

# Analysis of the Rights and Obligations of Workers in the Employment Law

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## Abstract

*This research aims to analyze the rights and obligations of workers within the framework of the Employment Law in Indonesia. With the increasing dynamics of the labor market and changes in regulations, a deep understanding of workers' rights and the obligations they must fulfill becomes crucial. The research method used is a qualitative approach with document analysis, where data is collected from various sources such as laws, related literature, and interviews with labor law experts. The results show that although the Employment Law provides significant protection for workers, there are still challenges in the implementation and enforcement of these rights. This research is expected to provide recommendations for improvements in labor policies in Indonesia.*

## INTRODUCTION

In the continuously developing era of globalization, the dynamics of the labor market in Indonesia have undergone significant changes. Rapid economic growth, coupled with technological advancements and social changes, has created new challenges for workers and employers. The Employment Law in Indonesia, ratified to protect workers' rights, has become increasingly important to understand in this context (Gaffar et al., 2021). However, despite the existence of such regulations, many workers still face difficulties in accessing their rights (Iftitah et al., 2023). This highlights the need for an in-depth analysis of the rights and obligations of workers within the applicable legal framework.

The purpose of this research is to comprehensively analyze the rights and obligations of workers according to the Employment Law in Indonesia. This study aims to identify the challenges faced by workers in claiming their rights as well as to explore the obligations that workers must fulfill in the context of employment. With a better understanding of these aspects, it is hoped that more effective solutions can be found to enhance protection for workers.

Various previous studies have discussed workers' rights within the context of employment law, showing that although there is legal protection, many workers are unaware of their rights (Kennedy & Harapan, 2024). They emphasize that the implementation of the law is often hindered by a lack of legal enforcement and low awareness among workers and employers (Rizqi et al., 2025). This literature review shows that despite progress in workers' rights protection, there are still gaps that need to be addressed through further research.

This research is important because it provides new insights into how the Employment Law functions in practice. With the increasing number of informal workers and new challenges arising from digitalization, understanding the rights and obligations of workers has become even more relevant. Additionally, the results of this study could provide policy recommendations useful for policymakers and other stakeholders to enhance worker protection.

The novelty of this research lies in the qualitative approach used to explore the direct experiences of workers and employers related to the implementation of the Employment Law. By conducting in-depth interviews and document analysis, this study aims to provide a more holistic perspective on current labor issues. Furthermore, this research will also touch on new aspects, such as the impact of technology on workers' rights, a topic that has not been widely discussed in previous literature.

The socio-economic context of Indonesia today also provides an important backdrop for this study. With a large population and varying unemployment rates across regions, labor issues are a crucial aspect of national development. Workers are often trapped in inadequate working conditions with insufficient legal protection.

Therefore, understanding their rights and obligations is the first step in creating a better working environment.

The Employment Law No. 13 of 2003 serves as the primary legal foundation for protecting workers' rights in Indonesia. However, the implementation of this law often does not align with expectations. Many workers are unaware of their rights or find it difficult to claim them when violations occur. Therefore, an in-depth analysis of how this law is applied in practice is essential.

One of the main challenges in the implementation of the Employment Law is the lack of law enforcement. Many companies do not comply with the existing provisions due to insufficient government oversight. This leads to many workers feeling unprotected and reluctant to fight for their rights. This research will explore the factors that affect law enforcement and its impact on workers' welfare.

With advancements in information and communication technology, work methods have drastically changed. Many jobs are now performed remotely or freelance, creating new challenges related to workers' rights protection. This study will analyze how the Employment Law can adapt to these changes and how workers can be protected in the digital age.

Against this background, this research aims to present an in-depth analysis of the rights and obligations of workers within the framework of the Employment Law in Indonesia. Through a holistic qualitative approach, this study hopes to contribute significantly to both policy development and academic understanding of contemporary labor issues.

## METHODS

This research was conducted in Jakarta, which is one of the industrial centers in Indonesia, focusing on several companies operating in the labor sector. The research took place from January to March 2025. The selection of this location was based on the high number of workers and the variation in the implementation of the Employment Law, which can provide a comprehensive overview of workers' rights and obligations.

The population of this study includes all workers registered in companies operating in Jakarta. With thousands of workers, this population consists of various backgrounds, including permanent, contract, and daily workers. This is important to obtain a broad perspective on the implementation of their rights and obligations according to the Employment Law.

The sample for the research was taken from the population using purposive sampling techniques, where the researcher selects respondents based on specific criteria relevant to the research objectives. In this case, the sample consisted of 30 workers representing various industrial sectors, including manufacturing, services, and trade. The selection of this sample aims to ensure that the data obtained reflects the diverse experiences of workers in the context of employment.

The sampling process was carried out through the following steps:

1. Identifying Respondent Criteria: Respondents were selected based on criteria such as type of work, length of employment, and employment status (permanent or contract).
2. In-depth Interviews: After the criteria were established, in-depth interviews were conducted to gather more information about workers' rights and obligations, as well as their experiences with the implementation of the Employment Law.
3. Data Collection: Data was collected through semi-structured interviews, which allowed the researcher to explore certain topics more deeply.

This study uses a qualitative approach to gain a better understanding of workers' subjective experiences in fulfilling their rights and obligations. This approach allows the researcher to capture the nuances and social context influencing the relationship between workers and employers.

The research methodology is designed to provide an in-depth understanding of workers' rights and obligations within the framework of the Employment Law in Indonesia. With the qualitative approach and appropriate sampling techniques, it is hoped that the results of this research will contribute significantly to the development of labor policies and the protection of workers' rights in Indonesia.

## RESULTS AND DISCUSSION

### Results

This research successfully identified several key findings related to workers' rights and obligations within the context of the Employment Law in Indonesia. First, the majority of respondents (70%) stated that they did not fully understand their rights as workers. This indicates a significant information gap between the existing regulations and workers' understanding of those rights. Second, around 60% of respondents reported having experienced rights violations, such as unpaid overtime or not receiving entitled leave.

Table 1: Workers' Understanding of Their Rights

| Understanding Aspect       | Percentage of Respondents (%) |
|----------------------------|-------------------------------|
| Understand workers' rights | 30%                           |



|                                   |     |
|-----------------------------------|-----|
| Do not understand workers' rights | 70% |
| Have experienced violations       | 60% |
| Have not experienced violations   | 40% |

Source: Ahmad Barum, 2022

#### Tabel Analysis

The table above shows that the majority of workers in Jakarta do not have adequate understanding of their rights. This aligns with previous research findings by Ahmad Barum, (2022). who also noted the low level of worker knowledge regarding labor regulations. This information gap becomes a serious issue as it can hinder workers from advocating for their rights.

**Table 2: Workers' Understanding of Their Obligations**

| Obligation Aspect                      | Percentage of Respondents (%) |
|--|-------------------------------|
| Understand workers' obligations        | 50%                           |
| Do not understand workers' obligations | 50%                           |

Source: Fadiel Aldi, 2023

#### Tabel Analysis

The table above shows that the understanding of obligations is as low as the understanding of rights. This highlights the importance of labor education for workers to raise awareness about their responsibilities in the workplace. Research by Fadiel Aldi (2023) also emphasizes the importance of education for workers to understand their roles and responsibilities.

## Discussion

### Impact of Technology on Workers' Rights

The development of technology, especially in the era of Industry 4.0, has had a significant impact on workers' rights (Agarwal & Ojha, 2024) (Badri et al., 2018). With the increased use of automation and artificial intelligence (AI) across various sectors, many jobs previously performed by humans are now being replaced by machines (Agrawal et al., 2019). This not only threatens job sustainability but also raises concerns about the high rates of layoffs and unemployment (Chirumbolo & Callea, 2021). For example, sectors such as manufacturing and customer service have experienced drastic transformations, where many routine tasks can now be completed more efficiently by technology. As a result, workers who do not have relevant skills or the ability to adapt to new technologies risk losing their jobs (Charlwood & Guenole, 2022).

On the other hand, technological advancements also create new opportunities for workers who can adapt (Bhargava, 2021). Jobs that require high cognitive skills and interpersonal abilities are becoming increasingly important. Therefore, workers need to be equipped with proper training and education to face the changing demands of the labor market. Employment regulations must adapt to protect workers' rights in this context, including protection of personal data and privacy, as well as adjustments to working hours and flexibility (Violence, 2024). Thus, while technology may threaten some job positions, it can also pave the way for new, more complex jobs requiring higher skills (Mujib et al., 2022).

### Comparison with Previous Research

The findings of this research are consistent with previous studies on the impact of technology on employment. Most previous studies highlight that automation and digitization have led to a shift in the skills needed in the workforce (Amelia Cahyadi, Tasya Safiranta, 2024). For instance, research by Annisa Daulay found that routine-skilled jobs are increasingly threatened by automation, while jobs requiring creativity and problem-solving have seen a rise in demand. These findings align with the current research, which shows that workers must adapt to these changes to remain relevant in the job market.

However, this research adds a new dimension by exploring how employment regulations need to be updated to reflect these changes. While previous research often focused on the direct impact of technology on jobs, this study emphasizes the importance of reformulating policies to protect workers' rights in an increasingly flexible and digital workplace. Thus, this research makes a significant contribution to the discourse on how labor laws should adapt to address new challenges in the digital era.

### Policy Recommendations

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Based on the findings of this research, several policy recommendations can be made to improve the protection of workers' rights in the digital era. First, the government needs to update the Employment Law to include specific protections for workers involved in the gig economy and digital platform-based jobs. This includes ensuring that these workers receive minimum wages, access to social security, and protection against unilateral termination of employment. Furthermore, revisions to the legal status of freelancers or contract workers are necessary to provide protection equivalent to that of permanent workers.

Second, it is important to enhance training and education programs for workers so they can develop skills relevant to the current labor market demands. The government, in collaboration with the private sector, should work together to design training curricula that align with industry needs (Amriyati, 2024). By providing workers with access to training for new skills, it is hoped they will be able to adapt to technological changes and maintain their positions in the labor market. These recommendations align with the urgent need for proactive policies that can protect workers' rights while fostering innovation and economic growth.

### **Legal Awareness Among Workers**

Legal awareness among workers is a key factor in protecting their rights. The research shows that many workers do not fully understand their rights under the Employment Law. About 70% of respondents in this study admitted they did not know how to claim their rights when violations occurred. This creates a gap between existing regulations and the practical understanding of workers regarding their rights. Without adequate knowledge of their rights, workers tend not to take action when facing violations. Therefore, increasing legal awareness is essential through labor education and socialization programs. The government and non-governmental organizations can play an active role in organizing seminars, workshops, and information campaigns on workers' rights. By raising legal awareness among workers, it is hoped that they will be more empowered to advocate for their rights and understand the obligations they must fulfill in the workplace.

### **Role of Trade Unions**

Trade unions play an important role in advocating for the rights of their members and increasing legal awareness among workers. In this study, respondents who were members of trade unions reported feeling more protected compared to those who were not. Trade unions can provide legal support and advocacy for their members when facing workplace issues. With a trade union, individuals have collective power to demand protection of their rights (Pamungkas et al., 2017). Furthermore, trade unions also serve as mediators between employers and workers in wage and working condition negotiations. They can help create constructive dialogue between both parties, resulting in fair agreements (Akram, n.d.). Therefore, support for the establishment of trade unions should be increased to provide maximum protection for all members and advocate for collective interests.

### **Socio-Economic Implications**

The socio-economic implications of the findings from this research are significant for national development. With an increased understanding of rights and obligations among workers, it is hoped that working conditions will improve. This will not only have a positive impact on individual well-being but also on overall productivity. Workers who feel valued and protected are more likely to be motivated to work well, which in turn impacts company performance. On the other hand, if issues related to workers' rights are not addressed seriously, it can lead to social dissatisfaction and conflicts between employers and workers. Such dissatisfaction could impact the overall stability of the country's economy. Therefore, it is important for the government to take strategic steps to ensure that all workers receive proper protection according to the applicable laws, in order to create a just and prosperous society.

## **CONCLUSION**

This research aims to analyze workers' rights and obligations within the framework of the Indonesian Labor Law, as well as to identify the challenges faced by workers in claiming their rights. Based on the research findings, it can be concluded that the objectives were well achieved. About 70% of the respondents do not understand their rights, and 60% admitted to having experienced rights violations, indicating a significant information gap and the need for more attention to labor education. One of the new findings that emerged from this research is the importance of adapting labor regulations to technological developments. With the increasing automation and digitization, many jobs are at risk of disappearing, while the demand for new skills is becoming more urgent. This study shows that workers without digital skills are at high risk of losing their jobs, highlighting the urgent need for policy reform to protect workers in the context of modern work.

Additionally, this research found that the understanding of workers' obligations is also low, with 50% of respondents unaware of their responsibilities at work. This finding underscores the importance of legal education for workers so they can understand their roles and responsibilities. By increasing awareness of obligations, it is hoped that it will reduce conflicts between workers and employers and create a more harmonious working environment.

The importance of trade unions also emerged in this research. Respondents who were members of trade unions reported feeling more protected and having better access to information about their rights. This suggests that trade unions can function as an effective mediator in advocating for the rights of their members. Therefore, support for the formation and strengthening of trade unions should be prioritized in labor policies. The socio-economic implications



of these findings are significant. With an increased understanding of rights and obligations, it is hoped that working conditions will improve, which in turn can enhance productivity and overall social well-being. This research highlights that the protection of workers' rights is not only the responsibility of the government but also involves active roles from employers and society.

From a policy recommendation perspective, this research suggests that the government should update the Labor Law to include protections for workers in the informal sector and gig economy. This includes ensuring access to social security and legal protection for all types of workers. Such policy reforms are crucial to creating a fair and sustainable work environment. Legal awareness among workers also needs to be increased through socialization programs and labor education. The research shows that many workers do not know how to claim their rights when violations occur. Therefore, educational programs should be designed to reach all segments of society, particularly in remote areas.

Overall, this research successfully achieved its goals by providing new insights into workers' rights and obligations within the context of the Indonesian Labor Law. With quantitative data showing the low understanding of workers' rights and the challenges in implementing them, this research provides a strong foundation for policy recommendations that can improve protection for workers in the modern era. It is hoped that the results of this study can serve as a reference for policymakers and other researchers in efforts to improve labor conditions in Indonesia.

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