
Analysis of Wage Protection for Daily Freelance Workers at CV Lubenesia Mitra Perkasa, Rokan Hulu Regency, Riau

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ABSTRACT

The essence of wage protection for workers is to ensure their basic rights are fulfilled. This wage protection and social security are generally applicable to all workers. This research specifically examines wage protection for daily casual workers at CV Lubenesia Mitra Perkasa. The objectives of this research are to identify the existing forms of legal protection, the problems that arise in the implementation of wage protection, and the legal solutions available if the rights of daily casual workers are not met at CV Lubenesia Mitra Perkasa, Rokan Hulu Regency. The main questions answered in this research are what are the forms of legal protection, what problems arise in its implementation, and what legal remedies can be taken if the rights of daily casual workers are not fulfilled. This research uses a non-doctrinal observational research method, which is empirical research to understand how the law works in society. Data is collected through interviews with predetermined respondents. The results of the research show that legal protection for the wages of daily casual workers at CV Lubenesia Mitra Perkasa has not been properly implemented, as the wages provided are not in accordance with the Rokan Hulu Regency Minimum Wage. The company has violated the Manpower Law and applicable regional regulations. To improve legal protection for workers' wages, the company must fulfill its obligation to pay wages in accordance with the Rokan Hulu Regency Minimum Wage and pay wages on time. Additionally, the company also needs to provide allowances and facilities to employees in accordance with applicable regulations.

Keywords: Daily Casual Workers, Legal Protection, Wages

1. Introduction

Improving the living standards and welfare of workers is crucial in national development, especially in the labor sector. In the national development process, labor plays a critical role as one of the main factors determining the success of development. One of the main priorities in the national development program is to accelerate economic recovery and expand the foundation of sustainable and equitable development, based on an economic system that favors the people. Economic recovery efforts are still being pursued today. As we know, a few years ago the world was hit by a pandemic that had a major impact on the global economy, including Indonesia. Research conducted by Warwick McKibbin and Roshen Fernando shows that disease outbreaks can have a significant negative impact on the world economy in the short term. This research highlights the enormous economic losses that can actually be prevented by greater investment in public health systems in all countries, especially developing countries with large

populations.¹

One of the crucial policies in the field of employment is the guarantee of legal protection for workers. This is due to the significant role of human resources in determining the direction, goals, and success of national development. The development of the employment sector is an integral part of efforts to improve the quality of human resources, which is very important for advancing development in Indonesia. As a large country with a very large population, Indonesia needs to pay close attention to legal protection for workers.² In short, Indonesia has great potential in development thanks to its abundant human resources or workforce. However, this large workforce must be balanced with the availability of adequate employment opportunities. Otherwise, the imbalance between the number of job seekers and job vacancies will cause unemployment, which will ultimately have a negative impact on the country's economy.

Therefore, the government plays an important role in promoting the advancement of the employment sector and national development. Efforts that must be made include opening as many jobs as possible in various business sectors, while ensuring improved quality and safety of work for workers. This is in accordance with the mandate of Article 27 Paragraph (2) of the 1945 Constitution of the Republic of Indonesia, which states that "Every citizen has the right to work and a decent living for humanity."³ Among the many workers in a company, there is a group of workers who have the status of daily freelance workers. In general, the relationship between employers and daily freelance workers is very different due to the absence of employment contracts and written regulations. The current condition of daily freelance workers is very concerning. The absence of contracts and written regulations results in a lack of guaranteed legal protection, safety, and occupational health for them, and they tend to be neglected by companies.

As times progress, the government has regulated legal protection for workers in Law Number 13 of 2003 concerning Manpower. Article 86 paragraph (1) letter a of the law states that "Every worker/laborer has the right to obtain protection for occupational safety and health." Considering the current conditions, the number of daily freelance workers continues to increase due to the lack of other job opportunities. Small companies are also emerging, creating employment relationships between employers and daily freelance workers whose patterns and characteristics are still unclear. From a safety perspective, the conditions of daily freelance workers are very concerning. They often experience arbitrary treatment from companies that fail to provide work safety equipment, pay wages below the regional minimum wage standards, and allow them to work in only their everyday clothes, without adequate personal protective equipment to reduce the risk of

¹ Warwick McKibbin dan Fernando R, *The Global Macroeconomic Impacts of COVID-19: Seven Scenarios*, CAMA Centre for Applied Macroeconomic Analysis (Australian National University, 2020).

² Saputri Ratu, *Skripsi: Pelaksanaan Pengawasan Tenaga Kerja Asing Oleh Dinas Tenaga Kerja Kota Bandar Lampung* ((Lampung:Universitas Bandar Lampung), 2017).

³ Undang-Undang Dasar (UUD) 1945 dan Undang-undang Republik Indonesia, *Tepatnya Hak Dan Kewajiban Dalam Pasal 27 Ayat 1, 2, Dan 3 UUD 1945*.

workplace accidents. Meanwhile, the daily freelance workers themselves lack understanding of their rights and obligations. They tend to follow all the rules set by employers without questioning them. In fact, in a healthy working relationship, neither party is superior because both employers and daily freelance workers need each other.

Legal protection for daily freelance workers must be implemented in accordance with prevailing labor regulations, namely Law Number 13 of 2003 concerning Manpower, Government Regulation of the Republic of Indonesia Number 35 of 2021 concerning Fixed- Term Employment Agreements, Outsourcing, Working Hours and Rest Periods, and Termination of Employment, as well as Decree of the Minister of Manpower of the Republic of Indonesia Number KEP-150/MEN/1999 concerning the Implementation of Social Security Programs for Daily Freelance Workers, Contract Workers, and Fixed-Term Employment Agreements.

Generally, the relationship between employers and daily freelance workers is often unclear due to the absence of contracts or written agreements. This condition can be detrimental to workers who are in a vulnerable position. Therefore, it is necessary to refine labor guidelines that include protection for daily freelance workers who have not received their rights in accordance with prevailing legal guarantees. The issue of wages has a significant impact on both parties, namely workers and employers.⁴ The legal basis in the Indonesian constitution affirms that wages, as a source of decent living, are an important component in labor relations. The wage issue cannot be separated from the principles of justice and welfare. For workers, the wage system is always associated with justice because it is a means to achieve well-being. Fairness in wages is not only related to the amount received but also includes the wage determination process, which must meet the requirements of justice and fairness. During the New Order era, industrial relations were tightly controlled by the government as part of an economic growth strategy. The main focus at that time was to attract foreign investment and develop new industries, rather than uphold workers' rights, including the right to a decent wage.⁵

The minimum wage policy, as a strategic instrument in the industrial relations system where the state plays a regulatory role, will never be free from the dilemmas arising from the conflicting interests between workers, employers, and the government. Essentially, every policy can be justified with conflicting arguments and bring about dilemmatic impacts.⁶ Wage protection is an effort to maintain a wage system based on humanity, so that workers' rights to wages are not eliminated or reduced. This protection effort can be carried out preventively and curatively. Preventive wage protection requires accurate and definite legislation. Ideally, the concept of wage protection has been clearly regulated in the constitution governing labor.⁷ Current wage regulations have not been able to create a harmonious and conducive relationship between workers and employers regarding wages. This

⁴ Koko Kosidin, *Perjanjian Kerja, Perjanjian Perburuhan Dan Peraturan Perusahaan* (Mandar Maju, 1999).

⁵ Alan J. Boulton, *Struktur Hubungan Industrial Di Indonesia Masa Mendatang* (Kantor Perburuhan Internasional, 2002).

⁶ and S. Pearson Timmer, P., W. Falcon, *Food Policy Analysis* (John Hopkins University Press, 1983).

⁷ Timmer, P., W. Falcon, *Food Policy Analysis*.

is evidenced by the routine demonstrations carried out by labor unions every year, as well as threats of mass layoffs and even company closures. The issue of wages is the most frequently debated issue between workers and employers, which can cause disharmony in labor relations.⁸ For workers, wages are seen as a source of income to meet the living needs of themselves and their families. Meanwhile, employers see wages as one of the burdens that must be borne because they are part of production costs. Therefore, in order to create balance and justice, clear and detailed arrangements regarding legal protection for workers are needed.

In formulating the principles of labor law protection, it is important to understand the essence of labor law itself. There are two types of legal protection, namely preventive legal protection and repressive legal protection. However, in practice, cases are often found where workers receive wages below the minimum wage standard.⁹ Based on the author's initial observations, this situation is experienced by daily freelance workers in several palm oil plantation companies in Rokan Hulu Regency. One of them is CV. Lubenesia Mitra Perkasa. In this company, there are still many daily freelance workers who have not received wages in accordance with prevailing regulations.

At CV. Lubenesia Mitra Perkasa, several problems were found related to employee wage payments. These problems include: employee wages received not in accordance with the provisions of the Manpower Law, employee wage payments that are not on time, and employee wage payments that are not full. This problem has become a significant concern for the author due to the lack of knowledge among both daily freelance workers and companies regarding their rights and obligations in the region. This is exacerbated by factors such as economic conditions and the high needs of workers. Therefore, with the many issues occurring between companies and daily freelance workers, questions arise about the form of legal protection provided by the government to daily freelance workers. Thus, the author is interested in conducting research on this matter with the research title "Analysis of Wage Protection for Daily Freelance Workers at CV Lubenesia Mitra Perkasa, Rokan Hulu Regency."

2. Research Method

This research falls into the category of observational research. Observational research (Non-Doctrinal) is research in the form of empirical studies to discover theories about the process of occurrence and the process of how law works within society.¹⁰ This research is descriptive in nature, aiming to collect data as thoroughly as possible to accurately describe the legal protection for daily freelance workers. The research object to be discussed is the Wage Protection for Daily Freelance Workers at CV Lubenesia Mitra Perkasa, Rokan Hulu Regency, located at CV Lubenesia Mitra Perkasa, Jalan Rokan, Lubuk Bendahara, Desa Rokan Koto Ruang, Kecamatan Rokan IV Koto, Kabupaten Rokan Hulu, Riau. The reason for

⁸ Zaeni, *Hukum Kerja* (PT Raja Grafindo Persada, 2018).

⁹ Ony Rosifany, 'Perlindungan Hukum Terhadap Pekerja Perempuan Menurut Ketentuan Undang-Undang Ketenagakerjaan', *Legalitas: Jurnal Ilmiah Ilmu Hukum* 4.2, 2020, pp. 36-53.

¹⁰ Bambang Sunggono, *Metode Penelitian Hukum* (PT. RajaGrafindo Persada, 2009).

choosing this research location is that the CV still has shortcomings in addressing worker welfare, and the company still needs knowledge regarding labor protection for daily freelance workers.

In this research, the author uses two data sources, namely: Primary data, which is the main data obtained by the author through interviews that are directly related to the main issue being discussed. Secondary data is data obtained from literature books that support the issue with the main issue being discussed. Data collected by conducting library research to obtain theoretical support in the form of legislation, books, and expert opinions that have relevance to the main issues in this research.

The data collection technique used is the Interview, which involves data collection carried out by the researcher by asking questions to respondents, in this case, with the Manager of CV Lubnesia Mitra Perkasa. In this research, the interview used by the researcher is a guided free interview. A guided free interview is a combination of a guided interview and an unguided interview, which includes elements of freedom of speech, clear and focused direction of the conversation.¹¹ This method is to obtain data from informants regarding wage protection for daily freelance workers at CV Lubnesia Mitra Perkasa. In this research, the informants are Mr. Zulkifli, CEO of CV Lubnesia Mitra Perkasa, and 10 employees of CV Lubnesia Mitra Perkasa. Consisting of 4 permanent workers and 6 daily freelance workers. The documentation method involves searching for data regarding matters or variables in the form of notes, books, newspapers, magazines, meeting minutes, agendas, and so on.¹² This method is to obtain and complete theoretical data related to the matters being researched by reading various filters related to the research problem. The documentation used comes from literature in the form of historical records, vision and mission, organizational structure, and SOP of CV Lubnesia Mitra Perkasa. In this legal research, the data analysis technique used is the observation method. Data obtained from interviews are processed by comparing field findings with expert theories or relevant legislation. After primary and secondary data are collected, the data are grouped, presented in the form of descriptions, and analyzed by connecting field findings with expert opinions or applicable regulations. Conclusions are drawn inductively, from specific to general.

3. Result and Discussion

Workers or laborers are an important part of a country's development, therefore legal protection for workers is very important to implement. Legal protection for workers aims to guarantee the rights of workers or laborers, both material and immaterial rights. One of the legal instruments that protect workers' rights in Indonesia is Law Number 13 of 2003 concerning Manpower. This law covers various aspects of labor protection, ranging from employment relations, wages, occupational safety and health, to other rights inherent in workers. In accordance with Article 88 paragraph (3) of Law Number 13 of 2003 concerning Manpower, which has been amended through Law Number 6 of 2023 concerning the

¹¹ Lexy J. Moleong, *Metodologi Penelitian Kualitatif* (PT Raja Rosdakarya, 2014).

¹² Suharsimi Arkunto, *Prosedur Penelitian Suatu Pendekatan Praktik* (PT Bina Aksara, 1998).

Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into Law, wage policies include seven things, namely:

1. Minimum wage.
2. Wage structure and scale.
3. Overtime Pay.
4. Wages for workers who are absent from work or unable to work for certain reasons.
5. Form and method of wage payment.
6. Matters that can be calculated with wages.
7. Wages as the basis for calculating or paying other rights and obligations.¹³

3.1. Protection of Wages for Daily Contract Workers at CV Lubenesia Mitra Perkasa, Rokan Hulu Regency, Riau

The minimum wage is the lowest monthly salary that companies are required to pay to employees whose tenure is less than one year. The minimum wage serves as a basic protection for workers, preventing them from receiving excessively low and exploitative wages. Following the enactment of Law Number 11 of 2020 concerning Job Creation, which was later amended by Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation, and subsequently ratified by Law Number 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into Law, the types of minimum wages now consist of only two categories: the provincial minimum wage, which must be set annually by the governor, and the regency/city minimum wage, which can be set by the governor with certain conditions.

Salary is one of the fundamental rights of workers in the world of work. If salaries or workers' rights are properly fulfilled, then the progress of a nation will be guaranteed. Workers' rights, including salaries, are protected by the state and guaranteed in the 1945 Constitution of the Republic of Indonesia Article 28D paragraph (2), which states that "every person has the right to work and to receive fair and decent remuneration and treatment in employment relationships." Law Number 13 of 2003 concerning Manpower also regulates labor wages. Article 89 paragraph (1) of the law states that "Wages are the rights of workers/laborers received and expressed in the form of money as compensation for work that has been done." Based on these provisions, it is clear that wages are a labor right that must be fulfilled by the company. Wages must be given fairly and equitably, in accordance with applicable laws and regulations.

CV Lubenesia Mitra Perkasa is a company engaged in the palm oil plantation sector, located on Jalan Rokan, Lubuk Bendahara, Rokan Koto Ruang Village, Rokan IV Koto District, Rokan Hulu Regency, Riau Province. This company employs a significant number of daily freelance workers. Therefore, legal protection for workers at CV Lubenesia Mitra Perkasa is very important to ensure their welfare. The Regency Minimum Wage (UMK) is the lowest monthly wage

¹³ Nabiyla Risfa Izzati, 'Tinjauan Penetapan Upah Minimum 2023: Evaluasi Kebijakan Pengupahan Dan Revitalisasi Dewan Pengupahan', *Jurnal Masalah-Masalah Hukum*, Volume 52, (2023), p. 164.

standard set by the regency government for all types of work in the region. Regulation of the Minister of Manpower of the Republic of Indonesia Number 16 of 2024 concerning the Determination of Minimum Wages for 2025 sets the Rokan Hulu Regency Minimum Wage at Rp3,579,380.61. However, research results show that legal protection related to the wages of daily freelance workers at CV Lubnesia Mitra Perkasa is not in accordance with the Rokan Hulu Regency Minimum Wage. The company determines the wages of daily freelance workers based on working hours, the amount of tonnage of work results, and the area of work performed. The wages received by daily freelance workers at CV Lubnesia Mitra Perkasa range from Rp100,000 to Rp120,000 per day, with an average of only 15 working days per month. As a result, there is a significant difference between the wages set by the company and the Rokan Hulu Regency Minimum Wage. Although this company employs many daily freelance workers, this wage difference clearly disadvantages workers, as they do not receive fair and decent wages.

From interviews with 10 workers of CV Lubnesia Mitra Perkasa, consisting of 4 permanent workers and 6 daily freelance workers, it was found that the wages received by daily freelance workers at the company were not in accordance with the 2024 Rokan Hulu Regency Minimum Wage (UMK). The 2024 Rokan Hulu Regency Minimum Wage was set at Rp3,579,380.61, while the average wage received by these workers was only around Rp2,000,000 per month. As a result, there is a wage difference of Rp1,579,380 per month.

Tabel 1. Employee Wages at CV Lubnesia Mitra Perkasa November-December

No.	Name	Responden	Wages
1	Rio Saputra	Manager	Rp.4.000.000
2	Dadang Hawari	Foreman	Rp.3.000.000
3	Khairul Abror	Security Guard	Rp.3.000.000
4	Sutoko	Harvest Workers	Rp.2.400.000
5	Bastian Adi Putra	Harvest Workers	Rp.2.000.000
6	Feri Irawan	Shuttle Workers	Rp.2.000.000
7	Hendrizar	Garden maintenance workers	Rp.2.400.000
8	Muhammad Arif	Loader	Rp.1.500.000
9	Fadlan Nurhadi	Fertilization Workers	Rp.2.000.000
10	Zel Febri	Driver	Rp.3.000.000

As a result, the wages received by some workers are not in accordance with the provisions of Law Number 13 of 2003 concerning Manpower. This law stipulates that the minimum wage must be sufficient to meet the decent living needs of workers and their families. However, based on the interview results, the workers stated that the wages they receive are not sufficient to meet their daily living needs. The author's interview results at CV Lubnesia Mitra Perkasa regarding wage issues include the following: Rio Saputra, as a manager who has worked for 3 years, said: "The wages I receive are sufficient to meet the living needs of myself and my family. However, sometimes I have to work overtime to achieve the company's targets. And when compared to other companies, managers in other companies already touch the 6,000,000 mark. I hope the company will raise my

wages."

Dadang Hawari, as a Foreman who has worked for 2 years, said: "The salary I receive is still insufficient to meet my daily and family needs. As a Foreman, I work almost 20 working days, and my wages are not in accordance with the Rokan Hulu Regency Minimum Wage that I know. Also, the wages given are often late and inconsistent every month. I hope the company can raise my wages and improve the wage distribution system." Kahirul Abror, as a Security Guard who has worked for 3 years, said: "I have worked at this company for 3 years as a security guard, I hope the company can increase the wages I receive, considering there are only 2 security guards at this company, so sometimes we have to work overtime to work at this company.

Sutoko, as a Harvest Worker who has worked for 6 months, said: "I have worked at this company for 6 months. My job is quite heavy and with high risks. At this company, there are no BPJS or health benefits, if I don't work then I don't get paid. However, the wages I receive are only enough to meet my daily living needs.

Bastian Adi Putra, as a Loose Fruit Collector who has worked for 1 year, said: "I have to bear the increasingly high cost of living, but my daily wages are very tight. I find it difficult having 3 children.

Feri Irawan, as a Loading Foreman who has worked for 6 months, said: "The price of palm oil has recently increased, but my wages have not increased. I have to work as a daily freelance worker elsewhere to meet my daily needs.

Hendrizar, as a Maintenance Worker who has worked for 1 year, said: "I am worried that I cannot meet my children's educational needs with the wages I currently receive, especially since the maintenance carried out by this company is not every day, but every 3 days in different areas. This certainly makes my wages small because I am paid daily.

Muhammad Arif, as a Loader who has worked for 2 years, said: "I feel the wages I receive are very minimal. I still feel my wages are not higher compared to other companies.

Fadlan Nurhadi, a fertilization laborer who has worked as a daily worker at this company for 1 year, stated that: "I have been working for approximately 1 year. The work I do is fertilization. We, as fertilizer laborers who only work at this company for approximately 4- 6 months at a time, feel that the wages given are still very minimal. Therefore, we still have to look for additional income to meet our daily needs. We hope this company can provide us with decent wages and make us contract workers, so we can receive a monthly salary."

Zel Febri, a driver who has worked for 4 years, stated: "I hope the company can increase our wages periodically so that we can live decently, considering I have been working for approximately 4 years. The cost of living continues to rise, but my wages have not increased. In addition, the wages given are often inconsistent each month, and more often than not, the wages are paid late."

Based on the interview results outlined in Chapter I, several issues related to employee wage payments at CV Lubenesia Mitra Perkasa were identified. These

issues include employee wages that do not comply with the provisions of the Manpower Law. The names of the employees whose wages do not comply with the provisions of the Manpower Law are Iqbal Raihan, Taufiqqurahman, Cecep Nurhidayat, Andrianto Putra, Agus Prihantoro, Nanang Sadanta, Petrus Simanulang, and John Lubis. Employee wages are not paid on time. The employees whose wages are not paid on time are Dimas Arifwibowo, Iqbal Raihan, Taufiqqurahman, and John Lubis. Employee wages are not paid in full. All employees at CV Lubenesia Mitra Perkasa receive appropriate salaries. The complaints expressed by the workers at CV Lubenesia Mitra Perkasa demonstrate how deeply they feel the impact of inadequate wages. Wages that do not meet daily living needs, do not comply with the Rokan Hulu Regency Minimum Wage (UMK) and Law Number 13 of 2003 concerning Manpower, and do not reflect appreciation for the workers' performance have caused various problems for them.

The concept of legal protection can be applied to protect workers from negligent actions by companies in fulfilling their obligations to pay wages in accordance with applicable regulations. Article 1 number 30 of the Manpower Law states that wages are the rights of workers received in the form of money as compensation from the company based on a fair and reasonable employment relationship. Article 88A paragraph (1) of the Manpower Law stipulates that the minimum wage is the lowest wage standard guaranteed by the government as a wage guideline. Based on these provisions, it is clear that the minimum wage is a worker's right that must be fulfilled by the company. If the company does not pay worker wages in accordance with the Regency Minimum Wage (UMK), as happened at CV Lubenesia Mitra Perkasa, then this action can be categorized as a legal violation that harms workers.

Based on the interview results, it is proven that CV Lubenesia Mitra Perkasa has violated the provisions regarding labor wages. The company is obliged to immediately adjust labor wages to comply with the Rokan Hulu Regency Minimum Wage (UMK) for 2024, Law Number 13 of 2003 concerning Manpower, and Job Creation Law Number 6 of 2023. Wages are the rights of workers that must be paid by employers. Job Creation Law Number 6 of 2023 Article 24 paragraph (1) affirms that the minimum wage, as referred to in Article 23 paragraph (1), applies to workers with less than 1 (one) year of service at the company concerned. The Rokan Hulu UMK, Riau for 2024 is IDR 3,579,380 per month. If the wages of workers at CV Lubenesia Mitra Perkasa are still below the UMK, then this action constitutes a legal violation.

When the author conducted interviews with 10 workers at CV Lubenesia Mitra Perkasa, it was found that 6 out of those 10 workers did not have written employment contracts. This became one of the factors that caused workers to have difficulty obtaining salaries in accordance with the Rokan Hulu Regency Minimum Wage (UMK). They stated that employment agreements were only made verbally, especially for daily workers. As a result of verbal employment agreements and the absence of clear written employment contracts, many employees felt anxious about being suddenly dismissed. In addition, employees also complained about irregular working hours that sometimes exceeded the

proper working hours, and a wage system based on the amount of labor and work results obtained, which caused some workers to receive salaries below the UMK. Moreover, no social security was provided by the company.

In accordance with Article 90 paragraph (1) of the Manpower Law Number 13 of 2003, companies are obliged to pay employee wages in accordance with the applicable Regency Minimum Wage (UMK). Companies also have an obligation to provide allowances and facilities to employees in accordance with applicable laws and regulations. Article 92 paragraph (1) also affirms that "Wages shall be paid regularly and shall not be delayed."

Based on the discussion above, it is evident that legal protection for worker wages at CV Lubenesia Mitra Perkasa is not in accordance with the Rokan Hulu Regency Minimum Wage (UMK). The company has violated the provisions of the Manpower Law. To improve legal protection for worker wages at CV Lubenesia Mitra Perkasa, the company needs to fulfill its obligation to pay worker wages in accordance with the Rokan Hulu UMK. Additionally, the company also needs to provide allowances and facilities to employees in accordance with applicable laws and regulations. Legal protection for worker wages at CV Lubenesia Mitra Perkasa is a crucial matter. Appropriate and decent wages are a fundamental right of workers that must be fulfilled by the company. Workers have various options to fight for their rights, including filing complaints with the Rokan Hulu Regency or Riau Province Manpower and Transmigration Office, filing a lawsuit with the Industrial Relations Court, or attempting mediation with the company.

3.2. Problems arising in the wage protection of daily workers at CV Lubenesia Mitra Perkasa.

It is important to ensure the fulfillment of workers' rights, as this provides benefits to the workers themselves, the company, and the nation's progress as a whole. Workers are one of the main pillars in national development. Therefore, fulfilling workers' rights can support national development by improving the quality and productivity of the workforce. The following are the results of the author's interviews with the responsible parties at CV Lubenesia Mitra Perkasa:

"The problems faced by companies in implementing the fulfillment of workers' rights can be grouped into two, namely internal problems and external problems. Internal problems faced by companies are such as the lack of understanding of workers regarding their rights. This may be due to the lack of socialization from the company regarding workers' rights. Lack of competent human resources to handle employment issues. The company still relies on workers who do not have adequate competence in the field of employment. Also, there is a lack of commitment from company management to fulfill workers' rights. This is due to the lack of awareness from company management regarding the importance of fulfilling workers' rights. Well, if the external problems faced by the company are such as increasingly tight business competition. This causes the company to have to carry out cost efficiency, including labor costs. Frequent changes in labor regulations. This causes the company to have to adjust to new regulations, which

sometimes require a lot of money. Another factor in this obstacle is from the factory management where the company works together. Where the factory is also often late in sending the sales results of CV Lubenesia Mitra Perkasa, so this makes the company late in distributing its salaries/wages to workers. And the most important thing is the unstable economic situation. This causes the company to experience a decrease in income, which has an impact on the company's ability to fulfill workers' rights."

CV Lubenesia Mitra Perkasa, which operates in the palm oil plantation sector, has generally implemented the fulfillment of workers' rights well, based on research results. However, there are still several problems in its implementation. These problems include: lack of understanding of workers regarding their rights, lack of supervision from the government, and lack of awareness of the company to fulfill workers' rights.

3.3. Legal efforts in wage protection against daily wage workers from CV Lubenesia Mitra Perkasa

Companies that pay wages below the District Minimum Wage (UMK) stipulated in the laws and regulations may be subject to criminal sanctions in the form of imprisonment and/or fines. Based on Article 189 of Law of the Republic of Indonesia Number 13 of 2003, criminal sanctions in the form of imprisonment, detention, and/or fines do not eliminate the company's obligation to pay rights and/or compensation to workers or laborers. Therefore, workers still have legal channels to fight for their rights, especially the right to receive wages in accordance with the minimum wage.

The legal path that workers can take to obtain their rights due to the emergence of industrial relations disputes is based on the provisions of the Republic of Indonesia Law Number 2 of 2004 concerning the Settlement of Industrial Relations Disputes. In accordance with the provisions of Article 1 paragraph (2) of Law Number 2 of 2004, "A rights dispute is a dispute that arises due to the non-fulfillment of rights due to differences in the implementation or interpretation of the provisions of laws and regulations, work agreements, company regulations, or collective work agreements."¹⁴

When associated with workers' rights to receive wages in accordance with the minimum wage, disputes over rights basically arise when these rights are not fulfilled due to differences in the implementation of wage payments, which are contrary to laws or work agreements. Workers can fight for their rights through dispute resolution efforts, starting from settlements amicably or out of court (non-litigation), to settlements through the courts. The law enforcement system in Indonesia, especially on the issue of minimum wages, refers to statutory regulations, in which Law Number 13 of 2003 concerning Manpower plays an important role;

¹⁴ Adrian Sutedi, *Hukum Perburuhan* (Sinar Grafika, 2011).

1. In Indonesia, supervision and law enforcement of labor regulations, including minimum wages, are carried out by the Directorate General of Labor Inspection and Occupational Safety and Health. This institution has the authority to conduct inspections in the workplace and take action against violations.
2. Companies that do not pay wages in accordance with the minimum provisions may be subject to sanctions in the form of fines and administrative sanctions as regulated in the Employment Law and its implementing regulations.
3. Worker Complaints: Workers who believe that their wages do not comply with the applicable minimum wage provisions can submit a complaint to the Directorate General of Manpower Supervision and Occupational Safety and Health at the Ministry of Manpower or the local Manpower Office. They have the right to receive assistance in fighting for their rights.
4. Role of Trade Unions and NGOs: Workers' organizations and civil society groups have an important role in monitoring and reporting minimum wage violations. They can also provide legal assistance to workers who experience minimum wage violations.
5. Public Oversight: The public also has an important role in monitoring the implementation of minimum wages and reporting violations that occur. The media, activists, and civil society can play a role in raising public awareness and pressure on companies that violate.¹⁵

If workers experience problems related to wage rights in accordance with Law Number 2 of 2004, out-of-court settlement can only be done through direct negotiations between workers and the company (bipartite) or with the assistance of a third party as a mediator (mediation).

1. Complain to the Manpower Supervisory Officer.
The existence of Labor Supervisory Officers is regulated in Law Number 13 of 2003 concerning Manpower, specifically in Chapter XIV concerning Supervision. Article 176 emphasizes that labor supervision is carried out by competent and independent supervisory officers, with the aim of ensuring that labor laws and regulations are implemented properly. These supervisory officers are generally Civil Servants (PNS) from the local labor office, who are appointed by the government to supervise the implementation of Law Number 13 of 2003. With this regulation, workers have the right to report to labor supervisory officers if they find company management policies or actions that violate the law.
2. Resolving problems in the Industrial Relations Court
The Industrial Relations Court (PHI) is a relatively new legal institution in Indonesia, established as an implementation of Law Number 2 of 2004 concerning the Settlement of Industrial Relations Disputes. Article 56 of this

¹⁵ Nuzulia Kumala Sari Irham Rahman, Suwadji, Ermanto Fahamsyah, 'Penegakan Hukum Terhadap Ketidaksesuaian Pemberian Upah Minimum Pekerja Di Era Globalisasi Ekonomi', *Unnes Law Review*, Vol. 6, p. 10630.

law clearly stipulates the absolute competence of the PHI, namely the authority to examine and decide on industrial relations dispute cases. Specifically, the PHI has the authority to: Handle rights disputes at the first level, Handle interest disputes at the first and final levels, Handle termination of employment (PHK) disputes at the first level, Handle disputes between trade unions/labor unions in one company at the first and final levels.

4. Conclusion

Based on the results of the research and discussion that the author has obtained and presented, the following conclusions can be drawn: Legal protection for the wages of casual workers at CV Lubenesia Mitra Perkasa is not optimal, because the wages given are not in accordance with the Rokan Hulu Regency Minimum Wage (UMK). This indicates a violation of the Manpower Law and applicable regional regulations. To improve this condition, the company is required to pay wages in accordance with the Rokan Hulu UMK on time. In addition, the company must also provide allowances and facilities in accordance with applicable laws and regulations. In general, CV Lubenesia Mitra Perkasa has made efforts to fulfill its workers' rights. However, there are still several obstacles in its implementation, especially related to workers' understanding of their rights, lack of government supervision, and lack of company awareness. To overcome this, cooperation is needed between workers, companies, and the government. Legal protection for workers' wages at CV Lubenesia Mitra Perkasa is very important. Decent wages are a basic worker's right. If this right is violated, workers can take various legal channels, such as reporting the problem to the Manpower and Transmigration Office of Rokan Hulu Regency or Riau Province, filing a lawsuit with the Industrial Relations Court, or mediating with the company.

Based on the conclusions that have been put forward, the author can provide the following suggestions:

1. The company needs to adjust workers' wages to the Rokan Hulu UMK.
2. The company needs to provide benefits and facilities to employees in accordance with applicable laws and regulations.
3. The company needs to provide socialization to employees regarding their rights related to wages.

By increasing legal protection for casual workers' wages, CV Lubenesia Mitra Perkasa can create harmonious and conducive industrial relations, as well as increase work productivity.

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