

ABSTRAK

Penelitian ini membahas peran pemerintah dalam menjamin pemenuhan hak pengupahan bagi pekerja di Indonesia berdasarkan ketentuan yang tertuang dalam Undang-Undang Nomor 6 Tahun 2023. Undang-undang tersebut merupakan pengesahan atas Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja yang membawa sejumlah perubahan signifikan dalam sistem ketenagakerjaan, termasuk dalam aspek pengupahan.

Penelitian ini bertujuan untuk mengkaji sejauh mana tanggung jawab dan kewenangan pemerintah dalam mengatur, mengawasi, dan menegakkan pemenuhan hak pengupahan, serta menganalisis tantangan yang dihadapi dalam implementasinya. Metode yang digunakan adalah pendekatan yuridis normatif dengan analisis terhadap peraturan perundang-undangan, dokumen hukum, dan literatur terkait. Hasil penelitian menunjukkan bahwa pemerintah memiliki peran vital sebagai regulator, fasilitator, dan pengawas dalam menjamin hak pengupahan pekerja. Namun, implementasi di lapangan masih menghadapi berbagai kendala, seperti lemahnya pengawasan, kurangnya pemahaman pelaku usaha terhadap regulasi, dan belum meratanya penegakan hukum.

Kata Kunci : Pemerintah, Pengupahan, Hak Pekerja, Undang-Undang Nomor 6 Tahun 2023, Ketenagakerjaan.

ABSTRACT

This study discusses the role of the government in ensuring the fulfillment of wage rights for workers in Indonesia based on the provisions contained in Law Number 6 of 2023. The law is the ratification of the Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation which brings a number of significant changes to the employment system, including in the aspect of wages. This study aims to examine the extent of the government's responsibility and authority in regulating, supervising, and enforcing the fulfillment of wage rights, as well as analyzing the challenges faced in its implementation.

This study aims to examine the extent of the government's responsibility and authority in regulating, supervising, and enforcing the fulfillment of wage rights, as well as analyzing the challenges faced in its implementation. The method used is a normative legal approach with an analysis of laws and regulations, legal documents, and related literature. The results of the study indicate that the government has a vital role as a regulator, facilitator, and supervisor in guaranteeing workers' wage rights. However, implementation in the field still faces various obstacles, such as weak supervision, lack of understanding of business actors regarding regulations, and uneven law enforcement.

Keywords : Government, Wages, Workers' Rights, Law Number 6 of 2023, Employment.