



Supervision Mechanism of Fulfillment of Provincial Minimum Wage

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ABSTRACT

Problem of not optimal supervision by the Transmigration and Manpower Office of Southeast Sulawesi on companies in Southeast Sulawesi in the implementation of the Provincial Minimum Wage (UMP). This can be seen from the existence of companies in Southeast Sulawesi that have not paid wages in accordance with the predetermined Provincial Minimum Wage (UMP), even though the agency has mandated each company, so that all pay wages in accordance with the Provincial Minimum Wage (UMP). This study aims to determine: 1) How is the Mechanism of Supervision Authority on the Fulfillment of the Provincial Minimum Wage. This research is a normative and empirical research located in Southeast Sulawesi. Data obtained through surveys, interviews, and documentation. Overall data were analyzed quantitatively. Based on the results of the research that: 1) That the supervision of the implementation of the Provincial Minimum Wage by the Office of Transmigration and Manpower at companies in Southeast Sulawesi in general has been carried out well. However, 1 out of 10 indicators has not been implemented or is not good, namely requests for reports and information verbally from employees

ABSTRAK

Permasalahan belum optimalnya pengawasan oleh Dinas Transmigrasi dan Tenaga Kerja Sulawesi Tenggara pada perusahaan yang ada di Sulawesi Tenggara dalam pelaksanaan Upah Minimum Provinsi (UMP). Hal ini terlihat dari masih adanya perusahaan di Sulawesi Tenggara yang belum membayar Upah sesuai dengan Upah Minimum Provinsi (UMP) yang telah ditetapkan, padahal dari pihak dinas sudah mengamanatkan kepada setiap perusahaan, agar semua melaksanakan upah sesuai dengan Upah minimum Provinsi (UMP). Penelitian ini bertujuan untuk mengetahui : 1) Bagaimana Mekanisme Pengawasan Terhadap Pemenuhan Upah Minimum Provinsi. Penelitian ini adalah penelitian Normatif dan Empiris yang berlokasi di Sulawesi Tenggara. Data diperoleh melalui survey, wawancara, dan dokumentasi keseluruhan data dianalisis kuantitatif. Berdasarkan hasil penelitian bahwa: 1) Bahwa pengawasan pelaksanaan Upah Minimum Provinsi oleh Dinas Transmigrasi dan Tenaga Kerja pada perusahaan di Sulawesi Tenggara secara umum sudah dilaksanakan dengan baik. Tetapi, 1 dari 10 indikator belum dilaksanakan atau kurang baik yaitu permintaan laporan dan informasi secara lisan dari pegawai

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I. INTRODUCTION

The Indonesian Constitution, namely the 1945 Constitution Article 27 paragraph (2) states that: "Every citizen has the right to work and a decent life for humanity". The statement in the article shows that the State is obliged to ensure that all people can live decently. Manpower development as part of regional and national development has many dimensions and links with other fields and sectors. The linkage is not only with the interests of the workforce but also with the interests of the government, entrepreneurs, and the community. This linkage also includes the development of human resources, increasing productivity and competitiveness of the workforce, efforts to expand employment opportunities for labor placement services, fostering industrial relations and protecting workers.

The right to get a job is one of the basic rights of every Indonesian citizen which is clearly stated in the 1945 Constitution, Article 27 paragraph (2) and Article 28 d paragraph (2). In order to carry out the mandate of the constitution, the meaning of development programs implemented must cover the scope of employment and pay attention to aspects of job creation in a more focused and targeted manner.

The government stipulates a minimum wage for each district with different wages in order to create welfare for workers. In determining the minimum wage, the Government refers to a survey based on the need for a physically decent living for one month's needs. With the determination of the Minimum Wage for all districts, it is intended to protect workers so that their lives do not decline at the lowest level as a result of labor market imbalances, so that the alignment of minimum wage policies set by the Government by taking into account the productivity and economic growth of each region can realize business continuity and improve welfare. worker or labourer.

Different jobs create different incomes, thus creating different levels of fulfillment for each individual in society. Whereas the basic needs between individuals are not much different from one another, these basic needs include clothing, food, shelter, education, health, entertainment and other needs. In connection with the purpose of the state which reads that the State will prosper its people as stated in the 1945 Constitution. In other words, the realization of this welfare is for the entire Indonesian nation, not just a certain group or part of society.

Employment is the most important part in the lives of Indonesian people, because it is a way for a person to support himself from the results of work, even for his family. In the 1945 Constitution of the Republic of Indonesia, it has been stated that "every citizen has the right to work and a decent living for humanity". It can be interpreted that the state gives rights to its citizens to get a decent living and work, but in reality there are still many problems that often occur to every worker/laborer and company in various regions of the Province, city and district of Southeast Sulawesi. With the low wage politics, which is carried out by the government and companies as owners of capital, workers/laborers cannot get a decent wage according to the provincial minimum wage that has been set by the Southeast Sulawesi provincial government.

In Article 88A paragraph 4 of the Job Creation Law Number 11 of 2020 concerning "Wage arrangements determined by agreement between employers and workers/labor or trade unions/labor unions may not be lower than the wage provisions stipulated in laws and regulations". In this case, the Company may not provide wages lower than the provincial minimum wage regulations stipulated by the Regulation of the Governor of Southeast Sulawesi.

Then in Article 88 Paragraph 1 of the Manpower Act it is stated that "every worker/ laborer has the right to earn an income that fulfills a decent living for humanity". In order to realize the welfare and decent living of every citizen, the government has regulated wage policies, decent living needs, wage protection, and minimum wage determination.

In the discussion of manpower there are many interrelated elements, one of which is the element of the entrepreneur and the worker/labourer. These two elements, between employers and workers/labor are two factors that cannot be separated from each other. (Soepomo, Labor Law in the Field of Employment, 2016)

Giving fair and commensurate wages will trigger high work motivation so that the performance of the workers / workers will be better and of course will affect the company's income. The provision of wages is useful for increasing output and efficiency. We must be aware of the difficulties that arise from the incentive pay system. (Heidjrahman & Husnan, 2005). The determination of the minimum wage is carried out annually based on the need for a decent living and taking into account productivity and economic growth. KHL (Decent Living Needs) is the standard of needs of a single Article 1 paragraph (4) of Law Number 13 of 2003 concerning Manpower.

States that "Employers are individuals, entrepreneurs, legal entities, or other entities that employ workers by paying wages or other forms of remuneration". or "a legal entity that operates a self-owned company", or "a legal entity that independently operates a company that is not its own". Labor is an object, i.e. every person who is able to do work to produce goods and/or services both to meet their own needs and for the community. (Fariana, 2012)

Decent living needs are components of meeting the daily needs of a worker for 1 (one) month. Before setting the Provincial Minimum Wage, the Wage Council consisting of representatives of trade unions, employers, the government, and neutral parties from academia will conduct a Decent Living Needs (KHL) survey. The first form of wage protection is the minimum wage set by the Government based on taking into account the need for a decent living and taking into account productivity and economic growth. Employers compile the structure and scale of wages by taking into account class, position, years of service, education, and competence. Employers conduct periodic wage reviews by taking into account the company's capabilities and productivity.

Policies that reduce regulation, governance and risk are ideal laws in the form of guarding efforts to avoid a decline in trust and disobedience to the law. These aspects should be the basis for the formation of policies that are directly regulating through decentralization in the form of determining the Provincial Minimum Wage (UMP) in Southeast Sulawesi.

The legal basis for determining the minimum wage is Law Number 13 of 2003 concerning Manpower Article 1 number 30 vide. Article 88 to Article 98 Juncto. Government Regulation Number 36 of 2021 concerning Wages as Removing the Regulation Government Number 78 of 2015 concerning Wages. Minister of Manpower and Transmigration Regulation Number 7 of 2013 concerning Minimum Wages. The minimum wage is determined by the Governor by taking into account the recommendations of the Provincial Wage Council, Regent/Mayor based on the recommendation of the Regency/City Wage Council. Wage determination is carried out every year through a long process.

Workers to meet the needs of life must work according to their profession and abilities, so that they can receive compensation in the form of wages or in other forms that are appropriate and appropriate. The reality on the ground is that irregularities often occur, namely the wages they receive are not in accordance with what they do and are not in accordance with the provisions of the Provincial Minimum Wage that have been set by the Governor. This fact has violated the law and workers' human rights.

Seeing the problem of company supervision by the Manpower and Transmigration Office of Southeast Sulawesi Province, the Minimum Wage is one of the problems that the Southeast Sulawesi Regional Government must pay attention to.

II. RESEARCH METHOD

The research method used in this research is normative and empirical. Normative research is understood as research to test a prevailing norm or provision. This research is also called doctrinal research or library research because this research is carried out by examining library materials or secondary materials. (Irwansyah & Yunus, 2015) and empirical legal research is legal research conducted by examining primary data, namely data obtained directly from the community obtained through surveys, interviews and documentation of all data analyzed quantitatively.

III. FORMULATION OF ISSUE

Mechanisms for Supervision of Local Governments on the Fulfillment of the Provincial Minimum Wage

Department of Transmigration and Manpower of Southeast Sulawesi Province

The Office of Transmigration and Manpower of Southeast Sulawesi Province is the agency that oversees the implementation of the Provincial Minimum Wage (UMP). This is written in the regulation regarding the supervision of the Provincial Minimum Wage (UMP) stating that the duties of the Manpower Office are as follows:

- a. Article 176 of Law Number 13 of 2003 concerning Manpower states that labor inspection is carried out by competent and independent labor inspectors to ensure the implementation of labor laws and regulations.
- b. Article 1 of Law Number 3 of 1951 concerning labor inspection states that labor inspection is held to oversee the enactment of laws and regulations, especially regarding labor.
- c. Number 21 of 2000 concerning trade unions states that trade unions are a requirement to fight for, protect, and defend the interests and welfare of workers and their families, as well as to realize harmonious, dynamic and just industrial relations.

Provincial Minimum Wage Monitoring Mechanism (UMP) by the Manpower Office at Companies in Southeast Sulawesi.

Judging from the factors that determine the success or failure of a supervisory process which includes the following dimensions: (Tenggara, 2022)

- a. Direct Inspection
 - a) There is Periodic Supervision Conducted by the Department of Manpower
From the results of the study, it can be concluded that the majority of informants revealed that the implementation of supervision through periodic inspections carried out by the Transmigration and Manpower Office regarding the fulfillment of the Provincial Minimum Wage (UMP) in companies in Southeast Sulawesi was not optimal. Due to the lack of budget, the Supervisors have not been optimal in implementing this indicator. Thus, it can be concluded that the supervision of the implementation of the Provincial Minimum Wage (UMP) by the Transmigration and Manpower Office of Southeast Sulawesi Province at the company is not yet optimal.
Based on the research and theory, it shows that the indicators of periodic supervision carried out by the Transmigration and Manpower Office of Southeast Sulawesi Province are not in accordance with the supervision process because they are constrained by the budget.
 - b) There is supervision that is carried out on a sudden (sidak) carried out by the Manpower Office
From the results of the study, it can be concluded that the focus of this sudden supervision study has not been carried out in accordance with the provisions of supervision due to budget factors so that the implementation of the indicator of sudden supervision is not optimal, this indicator is carried out if there are

workers or employees who report only sudden supervision by the Office Transmigration and Manpower. in accordance with the greater number of informants who answered that the implementation of sudden inspections had not been carried out optimally.

- c) Based on this research and theory, it shows that the indicators of periodic supervision carried out by the Office of Transmigration and Manpower on companies in Southeast Sulawesi have not been implemented optimally.
- b. On The Spot Observation/Observation to the Workplace
 - a) There is Observation/Observation to the Workplace
From the results of the research, it can be concluded that regarding the observation/observation of the wage implementation process, it can be concluded that this indicator has not been implemented optimally due to the lack of supervisors and the available budget so that the observations made in the company are limited. In accordance with the greater number of informants who said this. Based on the research and theory, it shows that the indicators of the existence of observations made by the Office of Transmigration and Manpower on companies in Southeast Sulawesi have not been implemented optimally.
 - b) Existence of Instructions When Irregularities Occur in the Implementation of the Provincial Minimum Wage (UMP)
From the results of the study, it can be concluded that the existence of directives in the event of deviations in the implementation of the Provincial Minimum Wage has been carried out quite well. In accordance with the greater number of informants who said this. Based on this research and theory, it shows that the indicator of the existence of directives in the event of irregularities in the implementation of the Provincial Minimum Wage (UMP) carried out by the Transmigration and Manpower Office for companies in Southeast Sulawesi has been carried out in accordance with the Supervision process.
- c. On The Spot Report / Information Excavation To the workplace
 - a) There is a request for reports and information from employees regarding various matters relating to the implementation of the provincial minimum wage (UMP) in this case the wages received
From the results of the study, it can be concluded that the existence of requests for reports and information from employees about sharing things has been done quite well. In accordance with the greater number of informants who said this. Based on the research and theory, it shows that the indicator of the existence of requests for reports and information from employees about sharing things done by the Transmigration and Manpower Office towards companies in Southeast Sulawesi has been carried out in accordance with the Supervision process.
 - b) Checking the Truth of Reports and Information Obtained During Observation
From the results of the study, it can be concluded that the checking of the correctness of the reports and information obtained during observations has been carried out quite well. In accordance with the greater number of informants who said this. Based on this research and theory, it shows that the indicators of checking the veracity of reports and information obtained during observations made by the Transmigration and Manpower Office on companies in Southeast Sulawesi have been carried out in accordance with the Supervision process.

Indirect Supervision Techniques

- a. Writtens
 - a) There is a Check for the Correctness of the Written Report
From the results of the study, it can be concluded that the checking of the correctness of the written report has been carried out quite well. In accordance with the greater number of informants who said this. Based on the research and theory, it shows that the

indicators of Checking the Truth of Written Reports conducted by the Transmigration and Manpower Office on companies in Southeast Sulawesi have been carried out in accordance with the Supervision process.

- b) There is an order to make improvements to reports that are lacking or wrong
From the results of the study, it can be concluded that the existence of an order to make improvements to reports that are lacking or incorrect has been done quite well. In accordance with the greater number of informants who said this. Based on the research and theory, it shows that the indicators of the existence of orders to make improvements to reports that are lacking or incorrect by the Department of Transmigration and Manpower on companies in Southeast Sulawesi have been carried out in accordance with the Supervision process.

b. Oral

- a) Employees there are requests and information orally from
From the research results, it can be concluded that the existence of requests and verbal information from employees has been done quite well. In accordance with the greater number of informants who said this. Based on the research and theory, it shows that the indicators of request and verbal information from employees conducted by the Office of Transmigration and Manpower on companies in Southeast Sulawesi have been carried out in accordance with the Supervision process.
- b) The existence of Checking the Truth of Reports and Oral Information
From the results of the study it can be concluded that the existence of Checking the Truth of Reports and Oral Information has been carried out quite well. In accordance with the greater number of informants who said this. Based on this research and theory, it shows that the indicators of the Verbal Information and Reports Truth Checking carried out by the Transmigration and Manpower Office on companies in Southeast Sulawesi have been carried out in accordance with the Supervision process.

Monitoring Analysis

Labor Supervision is carried out by empowering existing institutions, such as LKS Biparti Each Company. In this case, the role of trade/labor unions is very strategic in assisting the supervision and implementation of manpower. (Riza, 2009). The fulfillment of the Minimum Wage by the company assigned by the Labor Norms Supervision Section cannot be separated from labor inspection. The minimum wage is one part of work norms so that in the implementation of its supervision it is carried out by the Labor Norms Supervision Section. In Article 24 Paragraph (1) of the Decree of the Governor of Southeast Sulawesi Number 60 of 2016 concerning the Description of Duties and Functions as well as the Work Procedure of the Transmigration and Manpower Office of Southeast Sulawesi Province, it is explained that the Head of the Labor Norms Supervision Section has the task of socializing and carrying out guidance and supervision, implementation of supervisory regulations. labor norms that apply to the company.

Prior to the establishment of the Provincial Minimum Wage (UMP), the Governor of Southeast Sulawesi was required to form a Provincial Wage Council team to survey the Decent Living Needs (KHL) and economic growth of the Southeast Sulawesi region in accordance with the provisions of the Job Creation Law Number 11 of 2020 article 98 paragraphs 1,2 and 3 .

With the establishment of the Southeast Sulawesi Governor's Decree Number 287 of 2017 "Regarding the Appointment of the Provincial Wage Council and the Secretariat of the Southeast Sulawesi Provincial Wage Council for 2017-2020", which has now been changed to Decree Number 301 of 2020 "Regarding the Appointment of the Provincial Wage Council and the Secretariat of the Provincial Wage Council Southeast Sulawesi Year 2020 – 2023" dated 27 May 2020, the determination of the Provincial Wage Council has the right to give advice and consideration to the Governor of Southeast Sulawesi to determine the Provincial Minimum Wage (UMP).

The determination of the minimum wage applicable in 2020 in Southeast Sulawesi is based on the regulation of the Governor of Southeast Sulawesi No. 38 of 2019 November 1, 2019 concerning the Determination of Provincial Minimum Wages and Sectoral Minimum Wages. The Governor's Regulation is for Sectoral Minimum Wages. The Governor's Regulation is for Minimum Wages in 17 (Seventeen) Regencies/Cities of Southeast Sulawesi Province in 2020. Southeast Sulawesi Province Minimum Wage based on Southeast Sulawesi Governor Regulation No. 38 of 2019 was set at fRp. 2,552,014.52, an increase of Rp. 209,144.17 or 8.51%. The Minimum Wage for the mining and quarrying sector of Southeast Sulawesi Province in 2020 is Rp. 2,614,779.41, an increase of Rp. 205.066.56 or *.51%. according to Regulation Number 38 of 2019.

Supervision Function in Law Enforcement

Based on the results of the author's interview with the Superintendent of the Transmigration and Manpower Office of Southeast Sulawesi Province. Labor Supervision in carrying out inspections to companies has four stages consisting of:

a. First check

The First Inspection is an examination carried out by the Labor Inspection Officer from the Transmigration and Manpower Service to companies that have been audited for the first time or have not. The inspection is carried out thoroughly on the Labor Norms. Based on Permenaker Number 33 of 2016 concerning Procedures for Supervision of Manpower Article 22 Paragraphs (1), (2). The first inspection as referred to in article 20 letter a, is an examination of labor norms in a new company or workplace or has never been examined. The first inspection as referred to in paragraph (1) is carried out by:

- a) Document Inspection,
- b) Inspection of Company layout and production process flow
- c) Field inspection, and
- d) Retrieval of information

b. Periodic inspection

Periodic inspection is an inspection that is carried out after the first inspection in accordance with a certain period specified in order to find out all improvements in the company if the company violates the laws and regulations regarding employment during the previous inspection. An example of a violation of labor regulations is the owner of a company who does not provide the Minimum Wage that has been set in accordance with the Southeast Sulawesi Minimum Wage, in accordance with Southeast Sulawesi Governor Regulation No. 38 of 2019 November 1, 2019 concerning the determination of the Provincial Minimum Wage and Sectoral Minimum Wage of Rp. 2,614,779.41.

c. Special Inspection

Special Examination is an examination of Labor Norms on public complaints, Company requests and/or orders from the Head of the Labor Inspection Unit. The leadership order must be made based on: Complaints, Reports, News, Media, and other information. Special inspections are carried out by means of: Document inspection, Field Inspection, and Information Taking based on Article 24 Paragraphs (1), (2), and (3) of the Minister of Manpower Number 33 of 2016 concerning Procedures for Labor Supervision. Labor inspection employees in conducting special inspections based on reports or complaints from the public, the labor inspection work unit is required to inform the progress of its handling to the complainant and or the complaining party in accordance with Article 25 of the Minister of Manpower Number 33 of 2016 concerning Procedures for Labor Inspection.

d. Re-Check

The last stage of the inspection carried out by the labor inspection officer from the Transmigration and Manpower Service is that the inspection must be carried out by a labor

inspector with a higher position. The re-examination must be based on the results of the evaluation of the inspection report by the Head of the Labor Inspection Work Unit.

To implement the Provincial Minimum Wage (UMP) in Southeast Sulawesi, a supervision carried out by supervisory employees from the Provincial Manpower Service (UMP) is carried out on all companies in the Regency/City. There are no certain criteria for companies to implement the Minimum Wage. In the Regulation of the Minister of Manpower Number: Per- 01/MEN/1999 there is no limit for companies on how the fulfillment of the Minimum Wage is applied, so every company is obliged to implement the Minimum Wage.

Companies that have not implemented the Provincial Minimum Wage (UMP) will be given an inspection note by the supervisory staff, while for companies that have implemented The Provincial Minimum Wage (UMP) does not need to get an inspection note because it means the company has implemented the applicable Minimum Wage provisions.

The first warning is applied to companies that have not implemented the Provincial Minimum Wage (UMP) by being given a 1 (one) inspection note, after which monitoring is carried out. If after the issuance of 1 (one) inspection note the Minimum Wage provision has not been implemented, then 2 (two) inspection notes will be issued and the last until 3 (three) inspection notes. Furthermore, after the issuance of the inspection memorandum 3 and monitoring was carried out, it turned out that there was still no action from the company, then the supervisory employee would make an Inspection Report (BAP) as a last resort carried out by the Manpower Office. The Minutes of Examination (BAP) contains a description of the initial examination of companies proven to have violated Governor's Decree Number 38 of 2019 namely the non-implementation of the Southeast Sulawesi Province Minimum Wage. After the Minutes of Examination is completed, it will be immediately submitted to the court to obtain a decision in accordance with the applicable laws and regulations.

Examinations can be carried out specifically, namely if there is attention (complaints) from workers or laborers, it can also be by students as academic representatives. The complaint was then followed up by a supervisory officer from the Manpower Service by conducting a direct check in the field as to the extent of the truth. The identity of the whistleblowers is guaranteed by the Department of Manpower. The inspection schedule is made at the end of the month, for the following month plans are made with a priority scale. Priority scale here means inspections carried out especially on companies that are considered to be often problematic. The inspection carried out is a macro examination, so that it is not only about wages, but there are other checks such as social security, occupational health and safety. Wages are only part of workers' rights.

Supervisors must first study the history of the company or the work in the register, including if there was a violation in the previous year, the company register must have an archive. In conducting the inspection, the supervisory staff prioritizes the attention of the superiors or high-level instructions, then immediately jumps into the field. The supervision carried out by supervisory employees from the Manpower Office in 2019, on companies in Southeast Sulawesi has never been rejected. This is reinforced by the authority possessed by labor inspectorate employees to obtain information as stated in Article 2 of Law Number 3 of 1951 concerning the statement of the enactment of the Labor Inspection Law Number 23 of 1948 from the Republic of Indonesia for the whole of Indonesia (State Gazette Number 4 of 1951). year 1951). However, sometimes the inspection cannot be carried out immediately because the supervisory staff cannot meet directly with the company leadership, so the inspection must be rescheduled (Results of the interview with Mrs. Wiwin as supervisor of the Manpower Transmigration Office of Southeast Sulawesi Province).

Labor Inspection Procedures

Labor Inspection procedures include:

a. Labor Inspection Planning

Labor Inspection is carried out based on a work plan, the work plan as referred to consists of the work plan of the Labor Inspection work unit and the work plan of the Labor

Inspector. The work plan of the Labor Inspection work unit as intended is the basis for the preparation of the Labor Inspector's work plan as referred to:

- a) The head of the Labor Inspection Unit is required to prepare a work plan Labor Inspection.
- b) The labor inspection work plan is prepared annually with reference to employment, social, economic and geographical conditions.
- c) The labor inspection work plan as referred to is: Coaching, Inspection, Examiner and; Labor Crime Investigation
- d) The work plan carried out by the Supervision is submitted to the Director General at least no later than 30 (thirty) days before entering the following year.
- e) Preparation of the work plan of the Labor Inspection unit using a systematic as the labor inspection planning.

While the work plan of Labor Inspection includes:

- a) The Labor Inspector must prepare a work plan for the Labor Inspector.
 - b) The work plan of the labor inspector as intended is prepared every month with reference to the work plan of the Labor Inspection work unit.
 - c) The work plan of the labor inspector as intended contains the following activities: Employment Development, Employment Inspection, Employment testing and; Labor Crime Investigation
 - d) The work plan is prepared based on the level of position of the Labor Inspector and Authority in accordance with the provisions of the legislation.
 - e) The work plan of the Labor Inspector for the following month shall be submitted to the Head of the Office of Transmigration and Manpower of the Southeast Sulawesi Province for Labor Inspection no later than the 25th (twenty-fifth) of the current month.
 - f) OHS Specialist Manpower Supervision is required to prepare and implement a work plan for testing as referred to in Article 7 paragraph (3) letter c at least 8 (eight) objects of OHS norm testing every month.
- b. Implementation of Labor Inspection
- The implementation of Labor Inspection is carried out through the following stages:
- a) Preventive Education, which is a coaching activity as a prevention effort through the dissemination of Labor Norms, Technical Advice, and Mentoring.
 - b) Non Judicial Preventive, which is a forced effort outside the court institution to fulfill the provisions of the labor laws and regulations in the form of an Audit Note as a warning or a statement of ability to fulfill the labor laws and regulations based on inspection or testing.
 - c) Judicial repression is a forced effort through a court institution by conducting an investigation process by the Labor inspector as the Employment PPNS.

c. Labor Inspection Report

Based on data obtained from the Provincial Office of Transmigration and Manpower in Southeast Sulawesi, the number of companies registered with the Transmigration and Manpower Office of Southeast Sulawesi Province in accordance with Law Number 7 of 1981 concerning Mandatory Employment Reports, until 2020 is as many as 2552 companies.

In this study, the authors visited the Office of the Transmigration and Provincial Manpower Office and interviewed the Head of the Supervision and Occupational Safety Development Division and one of the Labor Inspector staff. That the company is a legal entity in Southeast Sulawesi Province in 2020, the number of companies that violate is 976 for the Southeast Sulawesi region, but the author focuses on three regencies, namely Muna, West Muna and North Buton Regencies, as for Jumah There are only 32 companies in the three regencies that have registered or are obliged to report employment, while the number of companies in the three regencies is around hundreds and the supervisors cannot confirm the number, as a result of the supervision that lacks

socialization to the company. guidance and supervision, implementation of labor norms inspection regulations that apply to companies.

The number of companies in Southeast Sulawesi is 2552 companies, and 531 companies that have not set a provincial minimum wage are 531 companies. In 2021, the Manpower Inspector from the Office of Transmigration and Manpower will conduct socialization related to the Manpower Wage program. Finally, the Company can implement Minimum Wage Determination

Table 1. Data Violations Of Working Norms

No	Provinsi, Kabupaten/Kota di Nota	Jumah Perusahaan	Perusahaan Melanggar	Jenis Pelanggaran Norma Ketenagakerjaan				
				WLK	UMP	PP/PKB	PWBD	PDSTK
1.	Provinsi, Kab/Kota	2552	976	221	531	178	216	507

Information :

- 1. WLK : Mandatory Employment Report
 - 2. UMP : Provincial Minimum Wage
 - 3. PP/PKB : Company Regulation/ Colective Labor Agreement
 - 4. PWBD : Company Must Not Register Yet
 - 5. PDSTK : Company List Part Of The Workforce
- (Karyani, 2022)

IV. CONCLUSION

The supervision carried out by the Transmigration and Manpower Office of Southeast Sulawesi Province to companies in implementing labor laws and regulations has been carried out optimally, especially the implementation of Law Number 13 of 2003 concerning Manpower, as evidenced by 2552 companies in Southeast Sulawesi, only 976 companies were registered as violating and 10 indicators that are examined, 10 indicators Supervision techniques have been implemented quite well. However, it is still constrained by the budget and human resources (HR). Supervision of the implementation of the Provincial Minimum Wage (UMP) by the Transmigration and Manpower Office at companies in Southeast Sulawesi, should be more effective in monitoring the Wage implementation process, providing direction in case of deviations in the implementation of the Provincial Minimum Wage (UMP), checking the correctness of the report and the information obtained during observation must be further improved to make it more effective.

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