

ABSTRAK

Praktik outsourcing atau alih daya merupakan bentuk hubungan kerja yang semakin banyak diterapkan oleh perusahaan dalam rangka efisiensi operasional. Meskipun telah diatur dalam peraturan perundang-undangan, pelaksanaan outsourcing di Indonesia masih menyisakan berbagai persoalan, terutama terkait perlindungan hak-hak pekerja. Penelitian ini bertujuan untuk menganalisis pengaturan hukum mengenai outsourcing dalam sistem ketenagakerjaan nasional serta mengevaluasi pertanggungjawaban hukum oleh Dinas Ketenagakerjaan Kota Jambi terhadap perlindungan hak-hak pekerja outsourcing. Metode penelitian yang digunakan adalah pendekatan yuridis empiris, dengan menggabungkan studi kepustakaan dan studi lapangan melalui wawancara dengan pejabat Dinas Ketenagakerjaan dan pekerja outsourcing. Hasil penelitian menunjukkan bahwa hak-hak pekerja outsourcing telah diatur dalam Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan, Undang-Undang Nomor 11 Tahun 2020 tentang Cipta Kerja, dan Peraturan Pemerintah Nomor 35 Tahun 2021. Namun, implementasi di tingkat daerah masih menghadapi hambatan seperti minimnya jumlah pengawas ketenagakerjaan, rendahnya kesadaran hukum pekerja, dan lemahnya sanksi terhadap pelanggaran. Dinas Ketenagakerjaan Kota Jambi telah melakukan upaya pengawasan dan pembinaan, tetapi belum sepenuhnya efektif dalam menjamin pemenuhan hak-hak pekerja outsourcing. Oleh karena itu, diperlukan penguatan kelembagaan, regulasi lokal yang lebih spesifik, serta peningkatan kerja sama lintas sektor sebagai bentuk pertanggungjawaban hukum negara terhadap perlindungan tenaga kerja.

Kata Kunci: *Outsourcing, Hukum Ketenagakerjaan, Pekerja, Pengawasan.*

ABSTRACT

The practice of outsourcing is a form of employment relationship that is increasingly being implemented by companies in order to achieve operational efficiency. Although it has been regulated in laws and regulations, the implementation of outsourcing in Indonesia still leaves various problems, especially related to the protection of workers' rights. This study aims to analyze the legal regulations regarding outsourcing in the national employment system and to evaluate the legal accountability of the Jambi City Manpower Office for the protection of the rights of outsourced workers. The research method used is an empirical legal approach, by combining literature studies and field studies through interviews with Manpower Office officials and outsourced workers. The results of the study show that normatively, the rights of outsourced workers have been regulated in Law Number 13 of 2003 concerning Manpower, Law Number 11 of 2020 concerning Job Creation, and Government Regulation Number 35 of 2021. However, implementation at the regional level still faces obstacles such as the small number of labor inspectors, low legal awareness of workers, and weak sanctions for violations. The Jambi City Manpower Office has made efforts to supervise and provide guidance, but it has not been fully effective in ensuring the fulfillment of the rights of outsourced workers. Therefore, institutional strengthening, more specific local regulations, and increased cross-sector cooperation are needed as a form of state legal accountability for protecting workers.

Keywords: Outsourcing, Manpower Law, Workers, Supervision.