



## Mitigating Human Rights Violations: A Critical Examination of Excessive Overtime Practices in the Workplace

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### Abstract

*In the pursuit of project goals, expediting implementation time is crucial. This study delves into the prevalent use of overtime work as a means to accelerate projects, particularly in industries striving to meet production targets. Despite government regulations stipulating permissible durations for overtime, numerous companies exceed these limits, leading to labor-related violations that infringe upon human rights. This research, employing a normative doctrinal approach, explores the impact of exceeding specified overtime limits on human rights. Recognizing human rights as fundamental and universal, the study advocates for their impartial application to all workers, irrespective of their employment status. Addressing violations through comprehensive discussions and interventions is imperative to foster a workplace that upholds the principles of non-discrimination and respects fundamental human rights.*



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### A. INTRODUCTION

In the present era, Indonesia is grappling with the task of advancing development across all sectors for the progress and prosperity of its people. To support this endeavor, the involvement of a workforce is indispensable. Labor development constitutes a pivotal aspect contributing to the success of national development (Utomo, 2016). The regulation of labor development must be structured in a manner that ensures the fulfillment of fundamental rights and protections for workers, while simultaneously fostering a conducive environment for business development (Taufiq Yulianto, 2015). Jobs that lack support from a well-qualified and productive human resource base are unlikely to yield optimal and satisfactory outcomes in construction projects (Kurniawan & Nursin, 2021).

Protecting workers can be achieved through guidance and by enhancing the recognition of human rights (Dharmakusuma & Cesmi, 2013). Protecting workers entails providing guidance and support mechanisms while simultaneously bolstering the acknowledgment and application of human rights principles (Afdal & Tan, 2019; Solechan, Utami & Azhar, 2020; Fikri, 2022; Shalihah, & Damarina,

2023). By offering clear directives and resources, alongside fostering a culture that upholds the inherent dignity and entitlements of all individuals, the rights and well-being of workers can be effectively safeguarded (Natalis, & Ispriyarso, 2018; Sudarwin & Al Azizah, 2023). Human rights are deemed to be fundamental and universal rights (Rismadani & Putra, 2019). If a right is acquired based on a country's legal system, it becomes a legal right (Bahder Johan Nasution, 2015). As a legal right, human rights are intended to safeguard the dignity of individuals (Kania, 2015). From the perspective of workers, the fulfillment of human rights should be extended to all workers without discrimination based on permanent or flexible employment relationships, following the principle of non-discrimination. Legal protection for workers is granted because the security and sustainability of work are jeopardized by the implementation of flexible employment relationships (Ismono, 2018). Workers acquire their rights in the workplace after Indonesia gained independence (Adami, 2017). Human rights for workers represent the fulfillment of inherent basic rights protected by the constitution, as stipulated in Article 27, paragraph (2) of the 1945 Constitution, which states, "Every citizen has the right to a job and a life worthy of humanity." Article 33, paragraph (1) declares that "the economy is organized as a joint effort based on kinship," thereby signifying that violations of basic rights protected by the constitution constitute violations of human rights (Latupono, 2011). One of the regulated aspects is the rights and obligations of companies towards their employees, including those who work beyond the stipulated time limits. Working hours refer to the time allocated for performing tasks, which may be carried out during the day and/or night (Merpati, 2014).

In performing tasks, there are various methods to expedite the execution time of a job in order to achieve a target (Yoni et al., 2013). One alternative that can be employed to expedite a project is by utilizing overtime work (Gde & Yana, 2006). Law Number 13 of 2003 concerning Manpower obliges every employer to comply with the provisions of working hours; however, these provisions do not apply to certain sectors or types of work (Farida & Nurwidyaningrum, 2017). Article 78 paragraph (1) of the Manpower Law states that if an employer employs workers beyond the stipulated hours, the employer must first obtain the workers' consent, and overtime can only be performed for a maximum of 3 hours per day and 14 hours per week (I Gusti Ngurah, Anak Agung Ayu, Bisnis et al., 2013). In reality, there are still some companies that do not adhere to the regulations on overtime hours for their employees. Violations related to labor issues regarding working hours not in accordance with statutory regulations often occur in companies operating in industries that are striving to meet production targets (Ramaputra et al., 2020).

Overtime exceeding these limits may not necessarily be compensated, especially for workers who work on holidays without a clear statement in the

employment agreement that they will also work overtime on holidays. Working hours constitute one of the four organizational factors that are potential sources of stress for employees in the workplace (Purnomo & Kurniawati, 2019). Companies employ their workers or laborers by exceeding working hours so that the quantity of orders from buyers can be fulfilled (Ramaputra et al., 2020). Workers who exceed the prescribed overtime hours generally do not have the right to refuse orders from superiors when assigned overtime without an agreement that the overtime will exceed the specified time limits. There should be an agreement between the company and the workers when the company intends to provide overtime that exceeds the specified overtime hours. The indication of a good working system is reflected in the content of the employment agreement agreed upon by the parties. This is a manifestation of fulfilling human needs in accordance with the spirit of upholding human rights and in line with the spirit of the Manpower Law, which is to empower and utilize laborers/workers, provide protection for workers/laborers, and improve the welfare of workers/laborers and their families (Wuisan & Alexander, 2022).

On the other hand, we are unaware of the conditions of workers who are subjected to overtime beyond the specified limits, whether they are in a suitable condition for overtime or not, and whether they have other interests to pursue. When workers are unable to refuse, their rights are undoubtedly in conflict with human rights. This can be considered an exploitation of workers if there is no agreement between the parties involved regarding overtime beyond the specified limits. Many workers also engage in employment while attending university, where typically, they perform their job in the morning and attend classes in the evening after work. The same applies to workers with the reverse schedule. For workers engaged in academic activities, they undoubtedly face pressure and burdens, leading to stress due to the dual responsibilities of work and studies. Academic obligations include assignments, attendance, exams, and others.

Therefore, based on the explanation provided, the author is interested in discussing the legal analysis regarding overtime work beyond the specified limits concerning human rights conducted by companies on their employees. The results of the comparison with previous research indicate that there has been no legal analysis on overtime work beyond the specified limits concerning human rights. The importance of legal analysis regarding overtime work beyond the specified limits concerning human rights needs further examination because it is not only one or two companies that subject their workers to overtime beyond the specified limits, often neglecting the existence of human rights. Human rights are closely related to human beings themselves; individuals have the right to refuse when they cannot perform certain tasks without agreement, which also falls under human rights. Therefore, companies should consider these aspects as they can impact human rights.

## B. RESEARCH METHOD

This research adopts the normative legal research method aimed at identifying fundamental values of justice, utility, and legal certainty (Disemadi, 2022; Tan, 2021). It also seeks to analyze the legal enforcement on companies exceeding overtime limits for their employees through literature review. Within the normative (doctrinal) legal research method, the study relies on legal sources such as laws or legal regulations (B. J Nasution, 2008) (primary legal materials) as the primary research basis. Additionally, books, expert opinions, mass media, academic journals, and magazines (secondary legal materials) serve as supporting data regarding the issues under investigation (Karsono et al., 2021). The data analysis technique employed in this research is qualitative descriptive. Descriptive research, being non-hypothesis-oriented, does not necessitate hypothesis formulation in its procedural steps. Qualitative data, in this context, is presented through words or sentences categorized to draw conclusions (Arikunto, 2006). Consequently, the research findings are described in explanatory forms, utilizing easily readable and comprehensible sentences for interpretation. These interpretations are then summarized generally based on specific facts related to the researched topic, facilitating further discussion in subsequent chapters. Legal material analysis is conducted through a legislative approach, entailing the examination of all laws and regulations pertinent to the legal content being addressed. The legislative approach provides the researcher an opportunity to study and investigate the alignment between legal regulations and rules associated with the overtime working hours provided by companies to their employees. Meanwhile, the conceptual approach aids the researcher in exploring relevant literature related to the issue at hand, strengthening the foundation of the forthcoming discussion.

## C. RESULTS AND DISCUSSIONS

### Overtime Work Regulations Beyond Time Limits In Indonesia

The remuneration given to a worker acknowledges their contribution to the organization, reflecting the value of their labor. This recognition extends beyond monetary compensation and may encompass various other forms of acknowledgment and appreciation (Budijanto, 2017). In other terms, wages are the rights of the worker or laborer received and expressed in monetary form as compensation from the employer or employer paid according to the employment agreement, agreement, or law (Mustaqiem, 2014). Wages themselves are one of the most sensitive factors because they are a driving force for work and influence the morale and discipline of the workforce. Therefore, any company or organization

should be able to provide wages that are commensurate with the workload borne by the workforce. Hence, the government is involved in addressing this wage issue through various policies enshrined in legislation (Budijanto, 2017). Law Number 13 of 2003 states that every worker is entitled to an income that meets the standards of human dignity (Article 88 paragraph 1) (Law No. 13 of 2003 concerning Manpower). For this purpose, the government establishes wage policies to protect workers. Employers must employ labor/workers according to the working hours stipulated in the legislation; if it exceeds the stipulated provisions, overtime must be calculated/paid (Husni, 2000).

According to Government Regulation Number 36 of 2021 on Wages, this regulation governs the wages for leave and overtime work. According to Article 39 of Government Regulation 36/2021 regarding employers, employers are obliged to pay overtime wages when employing workers/laborers beyond their working hours or during weekly breaks or official holidays as compensation. However, wages are not paid if workers/laborers do not perform any work. In the Government Regulation on wages, it is stated that if workers/laborers are absent from work due to illness for the first 4 months, they are still paid 100%, and for the fourth month, 25% of their wages. Based on Government Regulation No. 35 of 2021, Article 22, overtime work can only be performed for a maximum of 4 hours. Overtime work for workers can only be done for a maximum of three hours in one day and 14 hours in one week (Peraturan Pemerintah No. 35 Tahun 2021, n.d.). The wage provisions are as follows: Companies employing workers beyond working hours must pay overtime wages with the following provisions: a.) For the first overtime hour, 1.5 times the hourly wage, b.) For each subsequent overtime hour, 2 times the hourly wage.

In the event that overtime work is performed on the weekly rest day and/or official holidays for a 6-day work week and 48 hours per week, then: 1.) The calculation of overtime wages from the first to the seventh hour shall be paid at twice the hourly rate, the eighth hour at three times the hourly rate, and the ninth, tenth, and eleventh hours at four times the hourly rate. 2.) If an official holiday falls on the shortest working day, the calculation of overtime wages shall be as follows: the first to fifth hours shall be paid at twice the hourly rate, the sixth hour at three times the hourly rate, and the seventh, eighth, and ninth hours at four times the hourly rate. If overtime work is performed on the weekly rest day and/or official holidays for a 5-day work week and 40 hours per week, the calculation of overtime wages from the first to the eighth hour shall be paid at twice the hourly rate, the ninth hour at three times the hourly rate, and the tenth, eleventh, and twelfth hours at four times the hourly rate. In accordance with Government Regulation No. 35 of 2021, Article 31 determines the monthly wage for calculating the overtime wages of daily laborers. The method of calculating the hourly wage for overtime pay is 1/173 times the monthly wage. In the case of daily wage payment, the calculation of the

monthly wage is carried out in accordance with Government Regulation No. 35 of 2021: 1.) The daily wage is multiplied by 25 for workers who work 6 days a week, or, 2.) The daily wage is multiplied by 21 for workers who work 5 days a week. 3.) In the case of wage payment based on unit calculations of output, the monthly wage is equal to the average income over the last 12 months. 4.) In the case where the monthly wage is lower than the minimum wage, the monthly wage used as the basis for calculating overtime wages is the applicable minimum wage in the region where the worker is employed (Sahlisa & Adha, 2021).

The study by Nurudin Yunus (2017), sheds light on the significance of wage protection for workers, particularly in the context of Indonesian labor laws. Through a case study conducted in companies within Klaten Regency, the research underscores the interpretation of wages as a fundamental entitlement of workers, as stipulated in Law Number 13 of 2003 concerning Manpower. It highlights that the failure to fulfill this obligation by employers not only constitutes a breach of civil law but also emerges as a violation of human rights, carrying potential legal consequences (Yunus, 2017). Furthermore, Yunus (2017) emphasizes a pivotal shift in the conceptualization of wages within the Indonesian legal framework. Traditionally regarded as a matter of civil law, the notion of wages has evolved into a realm where violations are perceived as criminal offenses against human rights. This evolution signifies a deeper recognition of the inherent dignity and rights of workers, positioning fair compensation not merely as an economic matter but as a fundamental aspect of social justice and human rights protection.

In essence, Yunus's research underscores the imperative for robust mechanisms to safeguard workers' rights, particularly concerning fair compensation. By highlighting the legal and moral dimensions of wage protection, the study advocates for a more comprehensive approach to labor rights enforcement, aiming to ensure dignity, fairness, and respect for all individuals within the workforce.

### **Overtime Work Beyond Time Limits in the Context of Human Rights**

Overtime work entails tasks undertaken by employees beyond their regular working hours on standard working days or during their scheduled weekly rest days or official holidays, as directed by their superiors. It typically occurs when there is an increased workload or urgent projects that necessitate additional labor beyond the standard work schedule. Employers may require employees to work overtime to meet deadlines, handle unexpected circumstances, or address seasonal demands in various industries. Despite its voluntary or mandatory nature depending on the circumstances and legal regulations, overtime work is subject to specific rules and regulations to ensure fair compensation, protect workers' rights, and maintain their well-being. Employers are typically required to adhere to labor laws governing overtime, which often include provisions for appropriate

compensation, limits on the number of overtime hours, and the requirement for worker consent. These regulations aim to strike a balance between the needs of employers and the rights of employees, ensuring that overtime work is conducted in a manner that respects workers' autonomy and safeguards their welfare. The principle of overtime work is essentially voluntary, except under certain conditions where tasks must be promptly completed for the Company's interests (Nugraheni, 2019). Each company has specific goals in its operations. One of its primary objectives is to generate maximum profit, and this can be achieved by enhancing productivity. Improving company productivity can be achieved through the efficient utilization of the company's resources, including land, raw materials, machinery, equipment, and human resources. Many companies maximize human resources to obtain optimal results. One way to achieve this goal is for companies to utilize labor beyond the standard hours specified. Overtime work will increase the amount expended on labor costs because the cost or wages for workers performing overtime exceed those for regular working hours. Overtime work will result in an increase in the rate of product damage as employees work beyond the standard time. The addition of working hours (overtime) is often done to empower existing field resources and to efficiently manage the additional costs that will be incurred by the contractor. Typically, the normal working hours for employees are 7 hours (starting at 08:00 and ending at 16:00 with a one-hour break), and overtime is performed after regular working hours conclude (Pratama et al., 2019).

One of the backgrounds for the enactment of Law Number 13 of 2003 concerning Manpower is due to several prevailing regulations, some of which are colonial products, placing workers in a less advantageous position in the service of labor placement and industrial relations systems that emphasize differences in position and interests. Thus, these regulations are considered no longer suitable for current needs and future demands. The enactment of Law Number 13 of 2003 concerning Manpower is expected to: 1.) Uphold issues of protection and guarantees for labor, 2.) Implement various international instruments on labor rights that have been ratified, 3.) As a member of the United Nations (UN), uphold and implement the Universal Declaration of Human Rights (UDHR).

The enactment of Law Number 13 of 2003 concerning Manpower in Indonesia stems from a historical backdrop characterized by outdated regulations inherited from the colonial era. These regulations, shaped by a labor placement and industrial relations system that accentuated disparities in position and interests, placed workers at a disadvantageous position. Recognizing the inadequacy of these regulations in meeting contemporary needs and future demands, the Indonesian government sought to reform the legal framework governing labor relations. Central to the objectives of Law Number 13 of 2003 is the enhancement of protection and guarantees for labor. By modernizing labor laws, the government aimed to address longstanding issues of exploitation and inequality in the

workplace. Through provisions safeguarding workers' rights, such as regulations on fair wages, working hours, and occupational safety, the law sought to create a more equitable and secure environment for employees. Furthermore, the enactment of this law aimed to align Indonesia's labor standards with various international instruments on labor rights. By implementing principles and guidelines outlined in conventions ratified by Indonesia, such as those of the International Labour Organization (ILO), the government demonstrated its commitment to upholding global labor standards and fostering international cooperation in the realm of labor rights. Moreover, as a member of the United Nations (UN), Indonesia pledged to uphold and implement the Universal Declaration of Human Rights (UDHR). The enactment of Law Number 13 of 2003 was thus a step towards fulfilling this commitment, as it sought to embed the principles of the UDHR within the country's legal framework, ensuring that the rights and dignity of workers are respected and protected in accordance with international norms and standards.

In general, there are several rights of workers that must be protected, including: 1.) The right to employment, 2.) The right to fair wages, 3.) The right to associate and assemble, 4.) The right to security and health protection, 5.) The right to legal due process, 6.) The right to equal treatment, 7.) The right to personal privacy, 8.) The right to freedom of expression. Employer rights include: 1.) Establishing rules and employment agreements, 2.) The right to conduct layoffs, 3.) Business closure, 4.) The right to form and become members of company organizations, 5.) The right to subcontract some work to other companies. To realize the protection of workers' rights, it can also be achieved through guidance, supervision, and law enforcement in the field of labor. Juridically, the position of workers/laborers is free and balanced. However, in practice, the position of employers with workers/laborers is often imbalanced. Several obstacles and issues are still encountered, including: 1.) Regulatory factors, 2.) Cultural factors among workers, employers/businesses, and law enforcers (Sinaga & Zaluchu, 2017).

Although theoretically, the positions of employers and employees are balanced, in practice, they differ; The ability of the company to fulfill workers' rights, especially in terms of overtime work. The provisions for overtime for employees regulated according to the Manpower Law Article 78 No.13 of 2003 are as follows: 1.) Overtime for workers is limited to a maximum of 14 hours per week, 2.) Overtime for employees may be done for a maximum of 3 hours per day, not exceeding 3 hours per day (Undang-Undang No.13 Tahun 2003 Tentang Ketenagakerjaan, n.d.). Meanwhile, based on the Decision of the Minister of Manpower of the Republic of Indonesia Number KEP. 102 Men VI 2004 Article 1 of the overtime law, companies are required to pay overtime wages to employees who fall under the category of overtime entitlement. The categories for employee overtime entitlement are as follows: 1.) Working more than 7 hours in a day or 40



hours in a week for those working 6 days, 2.) Working more than 8 hours in a day and 40 hours in a week for those working 5 days, 3.) For those who have to work on weekly rest days and national holidays (*Keputusan Menteri Tenaga Kerja Republik Indonesia Nomor KEP. 102 Men VI 2004, n.d.*). Regarding overtime, companies are allowed to request their employees to work overtime following the requirements outlined above.

### Protection of Workers Engaged in Overtime Work within the Human Rights Context

In the *Journal of Supremacy* Volume XI Number 2, October 2016, Mustari categorizes economic, social, and cultural rights based on the statements of the Universal Declaration of Human Rights (UDHR) or the Declaration of the Universality of Human Rights (DUHAM). These rights encompass the following: 1.) The right to social security (Article 22 Paragraph 2), 2.) The right to work and to freely choose employment (Article 23), 3.) The right to equal pay for equal work (Article 23 Paragraph 2), 4.) The right to just and favorable remuneration ensuring an existence worthy of human dignity (Article 23 Paragraph 3), 5.) The right to form and join trade unions (Article 3 Paragraph 6), 6.) The right to rest and leisure (Article 24), 7.) The right to a standard of living adequate for health and well-being (Article 25 Paragraph 1), 8.) The right to security in the event of unemployment, sickness, disability, widowhood, old age, or other lack of livelihood in circumstances beyond one's control (Article 25 Paragraph 1), 9.) The right to special care and assistance for motherhood and childhood (Article 25 Paragraph 2), 10.) The right to education and the prior right of parents to choose the type of education for their children (Article 26 Paragraph 2), 11.) The right to freely participate in the cultural life of the community (Article 27 Paragraph 1), and 12.) The right to the protection of moral and material interests resulting from scientific, literary, or artistic productions (Article 27 Paragraph 2) (Budijanto, 2017).

The classification of human rights groups (HAM) often fails to explicitly address the rights that empower workers to make decisions regarding overtime work beyond stipulated limits. Despite this absence, Indonesian labor laws mandate that the agreement of the worker to engage in overtime work is a compulsory requirement. This obligation is clearly outlined in Article 78 Paragraph (1) of the Manpower Law No. 13/2003, Law on Job Creation No. 11/2020, and Article 28 of Government Regulation No. 35/2021. These legal provisions underscore the significance of worker consent in overtime arrangements and reflect the state's commitment to ensuring fair labor practices and protecting workers' rights. Furthermore, the legal framework governing labor relations in Indonesia imposes penalties for violations of the requirement for worker consent in overtime work. Article 188 of the Manpower Law No. 13/2003, Law on Job Creation No. 11/2020, specifies that non-compliance with this provision may result

in criminal fines ranging from at least Rp. 5,000,000.00 (five million rupiahs) to a maximum of Rp. 50,000,000.00 (fifty million rupiahs). These penalties serve as deterrents against employers who may seek to compel employees to work overtime without their consent, reinforcing the principle of respect for workers' autonomy and rights (Gajimu.com, 2022).

Despite the absence of explicit mention within human rights classifications, the legal protections afforded to workers in matters of overtime work demonstrate Indonesia's commitment to upholding fundamental labor rights. By anchoring these protections within the legal framework, the government aims to ensure that workers are treated fairly and that their rights are respected in the workplace. Moreover, the imposition of penalties for violations serves as a mechanism for enforcing compliance and holding employers accountable for their actions, thereby fostering a culture of respect for labor rights and dignity.

According to Metry Widya Pangestika's research titled "Implementation of Legal Protection for Overtime Work of PT Hwaseung Indonesia Employees" in 2021, the discussion involves the procedures or steps that employers must follow when requesting mandatory overtime (Pangestika, 2021). The legal regulations established by the government, specifically the Manpower Law No. 13 of 2003, govern this mechanism. Two fundamental aspects guide the implementation of overtime work, one of which is outlined in Article 78 paragraph 1: the consent of the relevant workers. Worker consent is a crucial requirement for the enforcement of overtime work. Agreement (consensus) forms the basis of a contract, as reflected in Chapter I of the third book of the Civil Code.

Employment agreements encompass overtime work activities by employees, indicated by a written overtime work order (SPL) from the company to the employees. The signing of this overtime work order implies the employee's agreement to perform the requested overtime work. It is documented in a list of employees willing to work overtime, containing the signatures of both the employer and the respective employees. Although the first requirement for overtime work, which is the agreement between the employer and the worker, is met through approval and signing by the worker, it does not mean that employers can impose unlimited overtime hours on employees. There are restrictions on overtime work hours regulated by the Manpower Law, aimed at protecting workers from being disadvantaged by employers (Pangestika, 2021). Based on the aforementioned rules, accepting or refusing overtime work is a normative right of the worker. Employers can face legal consequences for forcing employees to work overtime. Therefore, the existence of human rights is crucial for workers who are unable to exercise their right to refuse overtime when it exceeds the stipulated limits.

In summary, Mustari's categorization of economic, social, and cultural rights as delineated in the Journal of Supremacy provides a comprehensive

framework for understanding the fundamental entitlements of individuals within the workforce. These rights, enshrined in documents such as the Universal Declaration of Human Rights and the Declaration of the Universality of Human Rights, encompass various aspects crucial for ensuring the dignity and well-being of workers, including fair remuneration, access to social security, and the right to rest and leisure. However, within this framework, explicit mention of rights pertaining to overtime work limits may seem absent. Nevertheless, legal provisions under Indonesian labor laws, as elucidated by Budijanto and Gajimu.com, highlight the importance of worker consent in overtime arrangements and outline penalties for violations, underscoring the legal protection afforded to workers. Furthermore, Pangestika's research delves into the practical implementation of legal protections for overtime work, emphasizing the significance of worker consent as a cornerstone of employment agreements. While workers have the normative right to accept or refuse overtime work beyond stipulated limits, employers must adhere to regulatory restrictions to prevent exploitation and ensure the well-being of their workforce. This underscores the pivotal role of human rights in safeguarding workers' interests, particularly in contexts where legal frameworks intersect with labor practices. Ultimately, the existence and enforcement of these rights serve as vital mechanisms for promoting fairness, dignity, and respect within the workplace, aligning with broader principles of social justice and human rights protection.

#### D. CONCLUSION

Overtime work is an effort to expedite task completion by extending working hours beyond the standard 40 hours per week. Despite its benefits in enhancing company productivity, overtime work also poses risks to employee health and job quality. These risks encompass fatigue, potential injuries, and issues related to work motivation. Research indicates that overtime work can lead to higher unsafe acts, primarily due to worker fatigue diminishing their focus on safety and health. Therefore, the regulation of overtime work hours needs to be implemented with caution to minimize these risks and ensure the well-being of employees. Excessive overtime hours can result in decreased productivity and even workplace accidents. Hence, strict limits on overtime working hours are essential to safeguard the welfare of workers.

Economic, social, and cultural rights are integral components of human rights, encompassing various aspects such as the right to social security, employment, fair wages, and more. In the context of overtime work, it is crucial to note that workers have the right to consent or refuse overtime work, and employers must adhere to regulations governing overtime work hours. Worker refusal of overtime work beyond specified limits is a normative right that must be respected, and employers may face penalties for compelling employees to engage in overtime

work that violates regulations. Strict regulations on overtime working hours need to be rigorously enforced to protect worker well-being and mitigate risks to safety and job quality. Governments also need to continuously monitor and strengthen the implementation of overtime work regulations to ensure the preservation of workers' rights. Furthermore, companies should pay attention to the balance between productivity and employee well-being in their overtime work policies. Through these measures, it is anticipated that the relationship between employers and employees can become more balanced and harmonious.

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## COMPETING INTEREST

We declare that there are no competing interests among the authors regarding this research article