

ABSTRAK

**PELAKSANAAN HAK ATAS UPAH PEKERJA COFFESHOP FORESTHREE DI
KOTA JAMBI
Muhammad Andre Yudha
B10018576**

Penelitian ini dibuat bertujuan untuk menganalisis implementasi pelaksanaan perlindungan hukum terhadap hak-hak pekerja di Coffeshop Foresthree di Kota Jambi. Dalam konteks ini, penulis mengidentifikasi tantangan yang dihadapi oleh pekerja, terutama terkait hak atas upah yang layak bagi pekerja. Meskipun Undang-Undang No. 6 Tahun 2023 tentang Cipta Kerja telah ditetapkan untuk melindungi pekerja dari perlakuan semena-mena oleh pengusaha, kenyataannya masih banyak pelanggaran yang terjadi, termasuk pembayaran upah di bawah standar upah minimum regional. Penelitian ini juga mengkaji bagaimana regulasi dan mekanisme penyelesaian sengketa diterapkan ketika hak-hak pekerja dilanggar. Ditemukan bahwa banyak pekerja di sektor UMKM, termasuk di Coffeshop Foresthree, tidak memahami hak-hak mereka, yang berpotensi menyebabkan pelanggaran. Selain itu, penelitian ini menyoroti pentingnya perlindungan hukum yang efektif untuk meningkatkan kesejahteraan pekerja dan menciptakan kesetimbangan antara pertumbuhan ekonomi dan kesejahteraan sosial. Melalui pendekatan yang holistik, penelitian ini merekomendasikan peningkatan pemahaman regulasi di kalangan pelaku UMKM dan pemberdayaan finansial usaha kecil. Dengan demikian, diharapkan dapat tercapai perlindungan hak-hak pekerja yang lebih baik dan pengurangan ketidakselarasan sosial yang dapat mengganggu stabilitas ekonomi. Penelitian ini juga diharapkan dapat memberikan kontribusi atau masukan bagi pembaharuan kebijakan yang lebih baik dalam perlindungan pekerja di sektor informal, khususnya di Kota Jambi.

Kata Kunci : Perlindungan Hukum, Pekerja, UMKM

ABSTRACT

IMPLEMENTATION OF THE RIGHT TO WAGES OF FORESTHREE COFFESHOP WORKERS IN JAMBI CITY

This inquire about points to analyze the usage of lawful assurance for specialists at the Forester Coffeeshop, Jambi City. In this setting, the creator recognizes the challenges confronted by laborers, particularly with respect to the proper to better than average compensation. Indeed in spite of the fact that Law no. 6 of 2023 concerning Work Creation has been set up to ensure specialists from subjective treatment by bosses, in reality there are still numerous infringement that happen, counting installment of compensation underneath territorial least wage benchmarks. This investigate too looks at how directions and debate determination components are connected when workers' rights are abused. It was found that numerous specialists within the MSME division, counting at Coffeeshop Forestere, did not get it their rights, which might possibly lead to infringement. In expansion, this investigate highlights the significance of successful legitimate security to progress specialist welfare and make a adjust between financial development and social welfare. Through a all encompassing approach, this inquire about suggests expanding understanding of directions among MSME players and monetary strengthening of little businesses. In this way, it is trusted that way better assurance of workers' rights can be accomplished and a lessening in social disharmony that can disturb financial steadiness. It is trusted that this investigate can contribute to the advancement of superior arrangements in securing laborers within the casual segment, particularly in Jambi City **Keywords: Legal Protection, Workers, MSMEs**