

ABSTRACT

After the ratification of the Draft Law of Cipta Kerja on October 14, 2020, it became Law No. 11 of 2020 concerning Cipta Kerja, there was a lot of resistance from the Indonesian people, especially from the labor groups. However, there is no research that can explain theoretically and factually the causes of policy conflicts in the Cipta Kerja Law. Based on the theory of Policy Conflict Framework (PCF) by Christopher M. Weible (2017), this study intends to understand policy conflicts that occur in the Cipta Kerja Law through policy settings consisting of the complexity of the policy content and the policy processes. This research was conducted using a qualitative method through a case study. This research began with *archival research* or *literature studies*, and *semi-structured interviews*, and ended with an in-depth analysis of the primary and secondary sources in this study. Primary data which is factual data obtained through in-depth interviews with relevant stakeholders, namely government representatives who are directly involved in the formation of the Cipta Kerja Law, labor groups, and also groups of employers are elaborated with secondary data which includes manuscripts of the Cipta Kerja Law, books, journals, and online articles related to Policy Conflicts, Policy Processes, and the Cipta Kerja Law. The results of this study prove that policy conflicts that occur in the Cipta Kerja Law are caused by Complex and Ideological Policy Content and an elitist, exclusive, and anti-democratic policy formulation process. This study implies that a policy should not mix several discussions into one policy which then in the process must also be open to the aspirations of the public, to mitigate the occurrence of policy conflicts.

Keyword : *Policy Conflict, Policy Content, Policy Process, Cipta Kerja Law.*