

Justice In Efforts To Improve Employment Welfare

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ABSTRACT

Paradigm of development in the field of human activity should be revised, which previously thought of seeing workers as a source of production or part of goods, should be changed into workers who are full Indonesians or as subjects/tools of the development process. with their dignity. This paradigm shift has the effect of guiding and determining the legal politics of public policy in the field of human activity through changes in composite solutions by seeing workers as subjects and minds that require all aspects of the whole. The crime is often seen by the employee who receives it from the employer, so the employer does not get the benefit. There is a difference between employees and non-employees. The current law is not able to improve the standard of living according to the wishes of the workers. This is because many judges are professionals. The current law is not able to improve the standard of living according to the wishes of the workers. This is because many judges are professionals.

Keywords: Justice, Welfare, Labor.

INTRODUCTION

The 1945 Constitution (UUD 1945) in its preamble states that the purpose of the Indonesian state is to protect the entire Indonesian nation and all Indonesian bloodshed and promote general well-being, enlighten the nation's life and participate in creating a world order based on freedom, sustainable peace and social justice. The government has a responsibility to develop the country it leads. Another sign of the country's progress can be seen from the continued development of the country, the growth of which is expected to have an impact on the improvement of the standard of living and well-being of the people. Manpower is an important factor in achieving Indonesia's national development. Labor plays an important role in all activities, the national economy is more about increasing productivity and efficiency (Lalu Husni, 2008).

Article 1 number 2 of Law Number 13 of 2003 on Authorities (UUKK) states that work is "every person who can do work to create goods or serves to meet their own and community needs." Work in Law No. 14 of 1969 on the basic elements of work gives the definition of work as "every person who can do work inside and outside the work relationship in order to provide goods or services to meet the needs of society" (Achmad Aminullah, 2022). In developing

countries, laws and regulations are often used as political tools for the government or the ruling elite. This is an inseparable relationship between politics, law and power. The way of human workforce development needs to be adapted, where workers are seen as means of production or part of an asset that needs to be transformed into workers as human beings. Indonesia is full or has a subject/work tool. process in development with their dignity.

One of the tasks that the government must carry out (Yusrizal et al., 2022) efficiency in employee promotion. The paradigm of development in the field of human activity should be revised, which previously thought of seeing workers as a source of production or part of goods, should be changed into workers who are full Indonesians or as subjects/tools of the development process. with their dignity. This paradigm shift has the effect of guiding and determining the legal politics of public policy in the field of human work through a composite change of solutions by seeing workers as subjects and minds that require all aspects of the whole. Therefore, these reformist political policies are not seen as good only from an economic point of view. Work/labour issues have not been resolved so far, from issues of protection, justice, wages, justice, industrial disputes, job development and supervision (Sutedi, 2009).

One of the goals of national development as stated in the 1945 Constitution is to advance the general well-being of all Indonesians who need and benefit, both physically and financially. National development is the development of the Indonesian nation as a whole, both physically and spiritually in the context of traditional and ethical Indonesian society. Social justice is a relative phenomenon, which cannot be given specific and broad boundaries. Basically, social justice must consider a situation where economic and developmental outcomes can be obtained by all levels of society without discrimination, not just for certain groups of individuals or groups (Hanifah, 2020).

Indonesia is a country rich in natural resources (SDA) and human resources (SDM). In this context, the country's human resources are citizens and play an important role in the development of shared and sustainable prosperity through the use of natural resources and the environment. According to the United Nations, India is the fourth largest country in the world after China, India and the United States, with a population of approximately 260 million in 2016 (BPS, 2016). Population can be a loss or a burden for a country depending on the quality of the population (Retno Agdiansar, 2018).

Work is one of the most important pillars of any business. Work must be done to maintain the product. Employee benefits are a measure of how employees contribute to the life and success of the company because it meets the needs of employees. Having a job is a basic human right. Section 1 section 2 UUKK for work, "every person who can work to create goods and/or services for their own benefit and for society". But sociologically there is something wrong. In fact, the conditions of employers and employees are not equal.

Employment problems are not solved because they start with safety, pay, benefits, internal relations, training and performance monitoring. Therefore, to achieve social justice, there is a need for regional development that is distributed equally throughout the country. Hope that the development results can be enjoyed by all Indonesians. Development is one of the Government's actions to achieve the well-being of the people. However, in order to improve the standard of living and the welfare of individuals or families, people must do something different, namely work. At work, a person channels his energy and thoughts in the form of work

according to his desires, talents and abilities (skills). Depending on the job, you will receive a payment or payments that are used to meet your daily needs.

RESEARCH METHOD

This document uses normative research methods. According to the nature and scope of the research (Ramadhani & Ramlan, 2019), then the data source used in this writing is secondary data related to the first legal entity in the form of; laws and regulations related to the topic of discussion. Secondary legal sources in this study are books, scientific journals, papers and scientific articles that can provide explanations about legal matters. However, there is a high school law item in the form of the Indonesian Language Dictionary (KBBI) in finding the type of justice in labor law.

DISCUSS AND ANALYSIS

Principles of Rights for Workers' Rights

Morality is a moral value that humans always strive for. As a practical asset, implementation goals are not sought, and the discussion is not over. Justice is a word that has existed for a long time in the history of human society. In a country of law like Indonesia, efforts to achieve justice cannot be ignored.

The rule of law cannot trust all the struggles and efforts to uphold justice. The concept of justice is important for the law to be the basis for all parties, state leaders and state leaders, as a decision in solving legal problems. The rule of law requires a sense of justice to be able to solve and solve legal problems to fulfill a sense of justice for all parties. Therefore, to ensure the right to achieve justice, the law must be able to establish its legal meaning within the constitutional framework.

Laws that bring themselves to justice require not only law enforcement officers but law enforcement officers of the highest moral and ethical standards. Law enforcement officers are expected to obey the law as closely as possible to achieve the objectives of the law, including the administration of justice. The concept of justice as equality is a concept of justice developed by John Rawls. The principle of justice as justice according to John Rawls can be explained as follows:

A person must fulfill his role as defined by school rules when both conditions are met; First, the school is fair (or just), that is, it fulfills the principle of justice; Second, people willingly accept the benefits of the mandate or benefit from the opportunities provided to pursue their interests. The main idea is that some people participate in the same moral action according to the rules, and then limit their freedom to benefit everyone, those who take care of these restrictions are responsible for receiving the same attention from those who benefit from their position. The government has tried to play a role in determining workers' wages, but this role is limited to policy making, although policy innovation, that is social and the implementation of monitoring policy is not very important. This results in non-compliance with the minimum wage policy by some workers and companies or employers in regions where the minimum wage policy is implemented (Abduh, 2022).

Thus the concept of justice as equality is based on a genuine justice process. In pure procedural justice, there are no circumstances that can determine what is right outside of the process itself. Correction is not about the output, but about the system. There are no exceptions

to the process. Expected results from the process itself. Therefore, the justice proposed by the author is justice that is based on pure procedures for the sake of the value of rights that all parties believe in. The concept of justice in this clean process is combined with the concept of the rule of law in Indonesia. The rule of law is the rule of law that is known from legal regulations and from the decisions of judges who formally represent the country's legal system.

Legal justice is justice according to the right and accurate law. If the law says that people who commit corruption should be imprisoned for several years, for example, this rule must be strictly enforced by enforcement authorities according to procedures and legal systems involved in considering the Value of justice to develop and live in society. Therefore, the right proposed by the writer is the value of justice related to the law enforcement procedure by the law enforcement apparatus by looking at the values of justice that exist in the community. Legal justice is justice according to the right and accurate law. If the law says that a person who commits bribery should be imprisoned for several years, for example, this rule must be strictly enforced by enforcement authorities according to procedures and legal systems involved in considering the value of justice to develop and live in society.

Therefore, the right proposed by the writer is the value of justice related to the law enforcement procedure by the law enforcement apparatus by looking at the values of justice that exist in the community. Legal justice is justice according to the right and accurate law. If the law says that people who commit corruption should be imprisoned for several years, for example, this rule should be well implemented by the authorities according to the procedures and the legal system in place by considering the values of justice to develop and live in society. Therefore, the right proposed by the writer is the value of justice related to the law enforcement procedure by the law enforcement apparatus by looking at the values of justice that exist in the community. then this rule should be properly maintained by the law enforcement apparatus as a legal procedure and system taking into account the values of justice to develop and survive in society.

Therefore, the right proposed by the writer is the value of justice related to the law enforcement procedure by the law enforcement apparatus by looking at the values of justice that exist in the community. then these regulations should be properly implemented by law enforcement officers as appropriate procedures and systems by considering the values of justice to develop and survive in society. Therefore, the right proposed by the writer is the value of justice related to the law enforcement procedure by the law enforcement apparatus by looking at the values of justice that exist in the community (Faiz, 2017).

Pancasila is the philosophy of the Indonesian State, where its meaning and interpretation depend very much on the people who rule the country or the ruler of Indonesia. Within the framework of employment law, the validity of its content is emphasized on Pancasila. Therefore, labor law should be able to guarantee the truth of the law, the value of rights, the basis of rights, correction, protection and enforcement of the law.

Protected by law, always in control (Agishintya & Hoesin, 2021). There are two forces that are always in focus, namely government power and economic power. In relation to the government, the issue of legal protection for the people (governed) against the government (those who govern). In relation to economic power, the issue of legal protection is the protection of the weak (economic) against the strong (economic), for example the protection of workers against employers. Types of legal protection for workers by the State to improve the welfare of

workers. For this reason, the state has an important role in fostering the basic rights of workers in the law, Job Creation Law No. 2 of 2022 (Aminullah et al., 2022)

Work on labor law(Laila Syafiqah, 2023) contrary to the 1945 Constitution, because the state has abandoned its responsibility to provide and guarantee the fulfillment of the constitutional rights of the people and workers, especially in First of all, the labor law is a strict form of government that determines the welfare of foreigners. and domestic investors regardless of the welfare of the people and the workforce.

Although Pancasila is the basis of the National Constitution which is contained in the Opening of the 1945 Law paragraph IV and Article 27 paragraph (2) and Article 28D paragraph (2) of the 1945 Constitution mandates the state to provide security to workers so that workers can. can be guaranteed the right to work and a decent living for the Worker, and his family, and not just prioritize the interests of investors to get wealth. Therefore, social justice should be seen as one of the principles of Pancasila, not just a slogan that is spoken without being implemented in government life.

Pancasila is a teaching that contains basic values in human relations and expresses normative principles (Syamsudin et al., 2009) the basis for establishing labor relations, especially between employers and employees, nature, the country, and God. Practicing the values of Pancasila will create equal relationships, benefits, balance of rights and responsibilities, especially the work relationship between employers and employees. and a sense of camaraderie and cooperation so that these principles can survive and grow (Laila Syafiqah, 2023).

Increase the efficiency and effectiveness of employees

The government tries to play a role in determining the wages of workers, but this role has been limited to policy formulation, while the policy innovation process, that is the involvement and monitoring of policy implementation does not play an important role. This results in non-compliance with the minimum wage policy by some workers and companies or employers in regions where the minimum wage policy is implemented.(Abduh, 2022).The word "fair" comes from the word equality, which means different, fair, fair, just, and not discriminating. On the topic, Aristotle distinguishes three types of virtue, namely; 1) Cumulative Justice is the treatment of those who do not know the service they are doing, i.e. everyone has their right, 2) Decentralized justice is treating people as equals, which means that everyone has power according to their ability and 3) To know is to treat someone according to his character which is to pay for the crime committed.

Aristotle defines justice with the words: "justice in the same actions and in the same way, according to their differences." (Sahrul Mauludi, 2016) for like things are made alike, and unlike things are made differently. Aristotle, in interpreting justice, is greatly influenced by the category of responsibility of a thing. In Aristotle's view, justice is when all members of society have the same share of nature. Humans are seen by Aristotle as equal and have equal rights over the ownership of things (objects).

Justice must be done in equality or equity. Where there is a need for a regulatory system that can protect parties in adverse situations. It is also important in the rule of law because every law regulated in the law represents the rights of every citizen. While Certainty is something (statement) that is clear, condition or word. It should be legal and fair. It is true as a guide to

act and be fair because the code of conduct supports an order that is considered fair. To be fair and enforced with certainty the law can do its job. The first question when talking about the country itself is how to define the concept of the country itself, because the idea is not a good idea with common sense. The country is often defined by the type of social service policies and social changes that the country provides to its citizens, such as education services, employment, poverty reduction which are often seen as national and social policies. It is true as a guide to act and be fair because the code of conduct supports an order that is considered fair. To be fair and enforced with certainty the law can do its job. The first question when talking about the country itself is how to define the concept of the country itself, because the idea is not a good idea with common sense.

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One of the things that cannot be separated from this is salary. Based on the provisions of Article 1 number 30 of Law No. 13 of 2003, compensation is the right of the employee or employees received and expressed in the form of money paid from the employer or employer to the employee or employees that is decided and paid. such as employment contracts, contracts, or laws and regulations regarding benefits for employees or employees and their families for work and/or services performed or performed. Compensation is one of the factors used by employees to improve their well-being. Based on the provisions of Article 1 of the UUKK or the employer to the employee or employees are determined and paid according to the employment contract, agreement, or laws and regulations relating to contributions for employees or employees and their families for work and/or services performed or performed. Compensation is one of the factors used by employees to improve their well-being. According to section 1 number 31 UUKK(Aksin & Aksin, 2018).

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Rules related to the nature and type of employment are divided into two categories, namely the nature and type of work by nature or work or short-term and fixed time. Undisclosed, should be placed before the agreement between employers. and tools. Depending on the type and nature of the work, there is a difference in the nature of the contract between the nature and type of temporary work and permanent work.(Fithri, 2020). The meaning of the word "labor", where the word labor means not giving the right to equal rights, where the word labor mentioned in the CoW Act is "all" therefore to open the tool to use these workers because. it is considered a legal entity in the contract, hence why he uses the term employee as opposed to employment. Equality according to John Rawls' theory of social justice is the principle of difference and the principle of equality of opportunity, in social justice this is the difference where differences are organized for social and economic benefits to those who are most vulnerable.(Bruce Anzward, 2021).

Rawls's theory of equality concludes that the distribution of benefits and burdens in society is fair if everyone has the same political freedom, economic inequality is set on everyone having the same opportunity to qualify in all circumstances, This principle according to John Rawls is useful for those who have talents and the ability to have equal opportunities to compete for the jobs and positions they want to increase productivity in society, but those who are less fortunate because of the wealth created through their efforts to benefit the less fortunate people through welfare programs, so that the privileged "paying back" the disadvantaged for the unequal benefits they receive, in this case the basis of John Rawls's theory is directly related to social events that face labor problems.

John Rawls further developed his idea of the principle of justice by making full use of his theories called Substantive Justice and Procedural Justice. Ethical justice is a standard built on the assumption that each individual is free, the first standard representing the validity of the basic agreement in the social contract. Social contract. The main idea of social justice in Rawls's theory is how the main groups of society control the basic rights and obligations and decide how to distribute the living social groups that are built and exist. the main principles of justice, including the principles of social justice. equation, that is. all men are equally free in the universe, important and appropriate and the inequality of rights and social wealth to each person as Bruce Anzward said. Procedural Justice, Rawls argues that those involved in the process of creating the concept of justice must perform fair procedures (no exceptions) to ensure good results.

Rawls emphasizes the importance of a fair process for the birth of a decision that everyone can agree to be fair, although this fair process can only be achieved if there is a form of thinking that leads to the birth of a decision that can guarantee a place. fair distribution of rights and responsibilities. Rawls emphasizes the importance of all parties involved in the

negotiation process choosing the principle of justice, Rawls argues that those involved in the process of establishing the concept of justice must perform fair procedures (no exceptions) to ensure good outcomes. . Rawls emphasizes the importance of a fair process for the birth of a decision that everyone can agree to be fair, although this fair process can only be achieved if there is a form of thinking that leads to the birth of a decision that can guarantee a place. fair distribution of rights and responsibilities.

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Fair distribution of rights and responsibilities. Rawls emphasizes the importance of all parties involved in the negotiation process choosing the principle of justice, Rawls emphasizes the importance of a fair process for the birth of a decision that everyone can agree to be fair, although this fair process can only be achieved if there is a form of thinking that leads to the birth of a decision that can guarantee a place. fair distribution of rights and responsibilities. Rawls emphasizes the importance of all parties involved in the negotiation process choosing the principle of justice, The application of justice is guaranteed by the national constitution and it is necessary for a country to implement it to protect its citizens, the application of justice in the Constitution of the Republic of Indonesia Year 1945 in Article 28D paragraph (1) and paragraph (1). 2) as follows; 1) Everyone has the right to access information, guarantees, security and justice before the law and equal treatment before the law and 2) Everyone is free to work and receive fair wages and protection in employment relations.

In order to achieve the main purpose of labor law, labor law regulations should comply with regulatory norms on the nature of regulations and their use, where labor law is set now is about the nature and nature of work. work, is a very difficult problem. The rules related to the nature and type of work are divided into two categories, namely the nature and type of work that is of a nature or temporary and permanent work or undisclosed time, should be placed before the agreement between employers. and tools.

CLOSURE

Conclusion

The rule of law is the rule of law that is known from legal regulations and from the decisions of judges who formally represent the country's legal system. Legal justice is justice according to the right and accurate law. Fairness plays an important role in the implementation of employment agreements where everyone is interested in having equal rights so as not to take more than their fair share and not to injure others. Meanwhile, Procedural Justice, Rawls thinks

that those involved in the process of forming the concept of justice should do a fair procedure (without exception) to ensure the end result.

Suggestion

Employee benefits are the fulfillment of needs and/or physical and spiritual needs, inside and outside the work relationship, which directly or indirectly can improve work results in a safe and healthy workplace. to meet their own needs and for the community. In other words, the workforce is the population actively working to produce goods and services, organizations that are ready to work and are looking for work. It can be said that work is a person who does or does something, a worker, an employee, etc. Everyone should have the right to improve their work ethic, so as to benefit equally by not benefiting others. And everyone should have the opportunity to have a good life physically and mentally and have the opportunity to work for a safe and healthy life. In addition, workers must be able to perform tasks that can produce goods and services to meet their own needs and those of others.

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