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LEGAL COUNSELING ON REVISION OF THE MANPOWER LAW AND THE RIGHTS AND OBLIGATIONS OF EMPLOYEES TO INCREASE LITERACY AWARENESS AT PT LONGTHAI RECREATION BATAM

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Abstract

The law changes following developments that occur in the community, this is done so that the applicable law can prevent problems from arising and overcome problems that occur in the community. As with Law no. 13 of 2003 concerning Manpower which was revised through the Omnibus Law on Job Creation (Law No. 11 of 2020). The Manpower Act is a regulation that regulates all matters concerning employers and employees. The Employment Creation Law changes, adds and deletes several articles contained in the Manpower Act which are deemed necessary for renewal. However, the enactment of the Job Creation Law has sparked public controversy because it is considered inefficient and detrimental to employees. The method used in this research is a lecture which is then processed into a qualitative form. Data was collected by means of observation and interviews through questionnaires. This legal counseling aims to inform the Job Creation Act and the rights and obligations of employees and so that the public, especially employees, understand more about the applicable laws regarding employment.

Keywords: *Manpower Law, Revision, Job Creation Act, Legal Counseling.*

Introduction

Indonesia has many regulations, ranging from up to 42 thousand regulations that apply including laws, government regulations, presidential regulations, ministerial regulations to regulations by governors, mayors and regents that make the government's grip on making decisions slow. (Fitryantica, 2019). A change occurs because one thing is not in harmony with another. Likewise, the law can change at any time if it turns out that it is no longer in harmony with current or future conditions. The laws that apply in Indonesia are always changing because they follow the developments of the times. In this way, the law is expected to prevent disputes and resolve any problems that occur in society. Like the Manpower Law, the Law is no longer valid since the enactment of the Employment Omnibus Law, but there are only articles that have been revised to make it better and can be in line with the current situation. The Manpower Act, namely Law no. 13 of 2003 is a regulation that regulates all matters concerning employers and employees, in which the Act is also a reference

for making contracts between employers and their employees. It is stated in the Manpower Law in article 1 paragraph (3) that an employee/worker is a person who works for which that person will receive a reward or salary while it is stated in article 1 paragraph (5) that an entrepreneur is an individual, partnership or legal entity that run a company owned or owned by someone else. The main purpose of the enactment of this Manpower Act is to prevent overlapping rights and obligations between employers and employees (Wijayanti, 2009). In addition, it also aims to realize equal employment opportunities for Indonesian citizens. The contents of the Manpower Act are rules that must be obeyed by employers and employees, which means that in running a company, it must not conflict with the rules regulated by the Manpower Act. Therefore, a work contract must also be made based on the applicable law, this is to avoid a work contract that is burdensome for one party. The enactment of the Job Creation Law invites public controversy because it is considered inefficient and detrimental to employees, but it is important to note that basically a regulation is made to create a better life. The Job Creation Act was made by the government as an effort to build a better economy and be able to attract investors to invest in Indonesia (Kurniawan & Dewanto, 2020). One of the problems that is still a major concern is the unemployment rate where the level of productive age continues to grow and is not matched by available jobs (Soleh, nd). Therefore, this is also the ideal of the Job Creation Act, which is to create a lot of job opportunities by facilitating permits and MSMEs to run their businesses. The Job Creation Law was passed in 2020 which is only a year since the Act was passed. The omnibus law itself is basically a law whose contents are to revise and/or revoke a large number of laws (Son, 2020). There are still not many who understand about the changes to the articles and counseling needs to be done to provide information about what articles are being revised. The hope from this outreach activity regarding changes to the Manpower Act since the enactment of the Job Creation Act and the rights and obligations of these employees can achieve the desired things such as reducing and even being able to overcome irregularities that occur in the company, especially at PT. Longthai Recreation Batam where the counseling took place.

Method

The research method used is the empirical method in which the method obtains data directly in the field. Data collection techniques used are primary data and secondary data. Primary data was obtained by means of interviews and observations, which by giving a questionnaire to the participants of legal counseling which of these questionnaires we can find out about the data of the participants. This questionnaire also helps to find out whether after holding this legal counseling the participants will understand more about law in Indonesia and this counseling can be well received by the counseling participants. While secondary data is obtained from literature studies through legislation, legal journals and other literature. This legal counseling has several stages, namely: The preparation stage. The preparation of this counseling begins with tracing the things that need to be informed to the public. After that, make observations to the company and ask for permission to carry out legal counseling in the company to the company's public relations. Next, provide guidance with the supervisor about the activities to be carried out by submitting a proposal and after being approved

then preparing the MoU and MoA which will be given to the company for signature. The author also prepared a brochure containing counseling materials and prepared modules and questionnaires to be filled out by legal counseling participants. The author also made a standing banner (X-Banner). In the implementation stage, the author met with the public relations officer at the company, then he was brought to the room for counseling. Counseling was carried out according to the time set for approximately 90 minutes from preparation to closing which ended with filling out the questionnaire. The extension activities are documented and at the end of the counseling the writer takes a photo with the participants as evidence of the activity. The counseling participants were given snacks at the beginning of the counseling and lunch at the end. Assessment and Reporting Stage, At this stage the author conducts a discussion with public relations at PT Longthai Recreation Batam regarding the counseling that has been carried out, after that the author prepares a report consisting of 5 chapters, namely introduction, outputs and targets, implementation methods, results and outcomes that have been achieved and finally conclusions and suggestions. This report will be given to the supervisor for evaluation.

Discussion

1. Preparation phase

The initial stage of this activity is to prepare the things needed for the implementation of extension activities including brochures containing extension material points, X-Banners and extension modules containing all extension materials.



Figure 1. Brochure contains material points



Figure 2. X-Banner delivered to partners in October and displayed one week before the counseling date



Figure 3. Extension module which contains all extension materials

2. Implementation stage

After everything has been prepared, it is continued with the implementation of outreach activities at PT Longthai Recreation Batam. The counseling will be held on November 7, 2021, according to the schedule stated on the X-Banner.

- A. Waiting for the attendance of participants and after the participants were present, brochures were distributed.



Figure 4. Distribution of brochures to participants

- B. Counseling begins by introducing yourself first, which is then continued by conveying the title and extension material.



Figure 5. Counseling is ongoing



- C. Distribution of lunch at the end of the event to the counseling participants who attended



Figure 6. Lunch

- D. Submission of modules that have been designed to partners



Figure 7. Submission of modules

- E. Documentation of several legal counseling participants at the end of the counseling as evidence



- F. Youtube link and extension module link

1. <https://youtu.be/S1TgyuXUZLE>
2. https://docs.google.com/document/d/1wphlM4VyGbmp9Msg_FBSu2BfeWHIQ-E3/edit?usp=sharing&oid=105076726730601373418&rtpof=true&sd=true

Conclusion

PT Longthai Recreation Batam is a company engaged in various fields, namely family entertainment, children's entertainment, sports such as billiards and bowling as well as export and import in the field of land transportation. The company's address is at Komp. Bukit Mas Blok Sedap Malam Kav. 1, Steel Ground. This company was established with registration number 25/2886 which

was published in 2007. The methods used were observation, interviews, lectures and literature study. The results and outputs of Community Service (PKM) activities through legal counseling are that employees are more aware of legal reforms regarding the Manpower Act, their rights and obligations and are more aware of applicable laws and sanctions. The resulting outputs are modules, brochures,

Suggestion

Legal counseling like this should be done more often to the public in order to increase public awareness of the laws that apply in Indonesia. Legal counseling at this time does not have to go down to the community, but can be done online and can be disseminated through social media. As we know that in Indonesia there is a principle of statutory regulations, namely that everyone is considered to have known the law after it was promulgated in the state gazette. So, people should know about positive law in Indonesia.

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