

ABSTRAK

Penelitian ini bertujuan untuk mengetahui Kebijakan pemerintah mengenai status tenaga honorer menjadi sorotan utama dalam upaya reformasi birokrasi, terutama untuk menciptakan aparatur sipil negara (ASN) yang profesional dan berbasis sistem merit. Penelitian ini bertujuan untuk menganalisis bentuk dan implementasi kebijakan penghapusan tenaga honorer serta dampaknya terhadap keberlangsungan kerja mereka. dengan pendekatan peraturan perundang-undangan, Pendekatan Kasus yang ada di Kota Jambi dan studi kepustakaan. Hasil penelitian menunjukkan bahwa pemerintah mengatur penghapusan tenaga honorer dan pengalihan ke skema Pegawai Pemerintah dengan Perjanjian Kerja (PPPK) melalui peraturan perundang-undangan terbaru. Namun, pelaksanaan kebijakan ini menghadapi tantangan signifikan, termasuk potensi pengangguran dan ketimpangan sosial. Oleh karena itu, diperlukan evaluasi kebijakan secara menyeluruh agar prinsip keadilan dan perlindungan hak tetap terjaga dalam transisi sistem kepegawaian nasional.

Kata Kunci: Tenaga Honorer, Kebijakan Pemerintah, ASN

**REGIONAL GOVERNMENT POLICY ON THE STATUS OF HONORARY
WORKER AFTER THE ENACTMENT OF LAW NUMBER 20 OF 2023
CONCERNING STATE CIVIL APPARATUS**

ABSTRACT

This study aims to examine the government's policy regarding the status of non-permanent (honorary) employees, which has become a central issue in the effort to reform the bureaucracy, particularly in creating a professional civil service (ASN) based on the merit system. The research seeks to analyze the form and implementation of the policy on the elimination of honorary positions and its impact on their employment continuity. The study employs a statutory approach, case analysis in the City of Jambi, and a literature review. The findings indicate that the government regulates the elimination of honorary workers and their transition to the Government Employee with Work Agreement (PPPK) scheme through recent legislation. However, the implementation of this policy faces significant challenges, including the risk of unemployment and social inequality. Therefore, a comprehensive policy evaluation is necessary to ensure that the principles of justice and the protection of rights are upheld during the transition of the national employment system.

Keywords: Honorary Staff, Government Policy, ASN