



Efforts Made by the Government and Companies in Overcoming the Impact of Covid-19 for Workers

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ABSTRACT

The company took various alternative steps to avoid layoffs due to Covid-19, including reducing wages and facilities for top-level workers (eg manager, director level); reduce work shifts; reduce working hours; reduce working days; and lay off or lay off workers/ laborers in rotation for a while. Then do not extend the contract for workers whose contract period has expired and provide pensions for those who have met the requirements. The development and improvement of the competency quality of Human Resources (HR) is pursued through reforms in the education sector so that it can reach all levels of society. It is very important for academics to carry out educational reforms in the form of synchronization from the demand and supply sides in vocational training for the workforce, so that vocational institutions can flexibly adapt to the dynamics of work in the current industrial 4.0 era. A number of strategies in education reform have been carried out. Among them are curriculum renewal, study program development and the construction of research and innovation centers aimed at improving the quality of human resources.

ABSTRAK

Perusahaan melakukan berbagai langkah alternatif untuk menghindari PHK akibat Covid-19, diantaranya mengurangi upah dan fasilitas pekerja tingkat atas (misalnya tingkat manajer,direktur); mengurangi shift kerja; mengurangi jam kerja; mengurangi hari kerja; dan meliburkan atau merumahkan pekerja/buruh secara bergilir untuk sementara waktu. Kemudian tidak memperpanjang kontrak bagi pekerja yang sudah habis masa kontraknya dan memberikan pensiun bagi yang telah memenuhi syarat. Pembangunan dan peningkatan kualitas kompetensi Sumber Daya Manusia (SDM) diupayakan melalui reformasi bidang pendidikan agar dapat semakin menjangkau seluruh lapisan masyarakat. Sangat penting bagi akademisi untuk melakukan reformasi pendidikan dalam bentuk sinkronisasi dari sisi demand dan supply dalam pelatihan vokasi untuk tenaga kerja, sehingga lembaga vokasi dapat fleksibel menyesuaikan dengan dinamika pekerjaan di era industri 4.0 saat ini. Sejumlah strategi dalam reformasi pendidikan telah dilakukan. Diantaranya yaitu pembaharuan kurikulum, pengembangan prodi serta pembangunan pusat riset dan inovasi yang diarahkan untuk meningkatkan kualitas SDM.

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I. INTRODUCTION

Regarding efforts to avoid Termination of Employment (PHK), the Minister of Manpower has held a dialogue with the Indonesian Employers' Association (Apindo) from various business sectors

and a dialogue with the Trade Unions/Labour Unions (SP/SB) regarding the impact of Covid-19 on the business world and sustainability. workers/laborers and their anticipation and handling. "The Ministry of Manpower also provides guidelines regarding the protection of workers/laborers and business continuity in the context of preventing and dealing with Covid-19 through the Circular Letter (SE) of the Minister of Manpower No.M/3/HK.04/III/2020 concerning the protection of workers/laborers and business continuity in for the prevention and control of Covid-19.

Based on data from the Central Statistics Agency (BPS), the Open Unemployment Rate (TPT) at the end of 2020 reached 9.77 million people. However, at the beginning of 2021, there was a decline in the open unemployment rate, which was to 8.75 million people. This condition indicates an improvement even though it has not fully recovered. Deputy for the Coordination of Quality Improvement for Girls and Youth at the Coordinating Ministry for Human Development and Culture Femmy Eka Putri said various efforts had been made by the government through the National Economic Acceleration Program. Through the National Economic Acceleration program as an instrument for handling all essential aspects of society, namely health, social protection, and support for priority programs and business incentives.

The challenge of the Indonesian nation in facing the industrial era 4.0 is to prepare superior and highly competitive human resources. Superior HR is a group of Indonesian workforce that is professional, productive, able to compete, and ready to face global challenges and the current industrial revolution 4.0. Universities have a big role in preparing Indonesian human resources to face the Industrial Revolution Era 4.0. A number of efforts can be made by universities to increase their role, namely it is necessary to make special courses on Information and Communication Technology.

Another thing that is of concern to all parties, especially stakeholders in the education sector is to strive for the creation of a grand design for the direction of future education development. In addition, collaborative steps are needed to meet the projected future workforce needs. The problem in this research is what efforts are made by the Government and the Company in tackling the impact of covid-19 for workers.

II. RESEARCH METHODS

Research used is a normative juridical research method. Normative Jurisdiction, namely research conducted by focusing on examining the application of positive legal rules or norms related to legal regulations (laws). In normative legal research, data processing is carried out qualitatively, because normative legal research is based on existing regulations as well as positive legal norms. As a tool to analyze this research is used two approaches (approach), namely the approach to legislation (Statute approach), a comparative approach (comparative approach). The use of the two approaches in this research is to complement one another. Data analysis technique is a method in processing data into information. When conducting a research, we need to analyze the data so that the data is easy to understand. Data analysis is also needed so that we get solutions to the research problems that are being worked on.

III. DISCUSSION RESULTS

Based on data from the Ministry of Manpower as of April 7, 2020, the impact of the Covid-19 pandemic, the formal sector that was laid off and laid off as many as 39,977 companies, and the number of workers/laborers/labor reached 1,010,579 people. Formal workers who were laid off were 873,090 workers/labourers from 17,224 companies and 137,489 workers/laborers were laid off from 22,753 companies. The number of companies and workers affected in the informal sector are 34,453 companies, with the number of workers reaching 189,452 people. "The total number of companies that laid off workers and laid off workers was 74,430 companies, with a total of 1,200,031 workers/laborers".

The company took various alternative steps to avoid layoffs due to Covid-19, including reducing wages and facilities for top-level workers (for example at the level of managers and directors); reduce work shifts; limit/eliminate overtime work; reduce working hours; reduce working days; and lay off or lay off workers/ laborers in rotation for a while. In addition, other steps are not to or extending contracts for workers whose contracts have expired and providing pensions for those who have met the requirements.

The Ministry of Manpower said that related to efforts to avoid these layoffs, it has held a dialogue with the Indonesian Employers' Association (Apindo) from various business sectors and a dialogue with SP/SB regarding the impact of Covid-19 on the business world and the continuity of work of workers/laborers as well as the anticipation and handling of it. "The Ministry of Manpower also provides guidelines regarding the protection of workers/laborers and business continuity in the context of preventing and dealing with Covid-19 through the Circular Letter (SE) of the Minister of Manpower No.M/3/HK.04/III/2020 concerning the protection of workers/laborers and business continuity in for the prevention and control of Covid-19," said Ida.

Another step is to coordinate with the Head of Manpower Offices in provinces throughout Indonesia in order to anticipate and overcome labor problems in the regions, including by providing directions and guidelines both verbally through teleconferences and coordinating related to data collection and monitoring of companies that lay off workers/laborers or conduct layoffs. "We are also accelerating the implementation of the Pre-Employment Card targeting laid-off workers/laborers and laid-off workers/laborers, both formally and informally," said Ida.

Another step is to provide program assistance including a labor-intensive program for environmental sanitation infrastructure; productive labor intensive; entrepreneurship and self-employment programs (TKM).

Labor policies during the COVID-19 pandemic in countries in the Asia and Pacific region are focused on supporting the business sector/employers, workers, and job creation. These measures also include financial support provided by several institutions and authorities to support the business sector, households and workers affected by the pandemic, as well as measures taken by authorities to assist workers who have lost their jobs in starting businesses, providing training support. for job seekers, as well as providing emergency work.

In almost all countries in the Asia and Pacific region analyzed, both the private and public sectors experienced widespread work system migration from office to home to reduce the potential spread of the virus. To ensure worker safety, governments of countries in the Asia and Pacific region have developed guidelines for the implementation of work during the pandemic to protect workers, including programs and policies regarding occupational safety and health standards, workers' compensation and benefits, working hours, and other worker issues that may arise. emerged due to the pandemic situation.

Cooperation and involvement of stakeholders is needed so that the policy steps taken by the government to protect workers can run optimally. Social dialogue between authorities and stakeholders plays a significant role in producing policy solutions in countries in the Asia and Pacific region. Government initiatives to consider input from social partners and stakeholders are indispensable in the formulation and adjustment of social improvement programs and financial assistance to support companies and workers affected by the pandemic.

a. Checking the Company's Financial Condition.

No one can say when the corona virus outbreak will end. As long as the epidemic has not ended, surely economic conditions will not return to normal. This will clearly affect the company's business continuity. Doing an in-depth check on the financial condition of the business, one of the important things that need to be checked is the condition of liquidity, aka cash on hand. Liquidity is like blood in a body. In household finances, it is also known as an emergency fund or an emergency fund. If the liquidity conditions are not safe, the future of the business/company is also threatened. Try to calculate how big is the level of

business liquidity, how long is the company able to support the business in a situation without income? Ideally, the company still has cash on hand for operations for the next 12 months. If it's less than that,

b. Using Company Savings Funds.

The epidemic as massive as the COVID-19 pandemic has clearly had a major impact on anyone's business. It's not just the market that suddenly sluggish drastically along with the policy physical distancing, disturbances supply chain also interfere with business activities. Not to mention the cancellation of the request or project previously agreed upon in the wake of this outbreak. It clearly affects the fate of the business. So, as a precaution, make it business plan which also contains projections or forecast for the sustainability of the company's business for at least the next year. For example, projections from the side of business income, level of expenditure, continuation of capital and so on.

c. Saving Company Expenditure Funds.

The COVID-19 outbreak is feared to trigger financial crisis worse than the previous financial crisis. It is important for companies to take extraordinary steps so that the breath of the business can run longer. The mandatory step that needs to be taken is to reduce spending in various ways so that liquidity can be stronger. For example, reducing operational costs from routine items such as electricity, water and internet bills. The work from home policy makes on-site purchases drop dramatically. Companies can reduce operational costs by optimizing delivery order services that do not require the presence of too many employees. Because it does not serve sit-in buyers, the company also does not need to turn on all the lights and air conditioning machines in the shop during operational hours. Save on marketing costs by optimizing social media only organically.

If possible, negotiate with suppliers regarding payments that may be extended. Also consider negotiating with banks if payment of debt installments feels burdensome.

d. Giving Understanding To Employees About Company Conditions.

The COVID-19 pandemic crisis is a time of great concern. If you're not careful, businesses can go out of business in an instant due to not being strong enough to be hit by the devastating COVID-19 tsunami. The way to maintain business in the midst of the next corona crisis is to talk to company employees to work hand in hand, to strengthen each other in this difficult time. Tell employees about the company's current focus is to maintain business continuity so that it doesn't go bankrupt which can trigger termination of employment. So that this can be achieved, employees must be willing to forgo salary increases or bonuses as usual. At least until things get back to normal.

e. Boost Sales With Various Legalized Ways.

The COVID-19 outbreak has required many people to avoid crowds to put the brakes on the spread of the virus. Apply the most appropriate strategy so that sales still reach the target at the lowest cost. For example, your business is a F&B sector that used to rely on direct customer visits. In the current situation, that is clearly difficult to happen. Shift the strategy to optimize delivery order services, drive thru or intensify subscription promos. For example, offer more economical prices for customers who choose to purchase a subscription for a week. Or, give a voucher if there is a purchase up to a certain value where the voucher is only valid if there are more purchases in advance of a certain value.

f. Promote Service Value.

Campaign on the company's target market the added value that can be provided during this crisis situation. For example, the company is engaged in internet services. The public's need for the internet has increased sharply during the #StayAtHome appeal. In order to stay ahead in the midst of competition, promote attractive promo offers such as special quotas for students studying at home, and so on. When the company's business in the food or beverage segment, make sure you campaign for business commitment to support

sanitation. For example, the waiters always wear masks and gloves to ensure that drinks are made sterile, provide hand sanitizer for delivery services that take ordered goods, and so on.

g. **Optimize Supporting Technology.**

There are many technologies that can be used so that business activities can run as normal as usual. For example, for daily team meetings, take advantage of the Zoom application. Likewise, if you need to communicate with clients, you can invite the use of video conference calls. Optimize working deck applications such as Slack or Trello so that team work is monitored at any time. With the right technology support, work and business activities can be carried out as normal as possible.

The Indonesian government has taken the right steps in reducing the impact of the pandemic on the labor sector. These efforts are carried out through the provision of economic stimulus packages for the business world, income tax incentives for workers, social safety nets through social assistance programs for formal and informal workers, the Pre-Employment Card program, expansion of labor-intensive industry programs, and protection for Indonesian Migrant Workers. The government also carries out reforms in the labor sector through the Employment Creation Act by facilitating the entry of investment, but also providing certainty of protection and improvement of welfare for workers. The government also focuses on developing the quality of human resources as one of the priorities for the labor sector

CONCLUSION

The main factor in the problem of the emergence of many layoffs can be from the current declining public consumption of goods produced by these companies. Which then affects the company's income. The government's efforts to deal with the impact of the pandemic on these layoffs through the government's pre-employment card program can be right on target. In addition, the assistance of basic food packages from the government can maintain the purchasing power or consumptive power of the community. Economic growth plummets, the potential for layoffs increases.

The efforts made by the government for now are good, but the government should also have a target in the future how to create sustainable jobs, so that workers are not afraid of losing their jobs like during a pandemic like this. Or just expect subsidies from the government. Suggestions to the government and companies in this case are entrepreneurs, there must be good cooperation and communication between workers and employers and also the government in making a policy or decision related to work and wages because it involves many parties, namely workers and their families.

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