments to accelerate the pace of sustainable development and restore conditions after Covid-19. The synergy between the central government and local governments supported by active community participation is an essential element in achieving sustainable development goals. The central government needs to increase industrial promotion and empower the surrounding community to become human resources, including creating regulations and providing stimulus to increase the creative industry's productivity³⁴. On the other hand, local governments play an important role through regional autonomy policies to refocus budget allocations, especially for the manpower, MSME, education, and health sectors. Besides, local governments also need to accommodate responsible consumption and production principles, including carrying out economic recovery in their respective regions through entrepreneurship training for MSMEs, expanding employment opportunities, maximizing employment absorption, and empowering areas lagging behind for economic activity.

The reduced economic activity in Indonesia due to Covid-19 has resulted in a decrease in demand for labor and The reduced economic activity in Indonesia due to Covid-19 has resulted in a decrease in demand for labor and Reduced income and consumption, resulting in reduced domestic demand³⁵. The decline in consumption has had a major impact on the lack of tourism income and investors' interest to invest in Indonesia. This put pressure on the Indonesian currency, the Rupiah, and impacted Indonesia's economic growth³⁶. Bank Indonesia also projects Indonesia's economic growth in 2020 to be 4.2% - 4.6% with economic activity distribution, as shown in the table below³⁷.

Table 3.2.3

Persen

Komponen	2019	Proyeksi 2020	Proyeksi 2021
Produk Domestik Bruto	5,0	4,2 - 4,6	5,2 - 5,6
Konsumsi Swasta	5,2	4,6 - 5,0	5,0 - 5,4
Konsumsi Pemerintah	3,3	2,1 - 2,5	2,9 - 3,3
Pembentukan Modal Tetap Bruto	4,5	3,1 - 3,5	5,9 - 6,3
Ekspor Barang Jasa	-0,9	-5,6 - -5,2	6,0 - 6,4
Impor Barang Jasa	-7,7	-9,3 - -8,9	4,6 - 5,0

Sumber: BPS (2019) dan Proyeksi Bank Indonesia (2020 dan 2021)

³³ Ibid

³⁴ Sri Indah Wibinastiti, *et.al.* (2020). Kabar TPB. *Newsletter LOCALISE SDGs*, Edisi 5/Juli/2020.

³⁵ Ibid.

³⁶ Bank Indonesia. (2020). Sinergi, Transformasi, dan Inovasi Menuju Indonesia Maju. *Laporan Perekonomian Indonesia 2019*, ISSN 0522-2572, p. 30.

³⁷ Ibid

Besides expanding employment and increasing absorption labor, for companies that are truly unable to retain workers/laborers and are forced to lay off workers/laborers or provide a "laid off" status for some of their workers/laborers, Indonesia can see the responses of other countries in overcoming the impact of Covid-19 and taking things positive things that can be used to innovate on Indonesian government policies in dealing with the impact of Covid-19³⁸. As has been done by Japan, which is to provide incentives for companies to keep their workers/laborers. Japan did this by relaxing the Labor Adjustment Subsidy to pay leave allowances and allow workers/laborers to receive partial paid leave rights. Other than that, More is given to companies that do not lay off workers. In contrast, for companies that cannot retain their workers/laborers, the Republic of Korea provides retraining for workers/laborers who have lost their jobs and increases job seeker benefits³⁹. Concerning social security, China permits exempt MSMEs on social insurance for five months, and companies experiencing an operational crisis can delay payment of contributions for up to six months⁴⁰. In contrast to Malaysia, which issued a policy of reducing contributions for workers from 11% to 4%, which is expected to increase cash availability by 2.25 billion US dollars⁴¹. Policies regarding social security implemented by these countries can provide temporary short-term assistance to affected companies but do not damage the state and social security institutions' financial stability and do not reduce workers/laborers' rights in the future⁴².

No less important than the various efforts that have been mentioned above, *Komnas HAM* has apparently provided input to the President of the Republic of Indonesia, which is contained in the 18 Points of *Komnas HAM* Recommendations regarding Covid-19 Management ⁴³. Some of these recommendations are strengthening legality; strengthening centralized policy platforms; direct life support; add medical personnel, health support equipment, and guarantee the rights of medical personnel; build community solidarity and ensure the smooth handling of pandemics; protection for laborers and workers;⁴⁴ and many others. Certainty in regulating workers/laborers' rights is also essential considering that the government's laws and regulations have not been able to fully accommodate human rights for workers/laborers.

4. Conclusion

The Covid-19 pandemic, which is currently endemic, apparently has harmed the

³⁸ Departemen Perlindungan Sosial ILO Kantor Regional Asia dan Pasifik. (2020). Kebijakan Perlindungan Sosial dalam Merespons Krisis Covid-19; Respons Negara-Negara di Asia dan Pasifik. *ILO Publication 09 April 2020*.

³⁹ *Ibid*

⁴⁰ *Ibid*

⁴¹ *Ibid*

⁴² *Ibid*

⁴³ Kabar Latuharhary. (2020). Komnas HAM Monitoring Tata Kelola Penanggulangan Covid-19. Retrieved from <https://www.komnasham.go.id/index.php/news/2020/4/16/1354/komnas-ham-monitoring-tata-kelola-penanggulangan-covid-19.html>, Accessed on September 17 2020.

⁴⁴ Kabar Latuharhary, *Op.Cit*

health and the economy and society, one of which is in the labor sector with the increasing number of unemployed due to layoffs, workers who are being laid off still exist.

Workers/laborers who are not registered by the company at BPJS Ketenagakerjaan, and so on. All of this provides the fact that during the Covid-19 pandemic, many workers/laborers' rights were not fulfilled and even violated. The many problems in the labor sector due to this pandemic also hampered a series of efforts to achieve the Sustainable Development Goals (SDGs), especially in the First Goal and the Eighth SDGs. The implementation of the SDGs program that is hampered has a major impact on Indonesia's target to achieve sustainable development by 2030 as a form of Indonesia's responsibility in the world's eyes. Facing these crises, it is imperative to overcome them, such as the need for education for workers/laborers and companies related to labor issues in this pandemic era and building two-way communication, both from workers/laborers to companies vice versa. Besides, cooperation between the central government and local governments is also needed as well as active support from the community to provide stimulus to improve current conditions (regulations, budgets, facilities, etc.) so that the unemployment rate does not increase and Indonesia's economic growth does not get worse. Moreover, the formation of detailed, definite, and accommodating regulations for workers/laborers' rights needs to be developed and adjusted to current problems. On the other hand, the government also needs to focus on implementing the 18 points of Komnas HAM's Recommendations on Covid-19 Management for Indonesia. These efforts need to be carried out continuously to create harmony from the various parties concerned so that workers/laborers are more secure in their rights and minimize the number of people who lose their jobs, thereby reviving national economic growth and the government's target to achieve SDGs in 2030 can be accomplished well later.

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