

**PERLINDUNGAN HUKUM BAGI PEKERJA YANG MENGALAMI
PEMUTUSAN HUBUNGAN KERJA ATAS PERUSAHAAN
TUTUP SEMENTARA AKIBAT *COVID-19*
(Studi Kasus di PT. PANCA EKA BINA
PLYWOOD INDUSTRY (PT.PEBPI),
Kabupaten Siak Sri Indrapura,
Provinsi Riau)**

INTISARI

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Penelitian hukum ini bertujuan untuk menganalisis secara normatif dibenarkan atau tidaknya perusahaan tutup sementara akibat *COVID-19* dan perlindungan hukum bagi pekerja yang mengalami pemutusan hubungan kerja atas perusahaan tutup sementara akibat *COVID-19* di PT. PEBPI, Kabupaten Siak Sri Indra Pura, Provinsi Riau berdasarkan ketentuan peraturan perundang-undangan di bidang ketenagakerjaan.

Penelitian ini bersifat deskriptif dengan jenis normatif empiris. Penelitian normatif dilakukan dengan penelitian kepustakaan untuk memperoleh data sekunder dilanjutkan dengan penelitian lapangan untuk mendapatkan data primer. Penelitian kepustakaan dilakukan dengan studi dokumen. Penelitian lapangan dilakukan dengan wawancara kepada subjek penelitian dengan mempergunakan pedoman wawancara. Hasil penelitian ini kemudian dianalisis secara kualitatif.

Berdasarkan hasil penelitian, diperoleh dua kesimpulan. Pertama secara normatif dibenarkan perusahaan tutup sementara akibat *COVID-19* karena tidak tercantum secara jelas mengenai perusahaan tutup sementara akibat *COVID-19*. Kedua, perlindungan hukum bagi pekerja yang mengalami pemutusan hubungan kerja atas perusahaan tutup sementara akibat *COVID-19* berupa pemenuhan hak-hak pekerja yang belum sesuai berdasarkan ketentuan peraturan perundang-undangan di bidang ketenagakerjaan.

Kata Kunci : perlindungan hukum, perusahaan tutup sementara, pemutusan hubungan kerja, *COVID-19*.

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**LEGAL PROTECTION FOR WORKERS WHO EXPERIENCING
TERMINATION OF EMPLOYMENT OF THE COMPANY
TEMPORARILY CLOSED DUE TO COVID-19
(Case Study at PT. PANCA EKA BINA
PLYWOOD INDUSTRY (PT.PEBPI),
Siak Sri Indrapura Regency,
Riau Province)**

ABSTRACT

By : Ruth Miila Loi,³ Ari Hernawan.⁴

This legal research aims to normatively analyze whether or not the company is temporarily closed due to COVID-19 and legal protection for workers experiencing termination of employment of the company temporarily closed due to COVID-19 at PT. PEBPI, Siak Sri Indra Pura Regency, Riau Province based on the provisions of legislation in the field of employment.

This research is descriptive normative empirical research. Normative research is carried out with library research to obtain secondary data followed by field research to obtain primary data. Library research is carried out by document study. Field research was conducted by interviewing research subjects using interview guidelines. The results of this study were then analyzed qualitatively.

Based on the research results, two conclusions were obtained. First normatively justified the company to temporarily close due to COVID-19 because it is not clearly listed about the company temporarily closed due to COVID-19. Second, legal protection for workers who experience termination of employment of the company is temporarily closed due to COVID-19 in the form of fulfillment of workers' rights that are not in accordance with the provisions of the laws and regulations in the field of employment.

Keywords: legal protection, the company is temporarily closed, termination of employment, COVID-19.

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