

ABSTRAK

Penelitian ini bertujuan untuk mengkaji dan menganalisis bentuk perlindungan hukum yang diberikan kepada pekerja PT. Thirah Wiguna Indonesia yang terdampak oleh tunggakan iuran program jaminan sosial ketenagakerjaan di BPJS Ketenagakerjaan Cabang Kota Jambi. Masalah tunggakan iuran tersebut mengakibatkan pekerja tidak dapat menikmati hak-haknya atas program-program jaminan sosial seperti Jaminan Kecelakaan Kerja (JKK), Jaminan Kematian (JKM), Jaminan Hari Tua (JHT), Jaminan Pensiun (JP), dan Jaminan Kehilangan Pekerjaan (JKP). Penelitian ini menggunakan metode yuridis empiris dengan pendekatan kualitatif. Penelitian menunjukkan bahwa meskipun secara normatif perlindungan hukum bagi pekerja telah diatur dalam regulasi yang berlaku, pelaksanaannya masih menemui sejumlah kendala, seperti rendahnya pemahaman pekerja terhadap hak-hak mereka, kekhawatiran terhadap pemutusan hubungan kerja, serta lemahnya penegakan hukum terhadap perusahaan yang tidak memenuhi kewajibannya. BPJS Ketenagakerjaan telah melakukan upaya persuasif dan administratif, namun perusahaan belum menunjukkan itikad baik. Oleh karena itu, dibutuhkan penguatan aturan hukum, peningkatan sistem pengawasan, serta edukasi dan pendampingan hukum bagi pekerja agar perlindungan sosial ketenagakerjaan dapat terlaksana secara maksimal, serta sanksi tegas bagi perusahaan yang tidak patuh.

Kata Kunci: Perlindungan Hukum, Pekerja, Tunggakan, Iuran.

ABSTRACT

This study aims to examine and analyze the form of legal protection provided to workers of PT Thirah Wiguna Indonesia who are affected by arrears of employment social security program contributions at the Jambi City Branch of the BPJS Ketenagakerjaan. The problem of arrears of contributions results in workers not being able to enjoy their rights to social security programs such as Work Accident Insurance (JKK), Death Insurance (JKM), Old Age Insurance (JHT), Pension Insurance (JP), and Job Loss Insurance (JKP). This research uses empirical juridical method with qualitative approach. The research shows that although normatively legal protection for workers has been regulated in the applicable regulations, its implementation still encounters a number of obstacles, such as low understanding of workers of their rights, concerns about termination of employment, and weak law enforcement against companies that do not fulfill their obligations. BPJS Ketenagakerjaan has made persuasive and administrative efforts, but companies have not shown good faith. Therefore, it is necessary to strengthen the rule of law, improve the supervision system, as well as education and legal assistance for workers so that social labor protection can be maximally implemented, as well as strict sanctions for companies that do not comply.

Keywords: *Legal Protection, Workers, Arrears, Dues.*