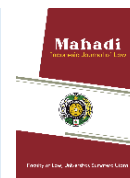




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Juridical Analysis of the Role of the Indonesian National Police Employment Desk in Handling Labor Issues in Indonesia

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ABSTRACT

This study aims to examine the role of the Indonesian National Police Employment Desk within the labor law enforcement system and to identify the forms of labor issue handling carried out by the institution. The Employment Desk of the Indonesian National Police can be interpreted as a unit or working system within the Criminal Investigation Agency of the Indonesian National Police that is responsible for receiving complaints, conducting mediation, and enforcing laws related to labor issues. This research employs a normative juridical method using conceptual and statutory approaches. The legal materials used consist of primary legal materials in the form of laws and regulations related to labor and police institutions, as well as secondary legal materials obtained from books, journals, and official publications concerning labor issues and the Employment Desk of the Indonesian National Police. The results of the study indicate that the establishment of the Employment Desk reflects an expansion of the approach to handling labor issues in Indonesia. Labor issues that were previously resolved mainly through labor supervision and industrial relations mechanisms now also involve police institutions, particularly in cases containing criminal elements and the potential to trigger social conflict. In practice, the Employment Desk not only performs law enforcement functions, but also serves as a complaint mechanism, a facilitator for dispute resolution, and a form of assistance for workers affected by labor issues. Therefore, the existence of the Employment Desk demonstrates an effort to strengthen worker protection and maintain industrial relations stability in Indonesia.

Keyword: Employment Desk, Indonesian National Police, labor law enforcement, industrial relations, worker protection.

ABSTRAK

Tulisan ini bertujuan untuk mengkaji peran Desk Ketenagakerjaan Polri dalam sistem penegakan hukum ketenagakerjaan serta mengetahui bentuk penanganan persoalan ketenagakerjaan yang dilakukan oleh institusi tersebut. Desk Ketenagakerjaan Polri bisa dimaknai sebagai sebuah unit atau sistem kerja di dalam Badan Reserse Kriminal (Bareskrim) Polri yang memiliki tanggung jawab untuk menerima pengaduan, melakukan mediasi, serta menegakkan hukum terkait isu-isu ketenagakerjaan. Penelitian ini menggunakan metode yuridis normatif dengan pendekatan konseptual dan pendekatan perundang-undangan. Bahan hukum yang digunakan terdiri atas bahan hukum primer berupa peraturan perundang-undangan yang berkaitan dengan ketenagakerjaan dan kepolisian, serta bahan hukum sekunder yang diperoleh dari buku, jurnal, dan publikasi resmi terkait persoalan ketenagakerjaan maupun Desk Ketenagakerjaan Polri. Hasil penelitian menunjukkan bahwa pembentukan Desk Ketenagakerjaan Polri mencerminkan adanya perluasan pendekatan dalam penanganan persoalan ketenagakerjaan di Indonesia. Persoalan ketenagakerjaan yang sebelumnya lebih banyak diselesaikan melalui pengawasan ketenagakerjaan dan hubungan industrial kini juga melibatkan



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aparatus kepolisian, khususnya terhadap persoalan yang mengandung unsur pidana dan berpotensi menimbulkan konflik sosial. Dalam praktiknya, Desk Ketenagakerjaan Polri tidak hanya menjalankan fungsi penegakan hukum, tetapi juga berperan sebagai sarana pengaduan, fasilitasi penyelesaian perkara, serta pendampingan terhadap pekerja yang terdampak persoalan ketenagakerjaan. Dengan demikian, keberadaan Desk Ketenagakerjaan Polri menunjukkan adanya upaya penguatan perlindungan pekerja dan stabilitas hubungan industrial di Indonesia.

Keyword: Desk Ketenagakerjaan, Polri, penegakan hukum ketenagakerjaan, hubungan industrial, perlindungan pekerja.

1. Introduction

Issues concerning employment in Indonesia continue to remain a prominent and evolving topic that attracts public attention. Issues such as unilateral termination of employment, withholding of workers' documents, uncertainty in wage payments, human trafficking under the guise of worker recruitment, as well as the exploitation and manipulation of workers indicate that industrial relations between employees and employers do not always function properly.¹ These issues certainly result in economic losses for workers and may develop into legal problems that require the involvement of relevant law enforcement institutions in the settlement process.

Fundamentally, the protection of workers has been regulated under several laws and regulations, namely Law Number 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into Law (hereinafter referred to as Law No. 6/2023) and Law Number 13 of 2003 concerning Employment (hereinafter referred to as the Employment Law).² Meanwhile, regulations concerning the settlement of industrial relations disputes are governed under Law Number 2 of 2004 concerning the Settlement of Industrial Relations Disputes (hereinafter referred to as Law No. 2/2004). However, in practice, there are employment-related issues within society that cannot be effectively resolved solely through administrative mechanisms or industrial relations procedures, particularly those involving criminal elements or legal violations that seriously harm workers.³

To address the issues mentioned above, the Government, through the Indonesian National Police institution, established the Employment Desk of the Indonesian National Police (Desk Ketenagakerjaan Polri) as a responsive measure in handling various employment issues in Indonesia.⁴ The Employment Desk of the Indonesian National Police can be interpreted as a unit or working system within the Criminal Investigation Agency (Bareskrim) of the Indonesian National Police that is responsible for receiving complaints, conducting mediation, and enforcing laws related to employment issues.⁵ The presence of the Employment Desk of the Indonesian National Police is an interesting subject to examine because it reflects the expansion of police attention toward employment issues, which were previously more closely associated with employment supervision and industrial relations dispute settlement. This desk serves as a mechanism for coordination, complaints, and the handling of various alleged criminal offenses in the field of employment.⁶ In principle, the handling of employment issues involves numerous institutions, such as employment supervisors, employment agencies, industrial relations mediators, and

¹ Randi, Y. (2026, April 6). Mekanisme Penyelesaian Perselisihan Hubungan Industrial Di Luar Pengadilan (Non Litigasi) Berdasarkan UU No. 2 Tahun 2004. *Rechtsvinding*. <https://rechtsvinding.bphn.go.id/articles/1081>.

² Lie, G. & Meiliani, 2026, Perlindungan Hukum terhadap Tenaga Kerja Berdasarkan Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan dan Undang-Undang Nomor 6 Tahun 2023 tentang Cipta Kerja", *Jurnal ISO: Jurnal Ilmu Sosial, Politik dan Humaniora*, 6(2), hal 4.

³ De Valerie, A. & Rasji, 2025, Tindakan *Union Busting* Menurut Hukum Ketenagakerjaan, *Riwayat: Educational Journal of History and Humanities*, hal 8202.

⁴ Direktorat Reserse Kriminal Khusus. (2026, Mei 1). Apresiasi Desk Ketenagakerjaan Polri, Tokoh Buruh Nasional: Sangat Membantu Menangani Sengketa Industrial. *Reskrimsus*. <https://reskrimsus.metro.polri.go.id/posts/apresiasi-desk-ketenagakerjaan-polri-tokoh-buruh-nasional-sangat-membantu-menangani-sengketa-industrial#>.

⁵ Kompas.com. (2025, Januari 21). Apa Fungsi Desk Ketenagakerjaan yang Baru Saja Dibentuk Polri?. <https://money.kompas.com/read/2025/01/21/123000426/apa-fungsi-desk-ketenagakerjaan-yang-baru-saja-dibentuk-polri?page=all>.

⁶ Tribatanews. (2026, Mei 2). Desk Ketenagakerjaan Polri Tunjukkan Kinerja Nyata, Sejalan dengan Arahan Presiden pada May Day 2026. <https://tribatanews.polri.go.id/blog/nasional-3/desk-ketenagakerjaan-polri-tunjukkan-kinerja-nyata-sejalan-dengan-arahan-presiden-pada-may-day-2026-101327>.

industrial relations courts.⁷ Therefore, it is important to understand how the Employment Desk of the Indonesian National Police is positioned within this system and the extent of its role in handling various employment issues occurring within society.

Research concerning the Employment Desk of the Indonesian National Police remains very limited. In fact, no journals or scientific studies have yet been found that specifically discuss its role and handling mechanisms from the perspective of employment law. Most previous studies only discuss employment law enforcement in general, worker protection, or the role of employment supervisors without specifically examining the existence of the Employment Desk of the Indonesian National Police as a new institution or unit in handling employment issues. Therefore, this research contains an element of novelty, as it specifically and comprehensively examines the role of the Employment Desk of the Indonesian National Police within the employment law enforcement system in Indonesia.

Based on the explanation above, this study aims to juridically analyze the role of the Employment Desk of the Indonesian National Police within the employment law enforcement system in Indonesia and to identify the forms of employment issue handling carried out by the institution. This research is expected to provide an understanding of the position and role of the Employment Desk of the Indonesian National Police in providing legal protection for workers, as well as to serve as a reference for the development of employment law studies in Indonesia.

2. Method

This study employs a normative legal research method. Normative legal research is a process aimed at discovering legal rules, legal principles, and legal doctrines in order to address legal issues encountered in society.⁸ In this normative legal research, the approaches used are the statutory approach and the conceptual approach. The statutory approach is conducted by examining all laws and regulations related to the legal issues being discussed.⁹ Meanwhile, the conceptual approach is used to analyze concepts concerning employment law enforcement, worker protection, as well as the position and role of the Employment Desk of the Indonesian National Police within the employment law system in Indonesia. The legal materials used in this study consist of primary and secondary legal materials. Primary legal materials include laws and regulations related to employment and policing, such as Law Number 13 of 2003 concerning Employment as amended by Law Number 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into Law, Law Number 2 of 2004 concerning the Settlement of Industrial Relations Disputes, and Law Number 2 of 2002 concerning the Indonesian National Police. Meanwhile, secondary legal materials are obtained from books, legal journals, scientific articles, as well as official news and publications related to the Employment Desk of the Indonesian National Police and employment law enforcement. The technique for collecting legal materials was carried out through library research by examining various literature sources, laws and regulations, journals, and other legal sources relevant to the study. Furthermore, the collected legal materials were analyzed using a descriptive-analytical method, namely by systematically describing and analyzing the role and forms of handling employment issues by the Employment Desk of the Indonesian National Police within the employment law enforcement system in Indonesia.

3. Result and Discussion

3.1. The Position of the Indonesian National Police Employment Desk

Employment law enforcement constitutes an important aspect of protecting workers' rights in Indonesia. Within industrial relations, workers are often placed in a weaker position compared to employers, thereby creating an obligation for the state to provide legal protection for workers through employment supervision and employment law enforcement.¹⁰ Such protection is intended to ensure the fulfillment of workers' rights while also creating harmonious industrial relations between workers and

⁷ Huri, D., *et.al.*, 2023, Problematika Proses Mediasi Ketenagakerjaan Ditinjau dari Aspek Keadilan (Studi pada Disnakertrans Jawa Timur), *Maliyah: Jurnal Hukum Bisnis Islam*, 13(2), hal 222.

⁸ Marzuki, P. M., 2010, *Penelitian Hukum*, Jakarta: Kencana, hal 35.

⁹ Ali, Z., 2009, *Metode Penelitian Hukum*, Jakarta: Sinar Grafika, hal 9.

¹⁰ Anindya, S. E., & Damayanti, R., 2024, Perlindungan Hukum Terhadap Hak dan Kewajiban Pekerja di Indonesia: Tantangan dan Solusi, *Media Hukum Indonesia (MHI)*, 2(4), hal 575-577.

employers.¹¹ Prior to the establishment of the Employment Desk of the Indonesian National Police in 2025, employment-related issues were primarily resolved through employment supervision mechanisms conducted by the government, particularly the Ministry of Manpower and regional employment agencies. Such supervision was carried out by employment supervisors who possess the authority to inspect companies, issue inspection notes, and impose administrative measures for employment violations.¹² Furthermore, criminal offenses in the field of employment could also be handled by Civil Servant Investigators (PPNS) in the employment sector as regulated under the Employment Law.¹³

Furthermore, employment law enforcement in Indonesia continues to face various challenges, such as the limited number of employment supervisors, weak supervision over companies, and the low rate of reporting by workers due to concerns over losing their jobs or pressure from employers. These conditions have caused many employment violations to remain unresolved through the existing supervisory mechanisms.¹⁴ Amid these conditions, the Indonesian National Police (Polri) established the Employment Desk in 2025 as a response to the increasing number of employment-related issues in Indonesia. Organizationally, the Employment Desk of the Indonesian National Police operates under the Directorate of Certain Criminal Offenses (Dittipidter) of the Criminal Investigation Agency (Bareskrim) of the Indonesian National Police.¹⁵ The establishment of the Employment Desk demonstrates a more active involvement of police institutions in handling employment issues, particularly those related to alleged employment crimes and industrial relations conflicts that have the potential to disrupt social stability.¹⁶

In a normative context, the position of the Indonesian National Police in employment-related issues cannot be separated from the functions and authorities of the police as stipulated under Article 13 of Law Number 2 of 2002 concerning the Indonesian National Police, which include maintaining public security and order, enforcing the law, as well as providing protection, guidance, and services to the society.¹⁷ In relation to employment matters, such roles are realized through the handling of crimes involving workers, such as violations of minimum wage payments, deprivation of severance pay rights, union busting practices, labor exploitation, and violations concerning workers' social security rights. Within the employment context, issues such as mass termination of employment, wage disputes, and industrial relations conflicts are considered capable of affecting public security and social order, thereby requiring the involvement of police institutions.¹⁸

Furthermore, it can be observed that the position of the Employment Desk of the Indonesian National Police in resolving employment and labor-related issues in Indonesia constitutes part of the law enforcement duties carried out by the Indonesian National Police (Polri) in the field of employment. The Employment Desk of the Indonesian National Police does not function as an industrial relations dispute settlement institution as regulated under Law Number 2 of 2004 concerning the Settlement of Industrial Relations Disputes. The establishment of the Employment Desk of the Indonesian National Police aims to:¹⁹

1. Ensure legal certainty for workers and employers regarding employment-related issues and disputes;

¹¹ *Ibid.*, hal 573.

¹² Republik Indonesia, Menteri Ketenagakerjaan, *Peraturan Menteri Ketenagakerjaan tentang Tata Cara Pengawasan Ketenagakerjaan*, Nomor 33 Tahun 2016, Pasal 9.

¹³ Republik Indonesia, *Undang-Undang tentang Ketenagakerjaan*, UU No. 13 Tahun 2003, LN No. 39 Tahun 2003, TLN No. 4279, Pasal 182.

¹⁴ Dewi, R., & Tampubolon, J., 2025, Permasalahan Tanpa Solusi Tentang Buruknya Pengawasan Ketenagakerjaan di Indonesia, *Jurnal Global Ilmiah*, 2(11), hal 847-848.

¹⁵ Lesmana, A. S., & Fathurrahman, F. (2025, Januari 20). Bareng Menaker, Kapolri Bentuk Desk Ketenagakerjaan Polri, Apa Tugasnya?. *Suara.com*. <https://www.suara.com/news/2025/01/20/172243/bareng-menaker-kapolri-bentuk-desk-ketenagakerjaan-polri-apa-tugasnya?>

¹⁶ Bidhumas Poldo Metro Jaya. (2025, Januari 20). Polri Resmi Launching Desk Ketenagakerjaan untuk Selesaikan Sengketa Tenaga Kerja. *TB News*. <https://tribatanews.metro.polri.go.id/polri-resmi-launching-desk-ketenagakerjaan-untuk-selesaikan-sengketa-tenaga-kerja/>.

¹⁷ Republik Indonesia, *Undang-Undang tentang Kepolisian Negara Republik Indonesia*, UU No. 2 Tahun 2002, LN No. 2 Tahun 2002, TLN No. 4168, Pasal 13.

¹⁸ Sunyoto, D., 2025, *Hubungan Industrial: Tantangan Perusahaan di Masa Depan*, Purbalingga: Eureka Media Aksara, hal 15-17.

¹⁹ Kompas.com., *Op.cit.*

2. Serve as a channel for complaints and protection for workers in cases involving violations of normative rights;
3. Encourage the establishment of harmonious industrial relations;
4. Support industrial stability and the development of the national economy; and
5. Emphasize conflict resolution through mediation before the application of criminal sanctions (*ultimum remedium*).

On the other hand, the Employment Desk of the Indonesian National Police functions as a platform for coordination, receiving reports, conducting preliminary mediation, and enforcing the law in employment-related cases that contain criminal elements. The establishment of the Employment Desk in 2025 reflects the increasing role of the Indonesian National Police in providing access to justice for workers and laborers. The Minister of Manpower, Yassierli, explained that the Employment Desk constitutes a crucial element within the employment ecosystem, aimed at creating a sense of security for workers and ensuring legal certainty in handling employment-related issues.²⁰ On the other side, the Chief of the Indonesian National Police, General Listyo Sigit Prabowo, emphasized that the desk functions as a channel through which workers may submit complaints through a process that begins with the receipt of reports, followed by mediation, and ultimately law enforcement as a last resort.²¹

Nevertheless, the existence of the Employment Desk of the Indonesian National Police does not replace the functions of the Ministry of Manpower, regional employment agencies, or employment supervisors. The handling of employment-related issues continues to be carried out coordinatively with employment institutions and other elements of industrial relations. In this regard, the Employment Desk of the Indonesian National Police serves as a mechanism for receiving complaints, facilitating the settlement of employment-related issues, and enforcing the law against alleged employment crimes. Therefore, the existence of the Indonesian National Police Employment Desk may be understood as a form of strengthening the employment law enforcement system through the involvement of police institutions in handling employment-related issues.

3.2. The Role of Indonesian National Police Employment Desk

The existence of the Employment Desk of the Indonesian National Police demonstrates the development of approaches in handling employment-related issues in Indonesia. Whereas previously the resolution of employment issues was primarily carried out through employment supervision mechanisms and industrial relations dispute settlement procedures,²² the establishment of the Employment Desk of the Indonesian National Police has introduced a more active involvement of police institutions in handling employment-related issues. The involvement of the Indonesian National Police in employment matters indicates that industrial relations issues are no longer viewed merely as administrative or civil matters, but also as social issues that may affect public security and social order.²³ Therefore, the existence of the Employment Desk of the Indonesian National Police is regarded as a form of state response in maintaining industrial relations stability while simultaneously providing protection for workers.

In practice, the Employment Desk of the Indonesian National Police does not merely perform a repressive function through the enforcement of criminal employment law, but also carries out facilitative functions in resolving employment-related issues.²⁴ This can be observed through the settlement of cases using a restorative justice approach, as well as the involvement of the Indonesian National Police in facilitating the reemployment of workers who became victims of termination of employment in new companies.²⁵ Such an approach demonstrates that the resolution of employment-related issues is not always conducted through litigation processes, but may also involve efforts to restore the social and economic conditions of workers.

²⁰ *Ibid.*

²¹ Kepolisian Daerah Istimewa Jogjakarta. (2025, Januari 20). Kapolri Resmikan Desk Ketenagakerjaan Demi Beri Jaminan Perlindungan Kaum Buruh. <https://jogja.polri.go.id/polda/tribrata-news/online/detail/kapolri-resmikan-desk-ketenagakerjaan-demi-beri-jaminan-perlindungan-kaum-buruh.html>.

²² Dewi, R., & Tampubolon, J., *Op.cit.*, hal 849.

²³ *Ibid.*

²⁴ Hakim, M., *et.al.*, 2025, Restorative Justice dalam Hukum Ketenagakerjaan: Jalan Baru Perlindungan bagi Pekerja Harian, *Journal Juridisch*, 3(2), hal 125-127.

²⁵ Slamet. (2025, Juli 29). Desk Ketenagakerjaan Polri, 1.575 Buruh Kembali Bekerja, Wujudkan Perlindungan Hukum dan Akses Kerja. *Media Karya*. <https://www.mediakarya.id/desk-ketenagakerjaan-polri-1-575-buruh-kembali-bekerja-wujudkan-perlindungan-hukum-dan-akses-kerja/>.

Furthermore, the existence of the Employment Desk of the Indonesian National Police also reflects a collaborative approach among law enforcement authorities, labor unions, and companies in maintaining the stability of industrial relations. In this context, the Employment Desk of the Indonesian National Police functions not only as an instrument of law enforcement, but also as a mechanism for providing services and protection to workers. Through the involvement of the Indonesian National Police in employment-related issues, workers are expected to obtain broader access to complaint mechanisms and legal protection against various employment violations.

3.3. Characteristics of Employment Issues in Indonesia

Employment issues in Indonesia constitute one of the most complex issues within the industrial relations system.²⁶ This is because employment matters are not only related to the legal relationship between workers and employers, but also involve broader economic, social, and public order stability aspects.²⁷ In practice, employment relationships are often characterized by an imbalance of power, where workers occupy a more vulnerable position compared to employers who possess control over production resources, company policies, and the continuity of employment relationships themselves.²⁸ Such conditions have caused various employment-related issues to continue evolving and to possess complex characteristics within the practice of industrial relations in Indonesia.

Employment-related issues are fundamentally not limited to violations of workers' rights alone, but are also associated with the weak bargaining position of workers, the high potential for industrial relations conflicts, and the complexity of employment dispute settlement mechanisms.²⁹ Furthermore, the development of industry and the dynamics of employment relationships have caused employment issues to become increasingly diverse, ranging from administrative and civil matters to issues containing criminal elements.³⁰ Changes in employment patterns resulting from the development of modern industries, the implementation of outsourcing systems, and the increasing flexibility of the workforce have also given rise to new forms of employment-related issues that require broader and more adaptive approaches in their resolution.³¹

In the practice of industrial relations, employment-related issues often develop from individual matters into collective issues involving large numbers of workers simultaneously. Disputes concerning wages, termination of employment, and other normative workers' rights may trigger instability in industrial relations if they are not resolved promptly and fairly. Therefore, employment-related issues can no longer be viewed merely as private matters between workers and employers, but have become part of broader public issues that affect the social and economic conditions of society.³²

Furthermore, the characteristics of employment issues in Indonesia are also influenced by the weak implementation of legal protection for workers. Although various employment regulations have been established to protect workers' rights, in practice many violations continue to occur repeatedly across different industrial sectors.³³ This condition demonstrates that the existence of regulations alone has not been entirely capable of ensuring the effective protection of workers in practice.³⁴ Therefore, employment-related issues in Indonesia possess characteristics that are not only complex in terms of

²⁶ Zairudin, A., 2022, Rekonstruksi Penyelesaian Sengketa Hubungan Industrial dalam Hukum Ketenagakerjaan, *Legal Studies Journal*, 2(1), hal 61.

²⁷ Aryarindra, A., et.al., 2025, Dampak Hukum Dan Sosial Pemutusan Hubungan Kerja Sepihak Terhadap Pekerja di Indonesia, *Al-Zayn: Jurnal Ilmu Sosial & Hukum*, 3(3), hal 2852.

²⁸ Olivia, V. J., 2026, Analisis Yuridis Keseimbangan Perlindungan Hukum antara Pekerja dan Pengusaha dalam Sistem Hukum Ketenagakerjaan Indonesia, *Socius: Jurnal Penelitian Ilmu-Ilmu Sosial*, 3(9), hal 393.

²⁹ Putri, S. A., Karsona, A. M., & Inayatillah, R., 2021, Pembaharuan Penyelesaian Perselisihan Ketenagakerjaan di Pengadilan Hubungan Industrial Berdasarkan Asas Sederhana, Cepat dan Biaya Murah Sebagai Upaya Perwujudan Kepastian Hukum, *Jurnal Bina Mulia Hukum*, 5(2), hal 312.

³⁰ Tim Hukumonline. (2024, Mei 8). Memahami Kebijakan Hukum Pidana dalam Industri Ketenagakerjaan. <https://www.hukumonline.com/berita/a/memahami-kebijakan-hukum-pidana-dalam-industri-ketenagakerjaan-lt663b00ca7c5e4/>.

³¹ Santos, S., et.al., 2026, Dominasi Perjanjian Kerja Waktu Tertentu (PKWT) dan Outsourcing dalam Hubungan Kerja: Analisis Hukum Ketenagakerjaan Sebagai Penyumbang Tingkat Pengangguran di Indonesia, *Jurnal Pengabdian Masyarakat dan Riset Pendidikan*, 4(4), hal 24578.

³² Shalihah, F., & Nur, M., 2019, *HUKUM KETENAGAKERJAAN: Telaah Filosofi dan Teori Hubungan Kerja atas Perjanjian Kerja Waktu Tertentu di Indonesia*, Yogyakarta: Kreasi Total Media, hal 12.

³³ Rafifah, J., et.al., 2025, Implementasi dan Tantangan Perlindungan Hukum Terhadap Hak-Hak Pekerja dalam Hubungan Kerja di Indonesia, *Konsensus: Jurnal Ilmu Pertahanan, Hukum dan Ilmu Komunikasi*, 2 (1), hal 155.

³⁴ Sugara, M. V. L., 2026, Problematika Pemutusan Hubungan Kerja Sepihak Dalam Perspektif Perlindungan Pekerja, *Media Hukum Indonesia (MHI)*, 4(2), hal 165.

industrial relations, but also complex from the perspective of law enforcement. Based on these characteristics, employment-related issues in Indonesia may be observed through several principal aspects as follows.

3.3.1. The Imbalance of Employment Relations between Workers and Employers

The primary characteristic of employment-related issues in Indonesia is the existence of a structural imbalance in employment relations between workers and employers. Within industrial relations, employers occupy a more dominant position because they control capital, production resources, and the continuity of employment relationships. In contrast, workers are placed in a weaker position due to their dependence on employment and wages as their primary source of livelihood. This imbalance creates unequal power relations, resulting in workers often lacking sufficient bargaining power to defend their rights within employment relationships.³⁵

Such conditions make workers vulnerable to various forms of employment violations, including unilateral termination of employment, delayed wage payments, violations of working hours, and the failure to fulfill other normative workers' rights. In practice, workers frequently face difficulties when attempting to assert their rights due to fears of losing their jobs or pressure from employers. Consequently, many workers choose to remain in unfavorable working conditions rather than face the risk of losing their source of income.³⁶

Furthermore, the imbalance in employment relations is also influenced by the high demand for jobs and the limited availability of employment opportunities in Indonesia. Competition in obtaining employment causes many workers to accept working conditions that are not entirely consistent with employment law provisions.³⁷ This situation further strengthens the position of employers within industrial relations and places workers in a more vulnerable position with respect to violations of their rights.

The imbalance in employment relations can also be observed in the process of resolving industrial relations disputes. In many cases, companies possess greater financial capacity and better access to legal resources compared to workers. On the other hand, workers often face limitations in understanding legal procedures and financing dispute settlement processes, which tend to be lengthy and costly.³⁸ Therefore, the imbalance in employment relations constitutes one of the fundamental factors underlying the emergence of various employment-related issues in Indonesia.

3.3.2. The Multidimensional Issue of Employment

Another characteristic of employment-related issues in Indonesia is their multidimensional nature. Employment issues are not limited solely to legal aspects, but also involve economic, social, and security dimensions.³⁹ From an economic perspective, employment issues are directly related to workers' income sustainability, company productivity, and the stability of the industrial sector. Prolonged industrial relations disputes may disrupt company production activities and reduce the welfare of workers and their families.⁴⁰

In the economic context, termination of employment and job insecurity may also affect public consumption levels and the economic conditions of workers' households.⁴¹ When workers lose their jobs or fail to obtain their rights properly, such conditions affect not only workers individually, but also the families who depend on their income.⁴² Therefore, employment-related issues are closely connected to the level of public welfare.

³⁵ Gunawan, S. K. A., 2025, Analisis Pemutusan Hubungan Kerja Secara Sepihak oleh Pengusaha Menurut Undang-Undang Ketenagakerjaan di Indonesia, *Academia Open*, 10(2), hal 8.

³⁶ Anisa, M. N., Hasibuan, W. F., & Arisandi, M., 2026, Pengalaman Karyawan dalam Menghadapi *Toxic Work Environment*, *Jurnal Ilmiah Zona Psikologi*, 8(2), hal 130-131.

³⁷ Solichah, M., et.al., 2026, Analisis Pemahaman Calon Tenaga Kerja terhadap Hak-Hak Dasar Ketenagakerjaan di Desa Kaligung, *Jurnal Pendidikan Tambusai*, 10(1), hal 3172.

³⁸ Nadilatasya, P. M., & Lie, G., 2026, Ketimpangan dalam Hubungan Kerja: Telaah Yuridis terhadap Perlindungan Pekerja dalam Praktik Pemutusan Hubungan Kerja Sepihak di Indonesia, *Public Goods and Public Sector Policy*, 1(3), hal 6.

³⁹ Putri, A. R. S., et.al., 2025, Membedah Peran Strategis Kementerian Ketenagakerjaan dalam Mengawal Hak Pekerja di Era Modern, *Jurnal Kajian Hukum Dan Kebijakan Publik*, 3(1), hal 31.

⁴⁰ Nabila, S., Amelia, A. P., & Irawan, A. D., 2026, Peran Hubungan Industrial yang Harmonis Efektif Memperkuat Penyelesaian Sengketa antara Pekerja dan Pengusaha, *Legal Studies Journal*, 6(1), hal 3.

⁴¹ Zein, A. W., Al Farabi, A., & Permana, F., 2025, Dampak Pemutusan Hubungan Kerja terhadap Daya Beli Masyarakat dan Pertumbuhan Ekonomi Indonesia Tahun 2025, *Pajak dan Manajemen Keuangan*, 2(3), hal 85.

⁴² Maulana, Y., & Syifaurrehmah, F., 2025, Dampak PHK Terhadap Daya Beli Masyarakat dan Solusinya dalam Ekonomi Islam, *JEBESH: Journal of Economics Business Ethis and Science of History*, 3(7), hal 81.

From a social perspective, employment issues also influence the stability of social relations within society. High rates of termination of employment, delayed wage payments, and uncertainty in employment relationships may create social and economic pressure on workers. Under certain conditions, such issues may even increase levels of poverty, unemployment, and social vulnerability within society.⁴³

Furthermore, employment-related issues also possess dimensions related to public security and public order. Industrial relations disputes that are not properly resolved may develop into social conflicts in the form of demonstrations, strikes, and confrontations between workers and companies.⁴⁴ Such conflicts may disrupt company production activities and affect social stability within surrounding communities. Therefore, employment-related issues can no longer be regarded merely as private matters, but have evolved into public issues that exert broad impacts on the social and economic conditions of society.

3.3.3. Escalation of Conflicts and the Social Dynamics of Employment Issues

Another prominent characteristic of employment-related issues is their tendency to escalate into social conflicts when not handled effectively and promptly. Disputes between workers and employers that initially appear as individual or administrative matters may develop into collective conflicts involving large groups of workers. Such escalation may take the form of demonstrations, strikes, and even the obstruction of production access, all of which may affect the company's economic activities.⁴⁵

In practice, the escalation of conflicts is often triggered by workers' dissatisfaction with dispute settlement processes that are perceived as slow and lacking legal certainty. When workers believe that their rights are not being fulfilled or that they are unable to obtain justice through the available dispute settlement mechanisms, they tend to engage in collective actions as a form of pressure against companies and the government. This situation demonstrates that employment-related issues possess strong social dynamics within the practice of industrial relations. Furthermore, the existence of labor unions also exerts significant influence on the dynamics of employment conflicts. Labor unions play an important role in advocating for workers' rights and building solidarity among workers when employment violations occur.⁴⁶ However, under certain circumstances, the involvement of labor unions may also intensify the scale of conflicts when dispute settlement processes fail to operate effectively.

These characteristics indicate that employment-related issues are not solely associated with formal legal aspects, but are also closely related to the social conditions of workers and the overall stability of industrial relations. Therefore, the handling of employment-related issues requires an approach that is not merely oriented toward legal settlement, but also takes into account social aspects and the stability of industrial relations.

3.3.4. Recurrent Patterns of Employment Violations

Employment-related issues in Indonesia are also characterized by recurrent and systemic patterns of violations. Some of the most common forms of violations include unilateral termination of employment, delays or discrepancies in wage payments, failure to provide severance pay, violations of working hour regulations, and violations related to mandatory participation in employment social security programs such as BPJS Ketenagakerjaan.⁴⁷

The recurrence of such violations indicates that employment-related issues are not merely incidental problems, but rather constitute ongoing patterns occurring across various industrial sectors. In many cases, violations of workers' rights continue to occur despite the existence of relatively comprehensive worker protection regulations within the Indonesian employment law system.⁴⁸

⁴³ Muthoharoh, S. L. M., & Wahyudi, A., 2023, Pengelolaan Ketenagakerjaan dan Pengangguran dalam Islam: Sebab, Dampak, dan Solusi, *Jurnal Mashariful-Syariah: Jurnal Ekonomi dan Perbankan Syariah*, 8(3), hal 290.

⁴⁴ Purnama, Y. H., 2025, *HUBUNGAN INDUSTRIAL: Tantangan Perusahaan di Masa Depan*, Purbalingga: CV. EUREKA MEDIA AKSARA, hal 16.

⁴⁵ *Ibid.*

⁴⁶ Susilo, J., Rafianti, F., & Fitrianto, B., 2025, Peran Serikat Pekerja dalam Pembuatan Perjanjian Kerja Bersama: Tinjauan atas Praktik di Sumatera Utara, *Locus Journal of Academic Literature Review*, 4(3), hal 157.

⁴⁷ Pasaribu, T. R., Anzward, B., & Wulan, S. E. R., 2020, Pertanggungjawaban Hukum Terhadap Perusahaan yang Tidak Memberikan Jaminan Sosial Ketenagakerjaan Kepada Pekerja di Kota Balikpapan, *Jurnal Lex Suprema*, 2(1), hal 586.

⁴⁸ Puannandini, D. A., *et.al.*, 2025, Kesejahteraan Pekerja Sebagai Upaya Perlindungan Hak Asasi Manusia, *Jurnal Media Akademik (JMA)*, 3(7), hal 2.

In addition to administrative violations, developments have also revealed various violations containing criminal elements, such as union busting practices,⁴⁹ labor exploitation, withholding workers' diplomas or educational certificates,⁵⁰ and human trafficking under the guise of worker recruitment.⁵¹ These conditions demonstrate that employment-related issues in Indonesia have evolved into more complex legal problems and are no longer limited to civil relationships between workers and employers.

The continuing pattern of recurrent violations also indicates that the employment supervision system has not yet operated optimally. The limited number of employment supervisors, the broad scope of supervision, and the low level of compliance among certain companies with employment regulations are among the factors contributing to the persistently high number of violations of workers' rights in Indonesia.⁵²

3.3.5. Kompleksitas Norma Hukum dalam Penyelesaian Persoalan Ketenagakerjaan

Another important characteristic is the complexity of legal norms in resolving employment-related issues. Within the Indonesian legal system, employment issues are not only associated with civil law governing employment relationships between workers and employers, but are also connected to administrative law in the context of employment supervision and criminal law when certain violations contain criminal elements.⁵³ This complexity causes employment-related issues to frequently exist within boundaries that are not entirely clear between civil, administrative, and criminal domains. For example, termination of employment disputes may develop into criminal matters when accompanied by intimidation, exploitation, or unlawful deprivation of workers' rights. Such conditions require careful legal interpretation as well as coordination among institutions possessing different authorities in handling employment-related issues.

Furthermore, the industrial relations dispute settlement mechanism, which must proceed through stages of bipartite negotiations, mediation, conciliation, arbitration, and ultimately the Industrial Relations Court, often results in lengthy settlement processes that require considerable time.⁵⁴ Consequently, workers are frequently placed in conditions of legal uncertainty, particularly those who lose their employment while the dispute resolution process is ongoing. This complexity demonstrates that the resolution of employment-related issues requires the coordinated involvement of various parties. Employment issues cannot be resolved solely through a single legal approach, but instead require synergy between employment supervision mechanisms, industrial relations dispute settlement mechanisms, and law enforcement institutions when criminal elements are identified. The various characteristics of employment-related issues demonstrate that employment problems in Indonesia possess a high degree of complexity, both in terms of industrial relations, the protection of workers' rights, and law enforcement mechanisms. Employment-related issues can no longer be regarded merely as private matters between workers and employers, because in practice such issues are also related to social stability, public order, and legal protection for workers.

Moreover, the development of employment-related issues that are not only administrative and civil in nature, but also involve criminal elements and the potential for social conflict, indicates that the handling of employment-related issues requires the coordinated involvement of various institutions. In this context, the state must provide mechanisms capable of ensuring access to complaint procedures, legal protection, and certainty regarding the follow-up of various issues experienced by workers and laborers. One such effort has been realized through the establishment of the Employment Desk of the Indonesian National Police as a mechanism for handling employment-related issues involving elements of law enforcement and worker protection.

3.4. Forms of Handling Employment Issues by Indonesian National Police Employment Desk

⁴⁹ Wahyuni, W. (2022, Mei 13). Mengenal Pemberangusan Paksa Serikat Buruh. *Hukumonline*. <https://www.hukumonline.com/berita/a/mengenal-pemberangusan-paksa-serikat-buruh-lt627e2d71ad9b9/>.

⁵⁰ Mokobombang, M., et.al., 2025, Aspek Pidana dalam Penahanan Ijazah oleh Perusahaan Berdasarkan KUHP dan UU Ketenagakerjaan, *Jurnal Kolaboratif Sains*, 8(6), hal 2960.

⁵¹ Pangkey, G. I., Mohede, N., & Tuwaidan, H., 2025, Analisis Yuridis Tindak Pidana Perdagangan Orang (Studi Kasus Pekerja Warga Sulawesi Utara), *Lex Crimen*, 14(1), hal 1.

⁵² Dewi, R., & Tampubolon, J., 2025, *Op.cit*, hal 845.

⁵³ Prima, A., 2016, Kebijakan Hukum Pidana Terhadap Tindak Pidana di Bidang Ketenagakerjaan (Studi Kasus Pada Pengadilan Negeri Lubuk Pakam), *Mercatoria*, 9(2), hal 155-156.

⁵⁴ Mantili, R., 2021, Konsep Penyelesaian Perselisihan Hubungan Industrial antara Serikat Pekerja dengan Perusahaan Melalui *Combined Process* (Med-Arbitrase), *Jurnal Bina Mulia Hukum*, 6(1), hal 53-54.

The Employment Desk of the Indonesian National Police was established as a complaint mechanism for workers and laborers experiencing employment-related issues.⁵⁵ In practice, the Employment Desk receives various reports concerning termination of employment, severance pay, wage disputes, employment social security (BPJS Ketenagakerjaan), and occupational safety protection.⁵⁶ The existence of the Employment Desk provides workers and laborers with easier access to legal protection as well as certainty regarding the follow-up of the issues they experience.

In terms of law enforcement, the Employment Desk of the Indonesian National Police received a total of 144 reports concerning employment-related criminal offenses during the period from January to June 2025. Of this number, 35 cases were successfully resolved, consisting of 1 case reaching the P21 stage and 34 cases being resolved through restorative justice mechanisms, while the remaining 109 cases were still undergoing investigation and handling processes.⁵⁷ The details of employment-related criminal cases handled by the Employment Desk of the Indonesian National Police through restorative justice mechanisms can be seen in the following table:⁵⁸

Table 1. Details of Employment-Related Criminal Cases Handled by the Employment Desk of the Indonesian National Police in 2025 through Restorative Justice

Type of Case	Number of Case
Termination of Employment and Severance Pay	20 cases
Wage Disputes	6 cases
Union Busting	3 cases
Others	5 cases
Total	34 cases

This table provides details regarding employment violation cases handled by the Employment Desk of the Indonesian National Police in 2025 through a restorative justice approach. Based on the data presented above, cases involving termination of employment and severance pay constituted the highest number of cases handled, with a total of 20 cases. Furthermore, there were 6 cases related to wage disputes, 3 cases concerning union busting practices, and 5 cases categorized under other types of employment-related violations. In total, 34 employment-related cases were resolved through restorative justice mechanisms. This data demonstrates that restorative justice methods have begun to be implemented in handling employment-related issues by prioritizing dialogue, the restoration of workers' rights, and the creation of more harmonious industrial relations. Through the restorative justice approach, case settlement is not solely oriented toward law enforcement, but also toward providing protection and assistance for workers affected by employment-related issues, particularly victims of termination of employment.

Such forms of protection and assistance were carried out through strategic cooperation with the Confederation of All Indonesian Trade Unions (KSPSI) in facilitating new employment opportunities for workers affected by termination of employment. Through this cooperation, the Indonesian National Police successfully facilitated the placement of 700 workers who had experienced termination of employment into new companies, namely PT Tah Sung Hung in Brebes and PT Indonesia Dreamers Sports in Cirebon, on June 12, 2025. The departure ceremony was held at the Bhayangkara Field of the Headquarters of the Indonesian National Police and was officially inaugurated by the Chief of the Indonesian National Police.⁵⁹

⁵⁵ PID POLDA METRO JAYA. (2026, Mei 12). Desk Ketenagakerjaan Polri, Wadah Pengaduan dan Konsultasi Resmi Hak Para Buruh. *Media Hub Humas Polri*. <https://mediahub.polri.go.id/in/image/detail/461828-desk-ketenagakerjaan-polri-wadah-pengaduan-dan-konsultasi-resmi-hak-para-buruh>.

⁵⁶ *Ibid*.

⁵⁷ Tribatanews. (2026, Mei 2). Desk Ketenagakerjaan Polri Tunjukkan Kinerja Nyata, Sejalan dengan Arahan Presiden pada May Day 2026. <https://tribatanews.polri.go.id/blog/nasional-3/desk-ketenagakerjaan-polri-tunjukkan-kinerja-nyata-sejalan-dengan-arahan-presiden-pada-may-day-2026-101327>.

⁵⁸ Slamet. (2025, Juli 29). Desk Ketenagakerjaan Polri, 1.575 Buruh Kembali Bekerja, Wujudkan Perlindungan Hukum dan Akses Kerja. *Media Karya*. <https://www.mediakarya.id/desk-ketenagakerjaan-polri-1-575-buruh-kembali-bekerja-wujudkan-perlindungan-hukum-dan-akses-kerja/>.

⁵⁹ OPR SPIT POLDA NTT. (2025, Juni 13). KSPSI Apreasiasi Langkah Kapolri Selesaikan Masalah Buruh PHK. *Humas Polri*. <https://humas.polri.go.id/news/detail/1953942-kspsi-apreasiasi-langkah-kapolri-selesaikan-masalah-buruh-phk>.

Furthermore, on July 29, 2025, the Employment Desk of the Indonesian National Police once again facilitated new employment placements for 1,575 workers consisting of victims of termination of employment and new members of the workforce. The departure ceremony was again conducted at the Bhayangkara Field of the Headquarters of the Indonesian National Police by the Chief of the Indonesian National Police, with placements distributed across four companies, namely PT Long Rich Indonesia in Cirebon, PT Indonesia Dreamers Sports in Cirebon, PT Gold Emperor Indonesia in Brebes, and PT Tah Sung Hung in Brebes.⁶⁰ These efforts demonstrate that the role of the Employment Desk of the Indonesian National Police is not limited solely to the settlement of employment disputes through law enforcement mechanisms, but also encompasses the protection and recovery of workers affected by employment-related issues.

4. Conclusion

Based on the results of this study, it can be concluded that the establishment of the Employment Desk of the Indonesian National Police reflects the development of the state's approach in handling employment-related issues in Indonesia. The presence of the Employment Desk positions employment-related issues not merely as matters of industrial relations and employment administration, but also as legal and social issues that may affect social stability. In its role, the Employment Desk of the Indonesian National Police functions as a mechanism for complaints, coordination, preliminary mediation, and law enforcement concerning employment-related issues containing criminal elements.

Furthermore, the forms of handling carried out by the Employment Desk of the Indonesian National Police demonstrate that the resolution of employment-related issues is not solely oriented toward law enforcement, but also toward the protection and restoration of workers' rights. This can be observed through the settlement of cases using restorative justice approaches, as well as assistance provided to workers affected by termination of employment through the facilitation of job placements. Therefore, the existence of the Employment Desk of the Indonesian National Police reflects an effort to strengthen worker protection while simultaneously maintaining the stability of industrial relations in Indonesia.

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⁶⁰ Slamet. (2025, Juli 29). Desk Ketenagakerjaan Polri, 1.575 Buruh Kembali Bekerja, Wujudkan Perlindungan Hukum dan Akses Kerja. *Media Karya*. <https://www.mediakarya.id/desk-ketenagakerjaan-polri-1-575-buruh-kembali-bekerja-wujudkan-perlindungan-hukum-dan-akses-kerja/>.

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