

LEGAL PROTECTION OF IMPLEMENTATION OF EMPLOYMENT TERMINATION BECAUSE OF EFFICIENCY IN PT TOYOBO MANUFACTURING INDONESIA

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ABSTRACT

This research was conducted aiming to find out the procedures for termination of employment due to efficiency reasons carried out by the company whether it is in accordance with the provisions of the legislation in the field of labor, also know about the legal protection that has been provided by the legislation against workers who experiencing termination due to efficiency.

The research method used is an empirical normative method with descriptive nature. The research was begun by conducting a library research in order to obtain secondary data followed by field research using interview methods to obtain primary data. Data obtained from the results of library research and field research were analyzed qualitatively. The results of the analysis of the data are described descriptively.

Based on the results of research conducted by the author, First, the termination of employment by PT Toyobo Manufacturing Indonesia because efficiency is justified based on the provisions of Article 164 paragraph (3) of Law Number 13 Year 2003 through a deliberative mechanism through consensus through bipartite negotiations between workers and employers in accordance with the procedure in the provisions of Article 136 of Law Number 13 Year 2003 and the provisions of Article 52 paragraph (10) of the Collective Labor Agreement. Second, the legal protection provided by PT Toyobo Manufacturing Indonesia to their workers in the form of severance pay, years of service awards, and compensation for rights has been in accordance with laws and regulations in the field of employment.

Keywords: *Termination of Employment, Efficiency, Industrial Relations Dispute Settlement*

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