

**POSITION AND PROTECTION OF ASSOCIATION RIGHTS SECURITY
UNIT IN HUMAN RIGHTS PERSPECTIVE ACCORDING TO THE
BASIC STATE LAW OF THE REPUBLIC OF INDONESIA YEAR 1945**

Edi Candra¹, Azmi², Anne Gunawati³

Edicandra1974@gmail.com

Filos.tesisio@gmail.com

Annegunawati03@yahoo.com

¹²³Universitas Sultan Ageng Tirtayasa

Abstract

The rights and obligations in the world of labor have been regulated in the labor law, including the right of association which must be given to every worker to associate as stated in Law Number 21 of 2000 concerning Trade Unions / Labor Unions Article 28 and Article 43. In addition, problems arise when the Indonesian National Police Headquarters on behalf of the Indonesian National Police Chief through the Head of the Security Maintenance Agency issues Circular Letter Number; B/194/I/201/Baharkam concerning: Security Guards are Not Members of Trade Unions. In Article 5 of the Circular, it is stated that "in this regard, the security guard is not a member of a trade union and is not allowed to become a member of a trade union organization". Related to this, the writer will discuss about the position of the Security Unit in the perspective of human rights according to the 1945 Constitution of the Republic of Indonesia and how the protection of the right of association for the security unit in the perspective of human rights according to the 1945 Constitution of the Republic of Indonesia. The writing method that the author uses in writing this article is empirical normative, comparing a rule with the situation in the field related to the prohibition for the security unit to associate. The results of the research in this paper are that the regulation of freedom of association rights has two main objectives to be achieved, firstly human rights must be protected as basic rights, secondly there must be guarantees that the rights and freedoms of others can be carried out properly and a form of legal protection against workers in this case the security unit is an effort to fulfill human rights, where one of the important aspects of the application of a rule of law is law enforcement. A new legal instrument is said to be effective if the law can be implemented with sanctions and can be enforced if the law violates it.

Keywords: Security Unit, Freedom of Association, Legal Protection

INTRODUCTION

As creatures created by God, humans have rights, obligations and responsibilities in social life and government which are guaranteed by the constitution based on the 1945 Constitution of the Republic of Indonesia.(Haibir, 2015; Kusniati, 2011) In the world of manpower, every worker is given freedom of association, and association is a right that every citizen has and has been strictly regulated in the Constitution.(Ginting, 2019; Kahfi, 2016; Tyagita, 2011) The underlying reason why every worker must associate is an effort to protect their rights and interests from the arbitrariness of employers or other parties in using their labor.(Budiono, 2016; Pratiwi, 2021) However, in writing this article, the author will discuss the prohibition for security forces to form associations, even though in the process of accepting security guards, like other workers and laborers, they are generally recruited by legal entities, institutions or individuals and are given a salary, honorarium or compensation, which arising from the right to perform obligations and in other forms.(Caroles, 2014; Wibowo, 2018) And if there is a dispute regarding the rights and obligations of the parties between the security guard and its users, the dispute resolution remains in the realm of Industrial Relations Settlement not the Police, thus the author is of the opinion that the security guard is also a worker/labourer.(Tjandraningsih & Herawati, 2010) If security guards can be categorized as workers/laborers, security guards should be treated with the same rights as other professions/workers, that is, they both have the right to freedom of assembly and association and cannot be limited by functions and restrictions based on certain norms by anyone.(Sudahnan, 2011; Sugiarta, 2018)

This problem arose when the Indonesian National Police Headquarters on behalf of the Indonesian National Police Chief through the Head of the Security Maintenance Agency issued Circular Letter Number; B/194/I/201/Baharkam concerning: Security Guards are Not Members of Trade Unions.(Nasution & Suryandi, 2021) In Article 5 of the Circular, it is stated that "in connection with this, the security guard is not a member of a trade union and is not allowed to become a member of a trade union organization.".(Wibowo, 2018) With the issuance of the circular letter, it is clear that the Indonesian National Police through the Head of the

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 9 No. 2

Submit: 18/06/2021

Revised:29/09/2021

Published:02/10/2021

Security Maintenance Agency has directly prohibited Security Guards from being able to form associations like other workers/laborers, and this is not in accordance with the 1945 Constitution as Article 28E Paragraph (3) states that "everyone has the right to freedom of expression." get together and express opinions “.

Provisions or considerations in the Circular regarding: Security guards are not members of a trade union, including; Law of the Republic of Indonesia Number 2 of 2002 concerning the Police of the Republic of Indonesia, in Article 3 (three) states that: “the function of the police is the Police of the Republic of Indonesia, which is assisted by the Special Police; Civil Servant Investigator; and/or Self-Care Forms”. Furthermore, Article 14 Paragraph 1 letter (f) of Law No. 2 of 2002 states that the National Police is tasked with "coordinating, supervising and providing technical guidance to the Special Police, Civil Servant Investigators and Other Forms of Self-Defense". In addition, in the Government Regulation of the Republic of Indonesia Number 43 of 2012 concerning Procedures for the Implementation of Coordination, Supervision and Technical Guidance for the Special Police, Civil Servant Investigators and Forms of Security, Article 20 of the Government Regulation states "Security units or groups that do not domiciled as Special Police, Civil Servant Investigators and Forms of Security are not authorized to carry out Police Functions and/or Police Actions".(Brata, 2017)

The framework above clearly shows that security guards have rights, obligations and responsibilities that are quite large when compared to other professions. Discriminating against the security guard's right of association is not in accordance with and contrary to Law Number 39 of 1999 concerning Human Rights, Article 1 paragraph 3 expressly states "Discrimination is any restriction, harassment or exclusion that is directly based on human discrimination on the basis of religion, ethnicity, race, ethnicity, group, class, social status, economic status, gender, language, political belief, which results in the reduction, deviation or elimination of recognition, implementation or use of human rights and basic freedoms in both individual and collective life in the political field, economic, legal, social, cultural and other aspects of life”(Caroles, 2014; Wijayanti, 2011)

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 9 No. 2

Submit: 18/06/2021

Revised:29/09/2021

Published:02/10/2021

Everyone has human rights, what is meant by human rights is a set of rights that are inherent in the nature and existence of humans as creatures of God Almighty and are His gifts that must be respected, upheld and protected by the State, law, government, and everyone for the honor and protection of human dignity.(Khairazi, 2015; Supriyanto, 2016) Workers/labourers have the human right to form and associate, and no one may prohibit it.(Kristiantoro, 2018; Utomo & Harianto, 2018) And if there is a security guard manpower problem, so far the resolution has been referring to the Manpower Act Number 13 of 2003, and Law Number 2 of 2004 concerning the Settlement of Industrial Relations Disputes, not referring to Law Number 2 of 2002 concerning the Police. The State of the Republic of Indonesia, or other laws that are taken into account in the manufacture of numbered Circular Letters; B/194/I/2013 dated January 4, 2013. This confirms that security guards are part of non-PNS workers/laborers who are paid salaries by the state.

Based on the background of the problem above, the writer is interested in discussing further about the Security Unit with the title of Position and Protection of Association Rights Security Unit in the Perspective of Human Rights according to the 1945 Constitution of the Republic of Indonesia. The author discussed in writing this article is how the position of the security unit in the perspective of human rights according to the 1945 constitution of the Republic of Indonesia and how the protection of the right of association for the security unit in the perspective of human rights according to the 1945 constitution of the Republic of Indonesia.

METHODOLOGY

A research is very decisive for the development of science, including the science of law, in giving birth to constructions or frameworks or materials and references for solving problems related to the justification of science. According to Peter R. Senn method is a procedure or way of knowing something that has systematic steps.(Senn, 1971) This research is a normative-empirical juridical research in the form of qualitative.(Amiruddin & Zainal, 2006; Gunawan,

2013) Using qualitative research methods, it is hoped that hidden meanings will be found behind the object under study.(Gunawan, 2013) In this method, the author conducts a direct question and answer session with the Security Guard, Baharkam, Manpower and Labor Unions. This research was conducted in the jurisdiction of the Banten provincial institution at the Tangerang City Resort Police Office, the Security Unit personnel at PT. Trisatya Sukses Abadi, and to the All-Indonesian Workers Union Tangerang City Branch.

The data analysis used in this research is a qualitative Juridical data analysis, namely "Everything stated by the respondent, both in writing and verbally as well as real behavior that is studied and researched as a whole". The use of qualitative juridical analysis methods in research is to discuss the subject matter based on data obtained both from literature studies and from research results in the field which are then analyzed qualitatively for solving.(Nugrahani & Hum, 2014)

RESULT AND DISCUSSION

A. The Position of the Security Unit in the Perspective of Human Rights according to the 1945 Constitution of the Republic of Indonesia

The existence of a security guard is related to its existence, both in terms of duties, and its role in assisting the police in carrying out police duties on a limited basis, meaning that it is only related to police duties in the field of law enforcement that are preventive in nature, serving as security guards, not law enforcement (law enforcement) that is repressive or repressive, except in the case of being caught red-handed, everyone has the right to make an arrest and immediately after making an arrest, immediately hand over the suspect and evidence to the nearest Indonesian republic police office.

Security guards when carrying out their duties in the company have the authority and act as law enforcement officers to assist the role of the National Police, namely; In a non-judicial repressive manner (take action, arrest, handcuff, carry out initial interrogation), so that the security guard has the authority to take action or arrest, search,

handcuff, interrogate which is temporary and limited before being handed over to the Police in the event of a crime or violation in a company, either carried out by workers or other people, the security guard can take actions that are considered appropriate so that the perpetrators can be handled quickly, the authority exercised by the security guards is only the initial action so that the perpetrators do not run away or do not cause a greater impact on the company and avoid lest there be parties taking the law into their own hands, then the perpetrators who have been caught red-handed are immediately handed over to the local Police who have the right and authority to investigate and investigate and detain the perpetrators of crimes or violations that have been committed. Security guard officers can be carried out if a criminal act is caught red-handed, so that the authority of the security guard can take coercive measures to enforce the law in the work environment which is temporary in nature, Article 1 points 19 and 111 paragraph (1) No. 8 of 1981 the Criminal Procedure Code, which is said to be caught red-handed.

Article 1 point 1 of Law Number 21 of 2000 concerning Trade Unions/Labour Unions states that a trade union/labor union is an organization formed from, by, and for workers/labourers, both inside and outside the company, which is free and open, independent, democratic, and responsible for fighting for, defending, and protecting the rights and protection of workers/labourers as well as improving the welfare of workers/laborers and their families.

In regulating the freedom of association there are two main objectives to be achieved, firstly, human rights must be protected as basic rights, secondly there must be a guarantee that the rights and freedoms of others can be implemented properly. For this reason, so that this goal can be realized, the right to freedom of association is limited by two clauses, namely the public interest and the applicable laws and regulations. So that the state can limit the right to form trade unions/labor unions through the mechanism of laws and regulations that are protective and do not reduce or eliminate the right to association. However, in reality the Security Unit as a worker/laborer does not get the right to associate with the presence of the National Police Chief's Telegram Letter Number. Pol

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 9 No. 2

Submit: 18/06/2021

Revised:29/09/2021

Published:02/10/2021

ST/227/III/2001 and the Circular Letter of the Banten Police Chief Number B/538/II/2013/Ditbinas which prohibits the Security Unit from becoming a member of a trade union/labor union and a circular letter from Kabaharkam Number B/194/I/2013/Baharkam, Who Forbids Security Guards Association.

The author's analysis of Circular Number; B/194/I/2013/Baharkam, regarding Security Units that are not members of a trade union dated January 28, 2013 is not a statutory regulation. This can be seen in Law No. 12 of 2011 which has been amended by Law Number 15 of 2019 concerning the Establishment of Legislation. In Article 7 paragraphs 1 and 2 of the Law on the Formation of Legislations, it is explained in Paragraph 1 that the types and hierarchy of Legislations consist of the 1945 Constitution, Laws/Government Regulations in Lieu of Laws, Government Regulations, Presidential Regulations, Regulations Provincial Regions and Regency/City Regional Regulations.

In addition, Article 8 paragraphs 1 and 2 explain that the formation of laws and regulations explains that the types of laws and regulations other than those referred to in Article 7 paragraph 1 include regulations stipulated by the People's Consultative Assembly, the People's Representative Council, the Regional Representatives Council, the Supreme Court, Constitutional Court, Supreme Audit Agency, Judicial Commission, Bank Indonesia, Minister, agency, institution, or commission of the same level established by law or by the Government on the orders of the Act, Provincial Regional People's Representative Council, Governor, Regional People's Representative Council Regency/City, Regent/Mayor, Village Head or equivalent. And in paragraph 2 the Legislation as referred to in paragraph (1) its existence is recognized and has binding legal force as long as it is ordered by a higher Legislation or is formed based on the authority.

Whereas Reference to Circular Letter Number; B/194/I/2013/Baharkam, Subject; Security guards who are not members of labor unions (SPSI, SBSI or the like) dated January 28, 2013 are; Law Number 2 of 2002 concerning the State Police of the Republic of Indonesia, Government Regulation Number 43 of 2012 concerning Procedures for Implementing Coordination, Supervision and Technical Guidance for the Special Police,

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 9 No. 2

Submit: 18/06/2021

Revised:29/09/2021

Published:02/10/2021

Civil Servant Investigators and Forms of Self-Security, Regulation of the National Police Chief Number 24 of 2007 concerning Security Management System for Company Organizations and/or Government Agencies/Agencies, Banten Police Chief Letter Number B/538/II/2013/Ditbinas Security units are not entitled to form/become members of trade unions/labor unions because the Security Units are part of the Republic of Indonesia National Police Indonesia.

Regarding the Circular Letter Reference Number; B/194/I/2013/Baharkam, Subject; Security guards who are not members of labor unions (SPSI, SBSI or the like) dated January 28, 2013 which fall into the category of legislation are Law no. 2 of 2002 and Government Regulation Number 43 of 2012 on Procedures for the Implementation of Coordination, Supervision and Technical Guidance for the Special Police, Civil Servant Investigators and Other Forms of Self-Defense, there is not a single article that prohibits Security Guards from joining associations, organizations and letters. the circular is not a rule mandated by the Police Law and Government Regulation no. 43 of 2012 concerning government regulations regarding procedures for implementing coordination, supervision, and technical guidance for the special police, civil servant investigators, and other forms of self-defense.

As a result of the Circular Letter Number; B/194/I/2013/Baharkam that the consequence is that the Circular aquo cannot regulate, coerce and bind workers/workers in the security unit field not to organize/associate. Because it is not binding in general. This is in accordance with Article 1 paragraph 2 of the Law on the Establishment of Legislation which explains that "Legislations are written regulations that contain legally binding norms in general and are formed or determined by state institutions or authorized officials through the procedures stipulated in the Legislation. -invitation".

In addition, the author obtained information that there was a conflict between Circular Letter Number; B/194/I/2013/Baharkam with Article 5 of Law no. 21 of 2000 concerning Trade Unions/Labourers and Article 104 paragraph 1 of the Manpower Law which explains "Every worker/labor has the right to form and become members of a trade

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 9 No. 2

Submit: 18/06/2021

Revised:29/09/2021

Published:02/10/2021

union/labor union". And based on this, the author also wants to give a little direction to the National Police Chief to immediately revoke the circular because this is contrary to the law and is null and void.

As for the explanation of the four (4) points above, the author assumes that association or forming a labor union is indeed the right of workers or laborers, namely in accordance with Article 104 Paragraph (1) of Law Number 13 of 2003 concerning Manpower (Labor Law) which reads, Every Worker/Labourer has the right to form and become a member of a Trade Union/Labour Union. Likewise, Article 5 Paragraph (1) of Law Number 21 of 2000 concerning Trade Unions. However, what about the security units which to this day cannot associate due to a prohibition from the Indonesian National Police with the issuance of the circular letter of the Kabaharkam Number B/194/I/2013/Baharkam which prohibits security guards from association because security guards are part of the Limited Security, which is limited to his place of duty is in accordance with Perkap Number 24 of 2007 which regulates the Security Management System.

In essence, the position of security guards in the perspective of human rights has been protected and guaranteed in the Indonesian constitution, namely the 1945 Constitution, explained in article 28 E Paragraph (3) which states that everyone has the right to freedom of association, assembly and expression of opinion and Pancasila as Basic Norms In number (5), namely Social justice for all Indonesian people. According to A. Hamid S. Attamimi, it is called the fundamental norm of the State. Fundamental norms are the highest norms in a country, this is a norm that is not formed by a higher norm, but is pre supposed or determined in advance by the community in a country and is a norm on which the legal norms depend.

The solution to the prohibition of association for security forces, the author argues that with the existence of an association of security guards, in this case, the Indonesian Security Service Professional Association to channel their aspirations. In addition, APSI, which was also recommended by the National Police as a place to accommodate the

aspirations of security guards throughout Indonesia, and also if security guards feel that their rights as workers are not protected can complain to the Legal Aid Institute (LBH) which is currently helping many people who are disadvantaged. his rights. This appeal is not a form of Union Busting or prohibiting security guards from association but it is merely a form of concern to increase the neutrality, quality and professionalism of security guards.

B. Protection of the Right to Association for Security Units in the Perspective of Human Rights according to the 1945 Constitution of the Republic of Indonesia

From the side of legal legitimacy, the law on trade unions/labor unions really provides a wide range of motion for workers to express themselves according to their will, because to form a trade union/labor union does not require complicated and large membership requirements, but it is sufficient to form a trade union/labor union. as many as 10 (ten) people can form a trade union or labor union as regulated in the provisions of Article 5 paragraph (2) of Law no. 21 of 2000, which stipulates that a trade union/labor union is formed by at least 10 (ten) workers/labourers. In the perspective of democracy, this space is an acknowledgment of the existence of freedom of association as guaranteed by the state constitution through Article 2 of the 1945 Constitution. However, what must be remembered is that the formation of an organization or trade/labor union is not solely to fulfill freedom of expression, but must reach out to further and deeper interests, which in the context of empowering workers/labourers is the protection of the interests of workers/laborers at work, where workers/labourers in this connection must at least obtain rights such as guarantees of occupational safety and health, guarantees to implement basic rights, such as the right to leave, the right to the opportunity to worship, the right to rest, and the right to obtain welfare and the opportunity to obtain security protection.

Regarding legal protection, stated by Philipus M. Hadjon that legal protection for the people is divided into two types: first, preventive legal protection and second, repressive legal protection. In preventive legal protection, the people are given the opportunity to submit objections (*inspraak*) or opinions before a government decision takes a definitive

form. Thus preventive legal protection aims to prevent disputes from occurring, whereas repressive legal protection aims to resolve disputes.

Preventive legal protection is very meaningful for government actions based on freedom of action, because with the existence of preventive legal protection the government is encouraged to be careful in making decisions based on discretion. With this understanding, the handling of legal protection for the people by the government and the community includes the category of preventive and repressive legal protection including by providing freedom of association for security units which until now security units are prohibited from association because of Circular Number; B/194/I/2013/Baharkam, concerning Security Units that are not members of a trade union dated January 28, 2013.

Starting from what was stated above, it is actually clear that the protection of workers in this case the security unit is an effort to fulfill human rights, where one of the important aspects of the application of a rule of law is law enforcement. A new legal instrument is said to be effective if the law can be implemented with sanctions and can be enforced if the law violates it.

Recognition and protection of human rights which are used as the main elements of the rule of law is an elaboration of the constitution, that this country is based on law and not based on power, so protection is a guarantee that human dignity and dignity get a proper place before the law and the government, and in In this position, humans are subjects who are guaranteed the protection of their human rights.

CONCLUSION

Freedom of association for workers or workers is contained in the 1945 Constitution Article 28 E paragraph 3, and Circular No.; B/194/I/2013/Baharkam, Regarding security guards who are not members of a trade union addressed to the Heads of the Regional Police, the point is that the security guard is not a member of a trade union and is not allowed to become a member of a trade union organization. very contrary to the law and the circular is considered null and void because it is not in accordance with Law Number 12 of 2011 which has been

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 9 No. 2

Submit: 18/06/2021

Revised:29/09/2021

Published:02/10/2021

amended by Law Number 15 of 2019 concerning the Establishment of Legislation. As a result of the Circular Letter Number; B/194/I/2013/Baharkam that the consequence is that the Circular aquo cannot regulate, coerce and bind laborers/workers in the field of security forces not to organize/associate. The guarantee that everyone has the right to assemble, hold opinions and associate for peaceful purposes is guaranteed in Article 24 paragraph 1 of Law no. 39 of 1999 concerning Human Rights. In addition, the state must be present to provide legal certainty for the security unit and also provide freedom of association in order to obtain legal protection in its rights and obligations as a security unit..

Suggestions from the author regarding the writing of this article is that in civil law there is a mutual agreement between the security forces which in this case is the same as the workforce or laborers, so hereby the hope of the author is that the National Police Chief immediately revoke Circular Letter Number; B/194/I/2013/Baharkam which is not in accordance with the hierarchy of laws and regulations while at the same time providing understanding Back to labor providers in the security sector in order to provide security unit rights such as workers as usual and in accordance with the prevailing laws and regulations in Indonesia.

BIBLIOGRAPHY

- Amiruddin, & Zainal, A. (2006). *Pengantar Metode Penelitian Hukum*. PT. Raja Grafindo Persada.
- Brata, W. P. (2017). Efektivitas Penyuluhan oleh Satuan Binmas dalam Mencegah Tindak Pidana Kekerasan Terhadap Anak di Wilayah Hukum Polres Jepara. *Advances in Police Science Research Journal*, 1(2), 567–610.
- Budiono, A. R. (2016). Hak Kebebasan Berserikat Bagi Pekerja Sebagai Hak Konstitusional. *Jurnal Konstitusi*, 13(4), 788–808.

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 9 No. 2

Submit: 18/06/2021

Revised: 29/09/2021

Published: 02/10/2021

- Caroles, M. B. (2014). Hak Berserikat Satuan Pengamanan (Satpam) sebagai Pekerja dalam Hukum Positif Indonesia. *Kumpulan Jurnal Mahasiswa Fakultas Hukum*, 1(2).
- Ginting, J. (2019). Perlindungan hukum terhadap pekerja pt. Mara jaya dalam hal kebebasan berserikat menurut Undang-undang RI nomor 21 tahun 2000 tentang serikat pekerja. *Jurnal Hukum Kaidah: Media Komunikasi Dan Informasi Hukum Dan Masyarakat*, 19(1), 62–73.
- Gunawan, I. (2013). Metode penelitian kualitatif. *Jakarta: Bumi Aksara*, 143.
- Haibir, W. (2015). *Analisis Studi Hak Asasi Manusia (HAM) Menurut Hukum Islam dan Undang-undang Nomor 39 Tahun 1999* [PhD Thesis]. Universitas Islam Negeri Alauddin Makassar.
- Kahfi, A. (2016). Perlindungan hukum terhadap tenaga kerja. *Jurisprudentie: Jurusan Ilmu Hukum Fakultas Syariah Dan Hukum*, 3(2), 59–72.
- Khairazi, F. (2015). Implementasi demokrasi dan hak asasi manusia di indonesia. *INOVATIF | Jurnal Ilmu Hukum*, 8(1).
- Kristiantoro, A. S. (2018). *PELAKSANAAN PERLINDUNGAN HUKUM BAGI PEKERJA/BURUH YANG AKAN MEMBENTUK SERIKAT PEKERJA/SERIKAT BURUH DALAM PERUSAHAAN BERDASARKAN UNDANG-UNDANG NOMOR 21 TAHUN 2000 TENTANG SERIKAT PEKERJA/SERIKAT BURUH (STUDI KASUS PADA PT. SINAR AMARIL FACTORY SEMARANG DAN PT. SINAR PUSPITA ABADI BATANG)* [PhD Thesis]. Unika Soegijapranata Semarang.

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 9 No. 2

Submit: 18/06/2021

Revised:29/09/2021

Published:02/10/2021

- Kusniati, R. (2011). Sejarah Perlindungan Hak Hak Asasi Manusia dalam Kaitannya dengan Konsepsi Negara Hukum. *INOVATIF | Jurnal Ilmu Hukum*, 4(5).
- Nasution, M. Y., & Suryandi, D. (2021). TINJAUAN YURIDIS TANGGUNGJAWAB PERUSAHAAN PENYEDIA JASA PT GOLGON AKIBAT TINDAK PIDANA PENCURIAN DILAKUKAN PEKERJA/SATPAM. *JURNAL RECTUM: Tinjauan Yuridis Penanganan Tindak Pidana*, 3(1), 66–83.
- Nugrahani, F., & Hum, M. (2014). Metode penelitian kualitatif. *Solo: Cakra Books*.
- Pratiwi, C. L. (2021). Pencatatan Serikat Pekerja/Serikat Buruh Berdasarkan Asas Kebebasan Berserikat. *INTERDISCIPLINARY JOURNAL ON LAW, SOCIAL SCIENCES AND HUMANITIES*, 2(1), 1–25.
- Senn, P. R. (1971). *Social Science and its Methods*.
- Sudahnan, S. (2011). Kewenangan satpam sebagai tenaga keamanan di perusahaan. *Perspektif*, 16(3), 140–148.
- Sugiarta, I. N. (2018). *PENYELESAIAN SENGKETA HUBUNGAN KERJA ANTARA PEMBERI KERJA DENGAN PERUSAHAAN ALIH DAYA (OUTSOURCHING) DAN PENYELESAIAN SENGKETA ANTARA PEMBERI KERJA DENGAN PEKERJA.(Studi Kasus Putusan Nomor 232K/Pdt. Sus-PHI/2014)* [PhD Thesis]. Universitas Pembangunan Nasional Veteran Jakarta.
- Supriyanto, B. H. (2016). Penegakan Hukum Mengenai Hak Asasi Manusia (HAM) Menurut Hukum Positif di Indonesia. *Jurnal Al-Azhar Indonesia Seri Pranata Sosial*, 2(3), 151–168.

Jurnal Hukum Replik

Universitas Muhammadiyah Tangerang

P-ISSN: 2337-9251 E-ISSN: 2597-9094

Vol. 9 No. 2

Submit: 18/06/2021

Revised:29/09/2021

Published:02/10/2021

Tjandraningsih, I., & Herawati, R. (2010). *Diskriminatif dan Eksploitatif Praktek Kerja Kontrak dan Outsourcing Buruh di Sektor Industri Metal di Indonesia.*

Tyagita, A. (2011). Prinsip Kebebasan Berserikat Dalam Serikat Buruh Sebagai Upaya Perlindungan Dan Penegakan Hak Normatif Pekerja. *Yuridika*, 26(1), 1–16.

Utomo, Y. R., & Harianto, A. (2018). HAK KONSTITUSIONAL PEKERJA/BURUH SEBAGAI PENGURUS SERIKAT PEKERJA/SERIKAT BURUH. *Fairness and Justice: Jurnal Ilmiah Ilmu Hukum*, 16(2).

Wibowo, R. (2018). *Larangan satuan pengamanan berserikat dalam perspektif jaminan hak konstitusional warga negara (analisa surat edaran kapolri nomor; b/194/i/2013/baharkam).*

Wijayanti, A. (2011). Kejahatan Korporasi Dalam Pelaksanaan Hak Berserikat Buruh. *Equality*, 16(1).