

Protection of Workers' Rights: A Legal Review of PT X

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Abstract: *This study examines the implementation of Government Regulation No. 6 of 2025 concerning the Amendment to Government Regulation No. 37 of 2021 on the Administration of the Job Loss Insurance Program (JKP), focusing on a case study of unilateral termination at PT X. The research is motivated by the increasing number of unlawful dismissals and the suboptimal enforcement of workers' legal protection. The study employs an empirical juridical method, collecting data through interviews with the Department of Manpower and Transmigration of DKI Jakarta and qualitative analysis of relevant legislation. Findings reveal that although Government Regulation No. 6 of 2025 enhances worker protection by improving financial benefits, extending claim periods, and reducing employer contributions, its implementation remains hindered by low legal compliance and limited socialization among companies. The PT X case exemplifies violations of the termination procedures stipulated in the Manpower Law and Government Regulation No. 6 of 2025. This regulation reflects a proportional distribution of responsibility between the state, employers, and employees. This research emphasizes the need for stronger law enforcement and continuous evaluation to ensure that the regulation's primary goals, worker welfare and business sustainability are effectively achieved.*

Keywords: *Protection of Workers' Right; Government Regulation No. 6 of 2025; Job Loss Insurance*

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INTRODUCTION

Protection for workers who experience termination of employment (PHK) is guaranteed under Government Regulation (PP) No. 6 of 2025, which amends

Government Regulation No. 37 of 2021 (PP 37/2021) concerning the Implementation of the Job Loss Insurance Program¹. This regulation introduces significant improvements, such as enhanced welfare for

¹ Tim SmardID. "Presiden Prabowo Resmi Sahkan PP Nomor 6 Tahun 2025, Kini Korban PHK Dapat 60 Persen Gaji Selama 6 Bulan". Diakses melalui

<https://smartid.co.id/presiden-prabowo-resmi-sahkan-pp-nomor-6-tahun-2025-kini-korban-phk-dapat-60-persen-gaji-selama-6-bulan/>. Accessed 20 April 2025.

workers/laborers through increased severance pay, reduced contribution rates, and extended claim periods for companies to remit BPJS payments. These developments demonstrate the state's commitment to strengthening social security for its citizens². The revised regulation is also expected to promote community welfare through a mutually beneficial relationship between employers and employees, thereby providing legal certainty for all parties³.

Legal certainty, when aligned with its philosophical essence and harmonized with morality and welfare, forms the foundation for the validity of employment agreements, both preventively and repressively toward the welfare of the parties involved⁴. According to Jeremy Bentham, a key figure in the development of utilitarianism, true welfare is defined as the pursuit of the greatest happiness for the greatest number, minimizing harm or suffering in society⁵. From the philosophical perspective of the Unitary State of the Republic of Indonesia, as reflected in the fifth principle of Pancasila, welfare can be achieved through fair treatment for all citizens in economic, social, political, and legal dimensions⁶. In line with this, Article 28D of the 1945 Constitution guarantees the

protection, recognition, and legal certainty of fair and equal treatment for all Indonesian citizens to achieve welfare in accordance with basic human needs⁷.

Work is the most fundamental means of fulfilling the three basic human needs, clothing, food, and shelter. Those who have gainful employment can sustain their livelihoods. The right to work is enshrined in Article 27 of the 1945 Constitution, which obliges the state to ensure its realization⁸. However, these basic rights have yet to be adequately fulfilled. A Populix survey (2024) of 1,330 respondents revealed that 63% of Indonesians face difficulties in finding employment⁹. Violations not only affect the unemployed but also those already employed, as evidenced by companies that fail to provide severance pay upon termination. Such practices contravene both human rights and Article 1603 of the Indonesian Civil Code (KUHPer)¹⁰.

Furthermore, Law No. 13 of 2003 concerning Manpower, particularly Article 5, guarantees protection for workers irrespective of race, nationality, religion, gender, or political affiliation. Every worker is entitled to a decent livelihood and employment that

² Satino, Surahmad, Yuliana Yuli, et al. *Hukum Ketenagakerjaan di Indonesia*, (Jakarta: Lembaga Penelitian dan Pengabdian Kepada Masyarakat UPN "Veteran" Jakarta, 2023). 22.

³ H. Zaeni Asyhadie dan Rahmawati Kusuma. *Hukum Ketenagakerjaan Dalam Teori dan Praktik di Indonesia* (Jakarta: PRENADAMEDIA GROUP, 2019), 21.

⁴ Aries Harianto. *(Hukum Ketenagakerjaan Makna Kesusilaan dalam Perjanjian Kerja*, Yogyakarta: LaksBang PRESSindo, 2016, 55.

⁵ Endang Pratiwi, Theo Negoro, dan Hassanain Haykal. "Teori Utilitarianisme Jeremy Bentham: Tujuan Hukum atau Metode Pengujian Produk Hukum?". *Jurnal Konstitusi* 19, no. 2 (2023): 273.

⁶ Marshandha Della Ardhani, Irma Utaminingsih, Izzati Ardana, et al. "Implementasi Nilai-Nilai Pancasila Dalam Kehidupan Sehari-hari". *Jurnal Gema Keadilan* 9 no. 2 (2022) : 8.

⁷ Muhammad Fikri Abdullah, Nurul Chotidjah, dan Fabian Fadhly Jambak. "Perlindungan Hukum terhadap Kebebasan Menyatakan Pendapat Menurut Pasal 28 UUD 1945 untuk Mewujudkan Ketertiban Hukum". *Bandung Conference Series: Law Studies* 4, no. 2 (2024): 1247.

⁸ Mohammad Makbul dan Ali Rokhman. "Kebijakan Pemerintah dalam Menjamin Hak Mendapatkan Pekerjaan bagi Penyandang Disabilitas". *JHAP: Jurnal Hukum dan Administrasi Publik* 1, no. 1 (2023): 36.

⁹ Ucy Sugiarti. "Tagar 'Desperate' Ramai di LinkedIn, Gen Z Kesulitan Cari Kerja". Diakses melalui <https://goodstats.id/article/tagar-desperate-ramai-di-linkedin-kesulitan-gen-z-mencari-kerja-bNzcJ>. Accessed 20 April 2025.

¹⁰ Engku Fiboda, Eduardus E. S. Kusuma, Firdi Hardana, et al. "Perlindungan Hak Asasi Tenaga Kerja Dalam Hukum Positif Indonesia". *Jurnal Rectum* 6 no. 2. (2024): 250.

supports it¹¹. This principle resonates with the Theory of Justice developed by John Bordley Rawls, which emphasizes fairness and equality, particularly for those who are less fortunate in terms of welfare, opportunity, and basic rights. In addition to the right to wages, workers are entitled to leave, rest, medical care, and an official statement from the employer in cases of unilateral termination¹². The Manpower Act, specifically Articles 88–98 (on wages), Articles 99–101 (on employee welfare), and Chapter XI (on industrial relations), provides clear and detailed legal certainty for both employees and employers¹³.

Termination of employment, whether in state-owned, private, or individual enterprises, is governed by Article 150, Chapter XII of the Manpower Act. Pursuant to Article 151(3), an employer must first make every effort to prevent termination. If prevention fails, the parties must conduct negotiations; if no agreement is reached, the employer must obtain approval from the Industrial Relations Court (PHI) before executing the termination. However, Article 158 allows for immediate termination without this procedure in cases of serious employee misconduct. Under Article 156, employers must provide severance pay and compensation in accordance with the provisions of paragraphs (2), (3), and (4)¹⁴. The establishment of such regulations aligns with the objectives of sustainable

development, which encompasses economic, social, political, and national security dimensions. The Job Loss Insurance Program (JKP) under PP No. 6 of 2025 aims to ensure a decent standard of living for laid-off workers through financial assistance, access to job market information, and retraining opportunities¹⁵. For companies, the program offers relief by shifting certain financial obligations to BPJS Ketenagakerjaan, while simultaneously providing legal protection through structured termination procedures that minimize disputes.¹⁶

Despite the existence of laws and regulations that provide legal certainty for workers or laborers, a case of unilateral termination occurred at PT X on 2025, involving some of its employees. The company deactivated the affected employees from the attendance system and ceased wage payments before any ruling was issued by the Industrial Relations Court. Following the dismissals, the company's labor union held a protest demanding reinstatement and fair compensation. Despite decades of service, the dismissed employees received neither severance pay nor compensation for entitlements owed.

From a juridical perspective, this case raises critical questions about the effectiveness of implementing Government Regulation No. 6 of 2025, particularly concerning low corporate compliance levels,

¹¹ Ari Hernawan. "Makna dan Penerapan Uang Pisah pada Pemutusan Hubungan Kerja dalam Hukum Ketenagakerjaan Indonesia". *Jurnal Hukum IUS QUILA IUSTUM* 30 no. 3. (2023): 477.

¹² Oinike Natalia Harefa. "Sebuah Studi Perbandingan Antara Teori Keadilan Menurut John Rawls dan Reinhold Niebuhr". *SUNDERMANN Jurnal Ilmiah Teologi, Pendidikan, Sains, Humaniora dan Kebudayaan* 13 no. 1. (2020): 40.

¹³ Anri Darmawan. "Pengaturan Hukum Terhadap Pekerja Outsourcing Ditinjau Dari Undang-Undang Ketenagakerjaan dan Undang-Undang Cipta Kerja". *Varia Hukum Jurnal Forum Studi Hukum dan Kemasyarakatan* 3 no. 2. (2021): 18.

¹⁴ Rudi Febrianto Wibowo & Ratna Herawati. "Perlindungan Bagi Pekerja Atas Tindakan Pemutusan Hubungan Kerja (PHK) Secara Sepihak". *Jurnal Pembangunan Hukum Indonesia* 3 no. 1. (2021): 115.

¹⁵ Fernandi Mahendrasusila. "Dampak Penyelenggaraan Program Jaminan Kehilangan Pekerjaan Terhadap Sistem Jaminan Sosial Nasional di Indonesia". *Jurnal Hukum Visio Justisia* 1 No. 1. (2021): 90.

¹⁶ Mulyadi, Kayus Leoleba K, Satino, et al. "Bela Negara, Politik dan Demokrasi di Indonesia dalam Pembangunan Berkelanjutan", *National Conference on Law Studies (NCOLS)* 6 no. 1. (2024): 68.

administrative burdens, and the limited accessibility of the program for informal workers. Although the regulation stipulates sanctions and supervisory mechanisms for noncompliant employers, enforcement remains a significant challenge¹⁷. Well-crafted legislation, when coupled with effective enforcement, can stimulate innovation, protect workers and consumers, and foster a fair, sustainable business climate.

Applying the jurisprudential theory of *The Law of the Contract of Employment Fusion*, this incident illustrates an attempt by the employer to revert the employment relationship to a pure contractual model treating employment as a private agreement while disregarding the protective “status” dimension embedded in Indonesian labor legislation¹⁸. The conflict in this case is therefore not merely administrative but structural: workers possess substantive rights to JKP, yet the failure to enforce procedural protections.¹⁹

Accordingly, this research identifies the need for a thorough juridical review of the implementation of Government Regulation No. 6 of 2025, using the PT X case as an analysis point. The study aims to evaluate the extent to which the regulation effectively protects workers’ rights while supporting business continuity, and to offer academic as well as practical contributions to the further development of Indonesian labor law to ensure justice and welfare within industrial relations.

METHOD

This study adopts an empirical juridical research method, integrating field-based findings with the analysis of applicable legal norms to assess the implementation of Government Regulation No. 6 of 2025 concerning the Job Loss Insurance (JKP) scheme²⁰. Empirical data were gathered through interviews with officers from the Department of Manpower and Transmigration of DKI Jakarta, providing practical insight into procedural compliance, administrative challenges, and the conduct of employers in cases of termination of employment. These empirical findings were examined alongside the relevant statutory framework, including the Manpower Law, Government Regulation No. 37 of 2021, and its amendment under Government Regulation No. 6 of 2025. A qualitative analytical approach was employed to evaluate the extent to which the legal provisions correspond with practices on the ground, particularly in the case of unilateral termination at PT X. By combining doctrinal legal analysis with empirical observation, this method offers a comprehensive understanding of the effectiveness of the regulation in safeguarding workers’ rights whilst supporting stable and equitable industrial relations.

ANYLISIS AND DISCUSSION

Influence of Government Regulation No. 6 of 2025 on Industrial Relations Between Companies and Workers from a Legal Perspective

Since 2023, a total of 37,375 workers in Indonesia have experienced termination of employment (PHK), and this figure increased

¹⁷ Yuliana Yuli Wahyuningsih, Edward Benedictus Roring, Okta Refika Desideria, et al. “Transformasi Hukum Bisnis dalam Ekosistem Digital: Tantangan dan Peluang”. *IKRAITH-HUMANIORA* 9 no. 1. (2025): 258.

¹⁸ Deakin and F. Wilkinson, *The Law of the Labour Market: Industrialization, Employment, and Legal Evolution*, Oxford: OUP, 2005

¹⁹ Dunn, W. N. *Public Policy Analysis*. 5th ed. New York: Routledge, 2016.

²⁰ Abdulkadir Muhammad, *Hukum dan Penelitian Hukum*, Bandung: Citra Aditya Bakti, 2004, hlm 134

by 23.7% in the following year, reaching 46,240 affected workers, according to data from the Ministry of Manpower. In parallel, 13.38 million participants were enrolled in the Job Loss Security Program (JKP) in 2024, while 25.84 million wage-based workers were active participants under BPJS Ketenagakerjaan, representing 51.78% of total registrants. Between 2021 and August 2024, participant enrollment grew at an average annual rate of approximately 8%. Of these, 101,092 individuals received cash benefits, 226 participants benefited from training programs, and 7,131 individuals successfully re-entered the workforce. These data underscore the urgent necessity for the issuance of Government Regulation (PP) No. 6 of 2025, which amends Government Regulation No. 37 of 2021 concerning the Implementation of the Job Loss Security Program, with the primary objective of optimizing benefits for both workers and employers while ensuring business sustainability²¹.

Corporate sustainability in Indonesia is an integral component of economic and social stability. It manifests in daily operational activities, influencing all levels of the social structure²². Therefore, the existence of a clear legal framework is imperative to guarantee that companies can sustain their operations responsibly and in accordance with the principles of good governance. In the era of globalization, companies are compelled to implement Good Corporate Governance (GCG) and Environmental, Social, and Governance (ESG) principles as essential strategies to achieve long-term corporate resilience. According to Putu Suryastuti,

Partner at Assegaf Hamzah & Partners (AHP), ESG implementation has become not only a legal obligation but also a long-term strategic necessity, as companies can no longer disregard the environmental and social impacts of their business activities. In practice, ESG compliance is often reflected through Social Responsibility (SR) initiatives or Sustainability Reports, which serve as tangible evidence of corporate accountability and legal adherence to sustainability principles.

The amendment introduced by Government Regulation No. 6 of 2025 modifies key aspects of the previous regulation, particularly concerning proof of termination, eligibility criteria, contribution requirements, and claim submission periods. These adjustments aim to strengthen worker protection by optimizing the effectiveness of the JKP program, thereby reducing social and economic risks associated with layoffs, especially amid Indonesia's volatile economic landscape. In terms of its legal hierarchy, this regulation serves as an implementing regulation subordinate to Law No. 6 of 2023 concerning the Ratification of Government Regulation in Lieu of Law (Perppu) No. 2 of 2022 on Job Creation, and Law No. 13 of 2003 on Manpower, which provides its principal legal foundation. It also aligns with other relevant instruments, including Law No. 40 of 2004 on the National Social Security System, Law No. 2 of 2004 on Industrial Relations Dispute Settlement, Law No. 24 of 2011 on the Social Security Administering Body (BPJS), and Government Regulation No. 35 of 2021 concerning Fixed-Term Employment,

²¹ Pratantia Aviatri dan Ayunda Putri Nilasari. "Analisis Penerapan Etika Bisnis terhadap Kelangsungan Usaha Perusahaan Dagang". *Accounthink : Journal of Accounting and Finance* 6 no. 2. (2021): 195.

²² Rista Adhalia Fani, Indy Melva Adinda Marsha, Nifta Ardilia Putri, et al. "Peran *Corporate Governance* dan ESG dalam Meningkatkan Reputasi dan Keberlanjutan Perusahaan: Studi Literatur". *Business Preneur: Jurnal Ilmu Administrasi Bisnis* 7 no. 1. (2023) : 660.

Outsourcing, Working Hours, Rest Periods, and Termination of Employment.

The enactment of Government Regulation No. 6 of 2025 brings renewed optimism for both workers and employers. The regulation introduces several substantive improvements, including:

1. An increase in JKP cash benefits from 45% to 60% of monthly wages, payable for up to six months following termination;
2. An extension of the claim submission period from three to six months post-termination; and
3. A reduction of the JKP contribution rate from 0.46% to 0.36% of the worker's monthly wage.

Under this revised scheme, contributions are jointly financed by the Central Government and JKP funding sources, thereby reducing the financial burden on both employers and employees. Furthermore, the amendment introduces bankruptcy relief provisions whereby, in the event of a company's financial insolvency or arrears for up to six months, BPJS Ketenagakerjaan assumes responsibility for disbursing JKP benefits to the affected employees.

The amendment also imposes new obligations on employers to conduct periodic legal audits reviewing employment contracts, human resource policies, and compliance with regulatory requirements. Companies must also organize training and dissemination programs for HR personnel, managers, and employees to ensure comprehensive understanding of their rights and obligations under the new legal framework. Effective tripartite communication among employers, workers, and government authorities remains

vital to avoid industrial disputes and promote harmonious labor relations.

Operationally, the regulation requires the modernization of labor administration systems, including the synchronization of employment termination data and BPJS Ketenagakerjaan records, to facilitate accurate claim processing. Companies are obliged to register all employees, both Fixed-Term (PKWT) and Permanent (PKWTT), under the JKP program. This obligation yields dual economic effects: it reduces short-term financial strain while promoting long-term operational efficiency. The 0.10% reduction in JKP contributions, for example, can lower total corporate social security costs, while enhanced worker benefits help reduce litigation and industrial disputes, as employees gain a stronger sense of economic security. Consequently, the regulation has the potential to improve corporate liquidity and minimize financial distress without compromising workers' rights.

Nevertheless, the increase in JKP benefits to 60% of wages for six months also presents financial challenges for companies, particularly those in sectors characterized by high employee turnover or market volatility. To mitigate these pressures, firms are encouraged to strengthen workforce retention strategies, preserve institutional knowledge, and implement retraining and reassignment programs as alternatives to layoffs. Sound financial planning and efficient organizational design are thus essential to ensuring that employment terminations are managed responsibly and sustainably²³.

From a juridical perspective, Government Regulation No. 6 of 2025 contributes significantly to Indonesia's labor law framework by reinforcing the principles

²³ CPT Corporate. "Bagaimana PP No. 6/2025 Berdampak pada Perusahaan dan Perencanaan Tenaga Kerja".

<https://www.vritimes.com/id/articles/4fada869-02e9-11ef-8e02-0a58a9feac02/de289674-16c3-11f0-8734-0a58a9feac02>. Accessed 1 October 2025.

of legal certainty, social justice, and economic sustainability. Legally, the reduction in contribution rates and the introduction of state-funded support mechanisms reduce the risk of administrative non-compliance while extending protection to bankrupt enterprises, thereby upholding the principle of equality before the law. Socially, the policy enhances harmony between employers and employees by ensuring income continuity for up to six months post-termination, thereby reducing social unrest and improving public trust in labor governance. Companies that comply with the regulation also strengthen their reputations as law-abiding and socially responsible entities, which, in turn, helps attract high-quality talent and fosters industrial peace.

However, the effectiveness of this regulatory reform ultimately depends on its implementation. Without proper enforcement, monitoring, and public awareness, the regulation may fail to realize its intended purpose as a protection mechanism “by the people and for the people.” Accordingly, preventive measures are essential, including periodic evaluations, enhanced supervision, and consistent enforcement through the Ministry of Manpower and Industrial Relations Courts. Compliance audits should monitor employers’ adherence to severance obligations, JKP contributions, and dispute resolutions. Regular feedback loops can ensure that regulatory adjustments align with the evolving needs of both workers and businesses²⁴.

To strengthen the long-term efficacy of Government Regulation No. 6 of 2025, targeted public education campaigns and legal socialization programs must be prioritized. Workers should be informed of their rights

and entitlements, while employers should be guided on their responsibilities and potential legal consequences for non-compliance. Only through coordinated action between the government, employers, and labor unions can this regulation fulfill its dual objective of safeguarding workers’ welfare and maintaining corporate sustainability within Indonesia’s dynamic labor ecosystem.

Implementation of Government Regulation Number 6 of 2025 at PT X

In 2025, the leadership of the Work Unit (Pimpinan Unit Kerja, *PUK*) of the All-Indonesia Workers Union (*Serikat Pekerja Seluruh Indonesia*, *SPSI*) submitted a formal letter of objection and a request for clarification to the company’s management regarding alleged legal violations and practices of union busting, specifically the dismissal of union activists with the intent of weakening the labor organization. This organization functions as an advocacy body representing workers’ rights, channeling their aspirations through legal assistance and industrial advocacy, while also promoting harmonious labor relations within its jurisdiction.

Following the company’s unilateral decision to revoke attendance access and suspend the payment of monthly wages to the employees, the affected workers held a demonstration in front of PT X. Their demands included the immediate payment of withheld wages, an investigation into union busting practices, and, most importantly, the revocation of the termination of employment (*Pemutusan Hubungan Kerja*, *PHK*).

In addition to their original demands, the demonstrators alleged that the root of the dispute stemmed from misconduct within the

²⁴ Fajar B Hirawan, Adinova Fauri, Henriko Tobing, et al. “Kajian UU 11/2020 tentang Cipta Kerja Klaster Ketenagakerjaan: Studi pada Regulasi Pengupahan,

PHK, dan Pesangon”. *J-naker Jurnal Ketenagakerjaan* 18 no. 1. (2023): 7.

company's Human Resources Department, which had carried out the layoffs without following the legally mandated procedures.

Government Regulation No. 6 of 2025 serves as a safeguard for workers affected by termination of employment, reflecting the government's commitment to upholding the principles of Pancasila and the 1945 Constitution (*Undang-Undang Dasar Negara Republik Indonesia Tahun 1945*) in the regulation of industrial relations between workers and employers.

Manpower development is intrinsically linked to the broader objective of human development in Indonesia, aiming to enhance the dignity, status, and welfare of workers in order to realize a just and prosperous society, both materially and spiritually. Such development must balance the protection of workers' rights with the creation of a conducive business environment. Accordingly, the formulation and implementation of labor regulations must not only secure the welfare of workers but also promote business growth, increase productivity, develop human resources, enhance labor competitiveness, expand employment opportunities, and foster industrial relations that are both stable and equitable.

The cultivation of fair and harmonious industrial relations constitutes a key element of manpower development that must be continuously pursued. The recognition of human rights within the workplace context is also a constitutional imperative, as stipulated in People's Consultative Assembly Decree (TAP MPR) No. XVII/MPR/1998 concerning Human Rights, which forms one of the pillars of democracy in the labor sphere. At the international level, Indonesia has ratified all eight core conventions of the International Labour Organization (ILO), grouped into four main categories: (1) *Child Protection*

(Conventions No. 138 and No. 182), (2) *Forced Labour* (Conventions No. 29 and No. 105), (3) *Discrimination* (Conventions No. 100 and No. 111), and (4) *Freedom of Association and Collective Bargaining* (Conventions No. 87 and No. 98). These ratifications affirm Indonesia's commitment to the protection and promotion of human rights in employment.

In the context of finalized termination of employment, companies are obliged to review their legal responsibilities as governed by Government Regulation No. 6 of 2025 (as an amendment to Government Regulation No. 37 of 2021 concerning the Job Loss Insurance Program), Law No. 6 of 2023 on Job Creation, and other relevant regulations administered by BPJS Ketenagakerjaan, the implementing body of the Job Loss Insurance (JKP) scheme. Pursuant to these provisions, all employees, whether under fixed-term (*Perjanjian Kerja Waktu Tertentu*, PKWT) or indefinite-term (*Perjanjian Kerja Waktu Tidak Tertentu*, PKWTT) contracts, must be registered with BPJS Ketenagakerjaan no later than 30 (thirty) days after commencing employment. In the event of termination, such employees are entitled to receive JKP benefits.

Before the termination becomes effective, however, the employer must provide written notice to the employee at least 14 (fourteen) days in advance, specifying the reasons for termination and outlining the employee's entitlements. Should the employee reject the termination, the matter must be resolved through bipartite, tripartite, or mediation mechanisms facilitated by the local Manpower Office (*Dinas Ketenagakerjaan*).

Employers who fail to fulfill their statutory obligations are subject to administrative sanctions, including written warnings, restrictions on business activities, temporary suspension of production, or

revocation of business licenses. Furthermore, criminal sanctions may be imposed on employers who violate provisions concerning insurance or pension benefits for terminated employees, as stipulated in Article 167 of the Manpower Law (Law No. 13 of 2003, as amended). Such violations carry penalties of imprisonment for a minimum of one (1) year and a maximum of five (5) years and/or a fine ranging from IDR 100,000,000 (one hundred million rupiah) to IDR 500,000,000 (five hundred million rupiah), in accordance with Article 184. Additionally, Article 185 prescribes lighter criminal sanctions for violations of Articles 42, 68, 69, 80, 82, 90, 143, and 160, which address matters such as written authorization for employing foreign workers, prohibition of child labor, the right of workers to worship, maternity leave, prohibition of sub-minimum wages, the right to strike in an orderly and peaceful manner, and the employer's obligation to assist the families of detained workers.

Accordingly, PT X is expected to ensure full compliance with applicable labor regulations, particularly Government Regulation No. 6 of 2025. In the present case, the actions of the company's management appear inconsistent with statutory requirements, as the company allegedly withheld wages from its employees following their termination on 2025, and issued termination letters without conducting proper bipartite negotiations. Such conduct constitutes a violation of due process under labor law and may give rise to a lawsuit before the Industrial Relations Court seeking annulment of the termination.

Therefore, the company is expected to ensure its compliance with labor regulations, particularly the latest regulation, Government Regulation No. 6 of 2025. In the context of PT X, the actions taken by the company's management clearly do not align with the

applicable policies and regulations. The company is alleged to have withheld wages following the termination of the employees. In addition, the termination was announced through a letter without an adequate bipartite procedure. This situation may trigger a lawsuit in the Industrial Relations Court (PHI) to annul the termination. Accordingly, the company is expected to conduct tripartite mediation and carry out a legal audit to align with the provisions of the regulation in order to maintain industrial harmony amid the 2025 termination trend.

In an interview conducted by the author with employees of the DKI Jakarta Provincial Manpower, Transmigration, and Energy Office on September 3, 2025, the results showed that there was no dominant type of company in conducting layoffs, but in the last 2 years (2023-2025), courier companies often conducted mass layoffs.



Figure 1. Movement of Industrial Relations Dispute Cases in DKI Jakarta from 2020 to 2025

Source: DKI Jakarta DTKTE Industrial Relations Data Report

The interview emphasized that before the tripartite process, a bipartite process must first be carried out, and if it fails, an application can be submitted to the Manpower Office with evidence in the form of a layoff letter and proof of the bipartite process. In addition to assisting with the mediation process, the Manpower Office also assists with data clarification, the issuance of collective agreements and recommendation

letters based on the results of mediation, and the supervision of the implementation of existing regulations regarding labor.



Figure 2. Statistics on the Number of Terminations in DKI Jakarta

Source: DKI Jakarta DTKTE Industrial Relations Data Report

The reason companies carry out layoffs that do not comply with the procedures and regulations of the Manpower Act is generally due to the low level of knowledge among company management regarding the procedures that must be carried out before finally laying off their employees. This is also the author's assumption that PT X did not have the knowledge or was negligent in its procedural obligations. Based on the news about PT X, it was found that there were layoff practices that caused industrial disputes. Normatively, Article X of Government Regulation No. 6 of 2025 stipulates that workers who are laid off are entitled to JKP. However, interviews with the Jakarta Manpower Office showed that in practice, many companies have not registered their workers in the JKP program, so legal protection is not optimal. This indicates a gap between legal norms and implementation. The case of PT X is not only an individual company issue, but also reflects structural challenges

Comparatively, the JKP system shares similarities with international bankruptcy relief mechanisms designed to protect employees' wages when a company becomes insolvent. In some jurisdictions, such as the

United States and the European Union, employee claims are prioritized during bankruptcy proceedings, ensuring that unpaid wages and benefits are partially recovered even if the employer defaults. However, unlike these structured bankruptcy protections, the JKP framework in Indonesia currently relies on preemptive registration and employer compliance, rather than automatic statutory guarantees. Consequently, the risk of noncompliance and strategic avoidance remains high, highlighting a structural vulnerability in Indonesia's social protection system and underscoring the need for stricter enforcement and oversight to prevent deliberate evasion by employers.

CONCLUSION

The promulgation of Government Regulation No. 6 of 2025 concerning the Amendment to Government Regulation No. 37 of 2021 on the Implementation of the Job Loss Insurance (JKP) Program plays a crucial role in strengthening legal protection for workers and maintaining the continuity of industrial relations between employers and employees. This regulation was enacted to provide enhanced welfare guarantees for workers affected by termination of employment (*Pemutusan Hubungan Kerja* or *PHK*), including increased financial benefits, an extended claim period, and a reduction in employers' contribution obligations. Accordingly, the enactment of Government Regulation No. 6 of 2025 serves not only to protect workers' rights from both economic and social perspectives but also to function as a legal instrument that harmonizes and balances the interests of workers and employers in the creation of a just and equitable industrial relations system.

However, the implementation of this regulation in practice, as illustrated by the PT X case, continues to encounter numerous legal

and administrative obstacles. The company conducted unilateral terminations of employment without undergoing the bipartite or tripartite dispute resolution mechanisms mandated under the Manpower Law and Government Regulation No. 6 of 2025, and further failed to fulfill the statutory entitlements owed to its employees. This situation reflects a persistent weakness in legal compliance and regulatory oversight within the field of labor administration.

Therefore, it is imperative to strengthen the supervisory and enforcement functions of the government and to enhance employers' legal awareness and compliance in order to realize the fundamental objectives of Government Regulation No. 6 of 2025, namely, the achievement of distributive justice, the protection of workers' rights, and the sustainability of business operations within a lawful and balanced industrial framework.

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