

Job Loss Guarantee for Workers Who Experience Layoffs

Sugeng Lestari¹, Made Warka², Sholikhin Ruslie³, Himawan Estu Bagijo⁴

¹Faculty of Law, University 17 August 45 Surabaya
Jl. Semolowaru 45 Surabaya

²Faculty of Law, University 17 August 45 Surabaya
Jl. Semolowaru 45 Surabaya

³Faculty of Law, University 17 August 45 Surabaya
Jl. Semolowaru 45 Surabaya

⁴Faculty of Law, University 17 August 45 Surabaya
Jl. Semolowaru 45 Surabaya

doi.org/10.51505/ijaemr.2024.9508

URL: <http://dx.doi.org/10.51505/ijaemr.2024.9508>

Received: May 28, 2024

Accepted: Jun 10, 2024

Online Published: Oct 22, 2024

Abstract

According to Pancasila and the Republic of Indonesia's 1945 Constitution (henceforth referred to as the 1945 Constitution), the goal of the country's founding was to create a prosperous, just, and equitable society that is equal in both material and spiritual aspects. The goal of the study is to conduct an analysis and uncover the essence of the Job Loss Guarantee (JKP) for Outsourced Workers facing layoffs. Qualitative research methodology is employed. In an ideal world, legislation and independent law would implement the study findings on law.

Keywords: Legal Protection, Job Loss Guarantee, Outsourced Labor / Laborers

Introduction

According to Pancasila and the Republic of Indonesia's 1945 Constitution (henceforth referred to as the 1945 Constitution), the goal of the country's founding was to create a prosperous, just, and equitable society that is equal in both material and spiritual aspects. To this end, the 1945 Constitution's Article 27 paragraph (2) states that "Every citizen shall have the right to a job and a livelihood worthy of humanity." Therefore, in order to satisfy individuals' rights to employment and a reasonable standard of living, the state must undertake a number of initiatives or acts. Since Indonesia is a unitary state based on the Pancasila philosophy, all facets of daily life there must be grounded in. Indonesia is a unitary state that adheres to Pancasila philosophy. All facets of life in the Unitary State of the Republic of Indonesia, including labor relations, must be founded on these principles. (Nuroini, 2022b)Pancasila, the primary philosophy of the Unitary State of the Republic of Indonesia, shall serve as the foundation for all facets of daily life. (Indi Nuroini, 2023)

Fulfillment of the right to work and a decent livelihood is in principle one of the important aspects of national development carried out in the context of the development of the Based on Pancasila and the 1945 Constitution of the Republic of Indonesia, the Indonesian people as a whole and the growth of Indonesian society as a whole to achieve a wealthy, just, prosperous, equitable society, both materially and spiritually. One of the goals of the founding fathers of Indonesia was to ensure that all Indonesians would live in welfare, fairness, and temporal and spiritual success. Article 28H paragraph (3) of the 1945 Constitution stipulates that "every person has the right to social security that enables his or her full development as a human being with dignity" in an attempt to achieve this."(Alfitri., 2011)

Every human being must need living expenses to fulfill their needs. To earn a living one needs to work. Work can be done independently; it can also work for others. Working for the government is hereinafter referred to as government employees or government officials, working for others is commonly referred to as private workers or laborers. Whatever the status of the working relationship, sometimes they do not care about the important thing is to work. The problem of unemployment is still a special concern in Indonesia. (Nuroini, 2023)

Protection for labor is very important in labor law, especially when facing risks that may occur. Labor protection arises due to an agreement concluded by the employer and the worker/laborer, giving rise to what is called the employment relationship. In the field of labor, the policies carried out by the government in accordance with the employment policy are to improve the welfare of workers with various efforts which in this case are to improve the position of dignity of labor. The government is trying to reform regulations that are expected to be better and fully responsive to changes in economic, social, and technological conditions, namely by implementing social security for the community. by implementing social security for the community.

In essence, businesses and employees are tied by an agreement that specifies the conditions and rights of laborers and employees. (Nuroini, 2022a)Termination of employment is one of the issues that arises in any interaction between employers and laborers/workers (PHK). The rights and duties of the employer-employee relationship terminate as a consequence of a disagreement or the expiration of the employment contract between the employer and employee. (Nuroini, 2022b)

From a conceptual standpoint, social security is acknowledged and accepted by nations and people everywhere as one of the goals of human rights. The 1948 United Nations Universal Declaration of Human Rights (UDHR), namely paragraphs 22 and 25, expresses this realization (1). The International Labor Organization Convention No. 102 of 1952 concerning (Minimum Standards) of Social Security, often known as the ILO Convention, advises all nations to provide every citizen access to social security rights as a fundamental form of protection. By passing Law Number 40 of 2004 concerning the National Social Security System (State Gazette of 2004 Number 150 Supplement to State Gazette Number 40), the Indonesian government is

demonstrating its commitment to carrying out the constitutional obligation pertaining to social security.(State Gazette of 2004 Number 150 Supplement to State Gazette Number 4456), hereinafter referred to as the SJSN Law.

With the goal of providing social protection so that everyone can meet the necessities of a decent life and work toward the realization of social welfare for all Indonesians, the National Social Security System is a state program structured on the principles of humanity, benefits, and social justice. Everyone is anticipated to be able to achieve their fundamental needs for a decent existence through this system, taking into account the many hazards they may encounter. Labor has a significant part in national development as one of the components that produces goods and/or services to fulfill community needs and boost productivity nationally. Workers are likely to encounter a variety of dangers at work, which may have an impact on their lives and performance. Thus, according to Article 99 paragraph (1) of Law No. 13/2003 on Manpower (State Gazette 2003 No. 39, Supplement to State Gazette No. 4279), also known as the Manpower Law, "Every worker/laborer and his/her family has the right to obtain labor social security."

Method

2.1 Research Design

The research method used is qualitative method. According to Moleong (2011) The goal of qualitative research is to gain a comprehensive understanding of research subjects' experiences with behavior, perceptions, motivations, actions, and other phenomena through the use of descriptive language in a unique context and a variety of natural methods. This approach is employed because it seeks to comprehend social interactions in which researchers engage in conversation with the subject of study through interviews and other social interactions.

2.2 Population and Sample

Population

population is any collection of individuals (humans), occasions, or objects that pique the attention of researchers and allow them to conduct study and make inferences about them. (Sekaran, 2017). Those who worked in outsourcing made up the study's population.

Sample

A sample is a portion of the population that the researcher will use to make inferences and extrapolate them to the entire population. (Sekaran, 2017). In this study, accidental sampling was used as the sample method. According to Sugiyono, (2019)Accidental sampling is a chance-based sampling strategy in which any outsourced worker who happens to encounter the researcher can be utilized as a sample provided it is determined that the individual in question is qualified to serve as a source of data.

2.3 Operational Definition of Variables

1. The Nature of the Implementation of Job Loss Guarantee (JKP) for Outsourced Workers who experience layoffs
2. Concept of Implementation of Job Loss Guarantee (JKP) which provides legal protection for outsourced workers who experience termination of employment.

2.4 Types and Sources of Data

Four approaches—the statutory approach, conceptual method, comparison approach, and case approach—are employed in this study. In this research, the legislative approach is used to examine all relevant laws and regulations. The goal is to understand the principles of legislation, the hierarchy, consistency, and compatibility of laws and regulations with one another in order to find solutions to the problems under study, specifically how the Job Loss Guarantee Program's benefits compare to the legal protection of outsourced workers/laborers who experience layoffs. Taking into account how the Job Loss Guarantee Program is set up in Indonesia, which does not yet have regulations, there is a lack of standards. Because several legal norms that focus on the main issue of the study will be explored, this article is a normative research employing a statutory technique. (Ibrahim, 2010)The statutory method employed in this dissertation also looks at laws and regulations where there are still issues or where there are anomalous practices, either in terms of their technical execution or in the real world. The methodology for this approach involves a thorough examination of all applicable laws and regulations that have relevance to the legal issues (problems) at hand, namely the laws and regulations pertaining to the Job Loss Guarantee Program.

2.5 Data Collection Methods

The interview approach was employed to gather data for this investigation. According to Achmadi, (2005)Interviews, to put it another way, are a method of gathering data where researchers ask informants questions and the informants respond. Interviewing is the practice of asking informants questions in order to elicit information so that researchers may collect the data they wish to analyze. Using this style of interviewing, the researcher creates an indicator-based grid of questions that the informant must respond to.

2.6 Data Analysis Technique

About Normative Legal Data Analysis, it means understanding current legal norms and finding relationships or patterns between them. (Mukti Fajar & Yulianto Achmad, 2010). In essence, researchers focus on the interpretation and application of current legal norms as a basis for solving problems or answering their research questions. This method differs from empirical data analysis, which relies on directly observed data. This method emphasizes on legal documents as the main source of information.

Normative legal data analysis requires a deeper understanding of the law than empirical data analysis. Its advantage lies in the ability to provide an understanding of the legal framework governing an issue. However, its weakness may lie in the inability to understand the social context that may affect the application of those norms. Legal Uncertainty for Outsourced

Workers/Laborers who are Terminated on the Benefits of Job Loss Insurance Program Legal Uncertainty for Outsourced Workers/Laborers who are Terminated on the Benefits of Job Loss Insurance Program

3. Research results

Analyze and discover the nature and concept of the implementation of Job Loss Guarantee (JKP) for Outsourced Workers who experience layoffs.

Legal Protection for Laborers/Outsourced Workers Who Are Fired (PHK) if They Don't Meet Government Regulation Number 37 of 2021's Participation Requirements for the Implementation of Job Loss Insurance (JKP)

BPJS Ketenagakerjaan is an institution that implements social security programs such as work accidents, old age, retirement, and death. The government has created a new program, namely Job Loss Guarantee (JKP) through Government Regulation Number 37 of 2021. This program provides cash benefits, job market information, and job training to laid-off workers. JKP will be run in conjunction with BPJS Ketenagakerjaan and the source of funding comes from the recomposition of social security program contributions. The establishment of social security programs should provide fair protection and help the national economy. To get JKP benefits, workers must already be registered in other social security programs such as JKN, JKK, JHT, JP, and JKM. The development of SJSN must synchronize the various social security programs in order to provide greater benefits to participants.

In the implementation of the social security program, workers still find it difficult to participate in the program because the coverage of participation has not been maximized. Obstacles also arise from the government's side in expanding membership in all segments. The national social security program has not been able to reach all levels of society, especially in terms of expanding the scope of participation. Another inhibiting factor is the willingness of workers themselves who are reluctant to register for financial reasons. In addition, complicated and inefficient bureaucracy is also an obstacle in social security services. Workers who do not join the BPJS do not have the right to benefit from the health insurance program. The legal position of workers in social security programs also needs to be considered to ensure justice for workers. In an effort to improve workers' welfare, protection and welfare development are important.

The implementation of the JKP program as a sustainable protection effort is faced with challenges and difficulties such as preliminary membership requirements and the readiness of workers and small and micro entrepreneurs. Some companies are unable to meet the requirements to register their workers in the JKP program in accordance with Government Regulation Number 37 of 2021. This creates injustice between workers who have been registered and those who have not been registered with BPJS. The state needs to provide legal protection for workers as a marginalized group through legislation.

The government has paid attention to the welfare of the people through social security programs, but its implementation still faces obstacles. Clear instruments and objectives to be achieved in the national social security system are needed so that the program can be implemented optimally. Integration between the national social security organizing body and the government as well as socialization and communication between these components are needed to make the national social security program a success.

In policy, it is important to consider the goals of society. According to Talcott Parson in the theory of functionalism, the system will function if it fulfills conditions such as adaptation, goal achievement, integration, and maintenance. The implementation of social policy must be comprehensive from various perspectives, involving social dimensions, culture, education, and economic background. Social security is protection provided by society to deal with economic or social risks. Law Number 24 of 2011 on Social Security is designed to protect citizens in order to meet the basic needs of a decent life, in accordance with the state's objective to protect and improve public welfare.

Law in an ideal perspective is realized through legislation and autonomous law. In the field of labor, the law not only covers the interests of business actors but also provides protection to workers who are in a socially weak position. The author will evaluate the legal protection for Alihdaya workers from two perspectives, namely Legal Objectives and Agreement Theory.

Legal Objective Theory Perspective

Legal protection is closely related to legal objectives. The basic interests and rights protected by law need to be directed because the law contains orders and/or prohibitions. Basically, the theory of legal objectives sees law as a human work as a reflection of the will of the goals of the society it wants to achieve. (Warassih, 2011, p. 22) There are three theories of legal purpose, namely: ethical theory, utility theory and mixed theory. (Prodjodikoro, 2003)

Ethical theory is based on Aristotle's view that the law has a noble goal, namely giving everyone what is rightfully theirs. The substance of the law is determined by moral-ethics so that the law is solely intended for justice.

Utility theory focuses on the purpose of law to produce the greatest possible benefit for humans in realizing happiness.

Mixed theory. This theory is actually a middle ground between the ethical and utility theories. To bridge the two theories, Van Apeldoorn sees the purpose of law directed towards order in society. Gustav Radbruch recognized that the goals of law should be focused on achieving the fundamental principles of justice, benefit, and certainty. (Rahardjo, 2000) In addition to protecting legal rights and/or interests, legal certainty seeks to maintain peace, order, and legal certainty. Laws that are intended to benefit society, the country, and the state must be able to contribute and be used in that manner. The core of the law is justice. Justice is a necessary

component of law, even if there are still many different (relative to subjective) ways to assess justice in practice. Throughout the history of legal thought, justice has been one of the most spoken about legal goals. Along with fairness, other goals of law include legal clarity and legal expediency. All three should ideally be covered by the legislation. For instance, the judge's ruling is, to the greatest extent feasible, a result of the three.. Nonetheless, some people continue to contend that fairness is the primary goal of law, if not the only one, among the three aims of law. (Soepiadhdy, 2012)

Ali, (2010) defines justice as *justitia constans et perpetuavolantasiussuumcuique* *tribuendi*, or *tribuere* *cuique* *suum*, which means to give each person their own. In other words, justice is the will that provides each person what is their own. (Notomihardjo, 1971). This phrase clearly acknowledges each person's rights toward others, as well as his or her fair part in the situation, and vice versa.

English political philosopher John Locke (1632–1704). This essay examines the concept of justice that Locke subtly clarified in his ideas on the state. (J. Schmandt, 2002, p. 336). Locke examines the phases of social growth in his work *Two Treatises of Civil Government*. Locke distinguished three phases in the evolution of society: the condition of nature, the state of conflict, and the commonwealth's construction.. Petrus, Simon; Tjahjadi, (2004). The natural state represents the initial phase of the evolution of human society. According to Locke, everyone lives in a harmonious condition of equality and freedom in the natural world. Humans are as free as they can be in the natural world, where no individual is more strong than any other. (Locke, 2002)

Marx said that in brotherhood, everyone gets the same - no one has too much and no one suffers from lack. Marx analyzed economic tensions, especially in production relations, namely the conflict of interests between the workers (lower class) and the bourgeoisie (upper class). According to Marx, tensions are triggered by the development of ownership of the means of production. (Huijbers, 1982). According to Marx, the deepest alienation is that workers are alienated from the results of their work. It is this situation of alienation that keeps workers poor, no matter how much they try to get ahead (Huijbers, 1982).

Two principles of justice are selected behind the curtain of ignorance, according to Rawls. The following are the two tenets of justice. First of all, every individual is entitled to the fullest range of fundamental liberties consistent with the rights accorded to each individual. Second, the structure of social and economic inequality should be such that: (a) everyone is expected to gain from it; and (b) everyone is welcome to apply for any job or office. (Rawls, 2009) Rawls calls the first principle the *equality* principle, and the second principle the (a) equal opportunity principle, and (b) *difference* principle. (Rawls, 2009) Rawls emphasized that these two principles are intended to regulate how rights and obligations are applied, how social and economic benefits are distributed, and to organize society fairly. To ensure their effectiveness, the two principles must be organized in a *serial order*. This means that the first principle must precede

the second. In other words, the principle of equal freedom must take priority over the principle of difference.

Justice was divided into two categories by St. Thomas Aquinas: special justice (*iustitiaspecialis*) and universal justice (*iustitiageneralis*). Justice in accordance with the law, which must be carried out in the public good, is known as general justice. Special justice, on the other hand, is proportionate or equitable justice. In addition, there are three categories into which special justice might be categorized: 1) distributive justice (*iustitiadistributiva*), 2) commutative justice (*iustitiacommutativa*), and 3) vindicative justice (*iustitiavindicativa*). Distributive justice refers to the application of justice in the realm of public law generally in a proportionate manner. For instance, a person cannot be appointed to the position of judge by the State unless they are capable of doing so. Equitable justice between merit and counter-merit is known as commutative justice. In criminal cases, vindicative justice is used. If a someone receives a body sentence or a fine commensurate with the severity of the crime they committed, that individual is seen as having been treated fairly. (Riyanto, 2021)

1. Aspects of Fairness in PP JKP Related to Outsourced Workers/Laborers

As is well known, PP JKP is a Government Regulation that is proposed and is part of the 2020 priority draft law in the 2020 national legislation program. In principle, PP JKP is designed to improve the investment ecosystem and accelerate national strategic projects. In other words, justice and welfare orientation are not the discourse behind the birth of PP JKP. It is not surprising that various regulations related to the existence of outsourcing practices do not benefit outsourced workers.

Justice is the will of the law that represents the public interest. We can question whether the PP JKP is a reflection of the public interest or not. The discourse on justice for outsourced workers is closely related to the presence of the state and the legal protections that the state may provide. This is due to the fact that outsourced workers/laborers are a vulnerable group that has weak bargaining power in front of both labor service providers and labor service user companies. The weakness of the working class in Indonesia is due to the fact that the size of the labor force is not proportional to employment opportunities. Most of them are forced to take any job opportunity rather than not getting one at all. In short, the value of justice in the PP JKP can be measured through the extent to which the law can provide protection to outsourced workers/laborers until they get their rights, especially the Right to Job Loss Guarantee Benefits.

As discussed in the previous sections, instead of providing various protections, the PP JKP is actually more detrimental to outsourced workers.

1) Outsourced Worker/Labor Expenses

Since the term *outsourcing* became known, outsourced workers have become the most vulnerable group in the Indonesian labor sector. The government's efforts to provide legal protection are evident in the UUK and Permenaketrans. Unfortunately, the function of labor inspection has not gone well, so the fate of outsourced workers has not improved. And with the

enactment of the PP JKP, the burden on outsourced workers/laborers has increased.

The PP JKP does not reflect public justice that serves the public interest. It is not surprising that even in the process of ratification, the CK Law and PP JKP have drawn protests from the public, workers and trade unions throughout the country to reject the enactment of the CK Law and PP JKP, which is known among workers as the sweeping law. In addition, there is proportionality- or equality-based justice. Distributive justice (*iustitiadistributiva*), commutative justice (*iustitiacommutativa*), and vindicative justice (*iustitiavindicativa*) are the three categories into which special justice may be separated. Distributive justice

Distributive justice is justice that is proportionally applied in the field of public law in general. More specifically, distributive justice is a provision or rule in distributing resources and opportunities with the aim of realizing welfare for the recipient of the distribution. Distributive justice for outsourced workers/laborers in PP JKP is so bad. We can see it from the reduced rights of outsourced workers/laborers, especially the right to JKP benefits. Distributive justice requires that if obligations increase, then rights will also increase. And vice versa. This can be seen from, for example, the length of time a worker/laborer has been in a company and his/her employment status in the company where he/she works.

1) Commutative Justice

Commutative justice equates merit and counter-merit. An act of justice based on commutative justice is that every citizen or every person gives to others what is rightfully theirs. This applies at the individual level as well as the social level. Not only does one individual give his rights to another individual, but also one group to another group. That is why **commutative justice is also known as exchange justice, because commutative justice emphasizes the relationship of reciprocity. reciprocity through an exchange.** If a provision is violated or a wrong is committed, then commutative justice seeks to provide adequate compensation for the injured party. If a crime has been committed, then appropriate punishment should be given to the perpetrator. Commutative justice is tasked with re-establishing that equality.

Commutative justice in the context of outsourced workers is related to the relationship between the worker/laborer and the employing company. With work obligations in accordance with company regulations or work agreements, workers/laborers have a number of rights that must be fulfilled by the company. Commutative justice explains the sense of justice if outsourced workers are harmed by the company that employs them.

The state constitution guarantees this equal connection, which the state must uphold in order to safeguard its residents. The 1945 Constitution's Article 28D, paragraphs (1) and (2), applies justice in the following ways:

- (1) Everybody is entitled to equal treatment under the law, protection from unfair laws, and assurances of that protection.
- (2) In terms of labor relations, everyone has the right to work, as well as the right to compensation and just treatment.

In comparison with permanent workers/laborers in general, the value of commutative justice received by outsourced workers/laborers based on PP JKP, has decreased. Indicators of the decline can be seen from a number of rights of outsourced workers that are reduced or even eliminated. The following are the rights of outsourced workers/laborers that are eliminated or reduced in the PP JKP:

a) Discrimination

Every worker/laborer is entitled to equal treatment without discrimination. This provision was previously in UUK Article 6 which reads: "Every worker/laborer has the right to receive equal treatment without discrimination from employers." However, the PP JKP has removed it. Indeed, although the UUK has provided legal protection against discrimination, in practice, outsourced workers/laborers are more often subjected to discriminatory treatment. In many cases, companies providing labor services are only looking for workers who are under thirty years old and have no family and with short work contracts, usually only 1 (one) year. On the one hand, this does not explicitly violate any article. But on the other hand, they only show discriminatory practices against elderly and married outsourced workers.

The results of the LIPI UUK Study Team (2010) state that the UUK contains a conflict paradigm due to the vagueness of several articles. A number of articles were identified as multi-interpretive and inconsistent with other regulations, thus becoming a source of disputes in the implementation of labor and industrial relations. In addition, the implementation of the role of supervision and legal action by the government and the authorized legal apparatus against violations of the UUK rules is relatively weak. This is evident from the many violations that occur and the protracted resolution of legal disputes. In fact, many parties argue that the rise of outsourcing as a result of negligence by the government and law enforcement against violations.

b) Entitlement to Job Loss Guarantee Benefits

Employees most definitely have a right to social security benefits for their welfare. In actuality, workers still have difficulty obtaining even one social security number during the participation procedure. When receiving benefits from a government program, it is crucial to comprehend the role that employees play in the Job Loss Guarantee Program (JKP). This is because participation in the program ensures that each employee receives justice.

Outsourced workers whose contract period has ended are not included in the category that can claim JKP. Even though the majority of workers have outsourced status that does not have job security. Contract expiration is not a layoff according to Article 154A of the Ciptaker Law, Article 36 of PP 35 of 2021, and Article 20 paragraph 2 of the JKP Regulation. (Santosa 2021)

Compared to laborers who are outsourced, who are only able to work for a week, six months, or three months, this is much different. It is obviously challenging to make sure that employees are enrolled as BPJS participants, much alone JKP participants, with such a flexible structure. Consequently, an Outsourced Worker/Laborer who follows such a pattern will be unable to

fulfill the requirements of the contribution period, which are as follows: the contribution period must be at least 12 months in 24 months, and the worker must have paid contributions for at least 6 consecutive months. These requirements are outlined in Article 19 Paragraph (3) of the PP JKP.

The requirement for JKP claims that must meet a 12-month membership period in the last 24 months, where 6 months of the 12-month paid consecutive period is of course very difficult to be fulfilled by Outsourced Workers/Laborers who experience layoffs.

In the UUK, legal sanctions against labor regulations can be imposed on anyone who commits such violations. Company sanctions will be given depending on the types of labor law violations. If there is a violation of labor laws, there are three different kinds of sanctions that can be applied:

- a. Administrative Sanctions: these include written or verbal warnings, warnings, restrictions on business operations, suspension of operations, revocation of business licenses, cancellation of registration, approval, or temporary suspension of all production equipment or administrators.
- b. Civil Sanctions.
- c. Criminal Sanctions; may include fines, confinement, and imprisonment.

The threat of criminal sanctions is contained in Articles 183 to 189. While the threat of *administrative* sanctions is listed in Article 190. By knowing the company's sanctions for violators of laws and regulations, the company is expected to be more compliant with the applicable rules. Besides of course to fulfill the values of vindicative justice.

With regard to labor consequences and sanctions, PP JKP does not differ much from UUK except that PP JKP only regulates administrative sanctions as stated in article 46 of PP JKP.

4. Conclusion

1. The implementation of Job Loss Insurance (JKP) for Alihdaya workers/laborers who are laid off aims to provide certainty in the flow of family income as a replacement for lost income, reduce economic uncertainty and risk, and provide economic and social protection for greater social and economic stability.
2. The concept of providing Job Loss Guarantee (JKP) provides legal protection to outsourced workers/laborers who experience layoffs with the principle of protection to maintain a decent standard of living.

Literature

- Achmadi, A. dan C. N. (2005). Metode Penelitian. Bumi Aksara.
- Alfitri. (2011). Community Development Teori dan Aplikasi. Pustaka Pelajar.
- Ali, A. (2010). Menguak Teori Hukum (Legal Theory) dan Teori Peradilan (Judicialprudence); Termasuk Interpretasi UndangUndang (Legisprudence). Kencana Prenada Media Group.
- Huijbers, T. (1982). Filsafat Hukum dalam Lintasan Sejarah. Kanisius.
- Ibrahim, J. (2010). Teori dan Metodologi Penelitian Hukum Normatif. Bayumedia Publishing.

- Indi Nuroini. (2023). PENEGAKAN HUKUM DALAM PENERAPAN HUKUM PIDANA DALAM PENGGUNAAN PERSPEKTIF ILMIAH HUKUM PIDANA. *Yurisprudentia: Jurnal Hukum Ekonomi*, 9(2), 182–195. <https://doi.org/http://dx.doi.org/10.24952/yurisprudentia.v9i2.9410>
- J.Schmandt, H. (2002). *Filsafat Politik: Kajian Historis dari Zaman Yunani Kuno sampai Zaman Modern* (I. Baehaqi, A; Baehaqi (Ed.)). Pustaka Pelajar.
- Locke, J. (2002). *Kuasa itu Milik Rakyat: Esai mengenai Asal Mula Sesungguhnya, Ruang Lingkup, dan Maksud Tujuan Pemerintahan Sipil* (A. Widyamartaya (Ed.)). Kanisius.
- Mukti Fajar & Yulianto Achmad. (2010). *Dualisme Penelitian Hukum Normatif & Empiris*. Pustaka Pelajar.
- Notomihardjo, O. (1971). *Masalah Keadilan*. Tirta Amerta.
- Nuroini, I. (2022a). KONSEKUENSI PEMUTUSAN HUBUNGAN KERJA BERDASARKAN PERATURAN PEMERINTAH NOMOR 35 TAHUN 2021. 1(3), 178–183.
- Nuroini, I. (2022b). Penyelesaian Perselisihan Phk Pasca Berlakunya Undang-Undang Cipta Kerja. *Jurnal Sosial Humaniora Dan Pendidikan*, 1(1), 23–33. <https://doi.org/10.55606/inovasi.v1i1.192>
- Nuroini, I. (2023). Penyelesaian Perselisihan Pemutusan Hubungan Kerja Yang Memasuki Purnatugas Menurut Undang – Undang Nomor 11 Tahun 2020 Tentang Cipta Kerja. *Depositi: Jurnal Publikasi Ilmu Hukum*, 1(1), 11–26.
- Petrus, Simon; Tjahjadi, L. (2004). *Petualangan Intelektual: Konfrontasi dengan Para Filsuf dari Zaman Yunani hingga Zaman Modern*. Kanisius.
- Prodjodikoro, W. (2003). *Asas-Asas Hukum Pidana di Indonesia*. Refika Aditama.
- Rahardjo, S. (2000). *Ilmu Hukum*. Citra Aditya Bakti.
- Rawls, J. (2009). *A Theory of Justice: Original Edition*. Harvard University Press.
- Riyanto, Y. (2021). *Malpraktik Profesi Advokat Di Indonesia*. Media Nusa Creative (MNC Publishing).
- Sekaran, U. dan R. B. (2017). *Metode Penelitian Bisnis* (6th ed.). Salemba Empat.
- Soepiadhdy, S. (2012). *Keadilan Hukum*. Surabaya Pagi.
- Sugiyono, P. (2019). *Metodologi penelitian kuantitatif kualitatif dan R&D*. Alfabeta, Bandung.
- Warassih, E. (2011). *Pranata Hukum: Sebuah Telaah Sosiologis*. Badan Penerbit Universitas Diponegoro.