



# Analysis of Regulatory Reform Dynamics: A Comparative Study on the Efficacy of the Omnibus Law Method and Legal Codification in National Regulatory Structure.

Ihsanul Maarif

Fakultas Hukum, Universitas Pasundan, Bandung, Indonesia

**Abstract:** The regulation of national laws in Indonesia faces significant challenges due to overlapping rules and regulatory inflation, which hinder legal certainty and economic efficiency. To address this issue, the government has adopted two primary approaches to regulatory reform: the Omnibus Law and Legal Codification. This study aims to analyze and compare the effectiveness of both approaches in Indonesian regulatory reform. The research employs a normative legal method with comparative analysis, utilizing data gathered from legal statutes, academic journals, and official documents. The findings indicate that the Omnibus Law is effective in addressing the need for rapid reform in dynamic sectors such as investment and labor, yet it poses risks of regulatory inconsistency, potentially leading to legal uncertainty. On the other hand, legal coding offers greater stability and consistency, though its implementation is slower and less adaptable to sectors requiring swift changes. This study's implications suggest that a selective approach is necessary, strategically applying the Omnibus Law to certain sectors while maintaining Legal Codification as the foundation for a more harmonious and sustainable legal system. This research provides recommendations for policymakers to enhance regulatory harmonization and consider the technical capacity of legal authorities in implementing reforms.

**Keywords:** Omnibus Law, Legal Codification, regulatory reform, regulatory harmonization, overlapping regulations.

## 1. Introduction

Regulation is of significant importance in the realm of efficient state administration as it serves to provide legal stability, establish a favorable economic environment, and improve bureaucratic effectiveness. The primary obstacle in regulatory design in Indonesia is the intricate nature of rules that often intersect, lack coherence, and result in excessive regulation (Syahlan, 2021). The current circumstances have produced a pressing need to revise regulations to streamline the legal structure and avoid the emergence of conflicting laws. An increasingly common strategy in recent years is the Omnibus Law, which seeks to amalgamate several laws into a cohesive regulatory framework. In some nations, including Indonesia, this strategy has been used to resolve regulatory overlaps and improve legal efficiency. Nevertheless, the Omnibus Law approach has generated controversy among scholars and legal professionals over its sustained efficacy (Ramadhan, 2020). Conversely, the Codification of Law technique, widely employed in different law jurisdictions, provides a traditional approach that is seen as more methodical in organizing a cohesive and uniform legal structure (Ahmedshaeva, 2022). Hence, it is crucial to assess and contrast these two strategies within the framework of national regulatory reform to ascertain the most efficient technique for guaranteeing the stability and durability of regulations in Indonesia.

An inherent challenge Indonesia encounters in its endeavors to overhaul laws is the intricacy and convergence of rules that often impede legal efficacy and economic predictability. This phenomenon is referred to as hyperregulation, characterized by an

### Correspondence:

Name: Ihsanul Maarif

Email: [ihsanul.maarif@unpas.ac.id](mailto:ihsanul.maarif@unpas.ac.id)

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abundance of regulation, frequently occurring at different times, resulting in legal ambiguity and complex bureaucracy (Setiadi, 2019). An initiative undertaken by the government to tackle this problem is the adoption of the Omnibus Law, which seeks to streamline many laws into a complete regulatory package (Darmawan, 2020). Nevertheless, introducing the Omnibus Law in Indonesia has generated many disputes, including an inadequately inclusive legislative procedure. It worries that this strategy may result in a proliferation of intersecting laws in the following years. Conversely, the method of Legal Codification, which has traditionally been used in different nations to establish a systematic and cohesive regulatory structure, presents a more conventional option (Maksimović & Despotović, 2022).

In many other countries facing similar challenges of hyperregulation as in Indonesia, the Omnibus Law and Codification of Law have been employed to address regulatory complexity. For example, in the United States, the Omnibus Law approach has been used to consolidate fragmented legal provisions, particularly in areas such as healthcare and financial regulation, aiming to reduce legal inconsistencies and enhance administrative efficiency (Azhar, 2019). However, this approach has faced criticism for sometimes bypassing thorough legislative scrutiny, leading to concerns about the long-term sustainability of the reforms. Similarly, countries like Canada and the Philippines have implemented Omnibus Laws in sectors like taxation and environmental regulation to streamline legal frameworks but encountered resistance regarding the lack of inclusivity in legislative processes (Azharil, 2020). On the other hand, nations like Germany and France have traditionally favored Legal Codification, which is regarded as a more structured and systematic method of reducing regulatory complexity. Codification efforts in these countries have been successful in establishing coherent legal systems that minimize regulatory overlaps while providing long-term legal stability (Goncharova et al., 2022). By comparing these international experiences, Indonesia can draw valuable lessons on the benefits and drawbacks of each method in resolving hyperregulation issues, enhancing legal certainty, and promoting economic growth within a globalized context.

The main issue that this research aims to address is identifying whether the Omnibus Law or Legal Codification is more effective in organizing national regulations in Indonesia, as well as exploring the long-term impacts of both approaches on legal governance and economic development. In this context, it is important to analyze how each approach can influence legal certainty, state interests, and the protection of community rights.

This research aims to analyze and compare the effectiveness of two main approaches to regulatory reform in Indonesia: the Omnibus Law and Legal Codification. Specifically, this study will evaluate the impact of both methods on efforts to streamline national regulations in order to address the long-standing issues of overlap and hyper-regulation that have hindered legal efficiency and the investment climate. This research's primary goal is to identify each approach's strengths and weaknesses and provide evidence-based policy recommendations to create a more stable and harmonious regulatory system. In addition, this research is expected to contribute to the ongoing academic discussion about legal reform in Indonesia by offering a comparative perspective based on empirical and conceptual analysis. Through this analysis, the research aims to provide a more precise foundation for policymakers to select the most appropriate and effective methods for improving regulatory governance at the national level.

Although many studies have discussed regulatory reform in Indonesia, research that directly compares the effectiveness of the Omnibus Law method and Legal Codification in structuring national regulations still needs to be completed. Most previous studies focus on individual analyses of implementing the Omnibus Law or Legal Codification in various jurisdictions without comprehensively comparing the two. In addition, previous studies often emphasized the normative or theoretical aspects of regulatory reform, with little attention given to empirical evaluations that could measure the long-term impacts of each method. As a result, there is a gap in the literature regarding the comparative review of both methods in Indonesia, particularly in their effectiveness in organizing overlapping regulations and creating legal stability. This research aims to fill that gap by

empirically analyzing how these two approaches influence national regulatory systems and their impact on the business climate and legal certainty. Thus, this research will expand the existing academic literature and provide practical contributions for policymakers in selecting the most appropriate approach for regulatory reform in Indonesia.

The present study substantially contributes to legal reform studies by providing insights into a hitherto uncharted area: the empirical comparison between the Omnibus Law approach and Legal Codification within national regulatory systems. The uniqueness of this scholarly study is in the comprehensive comparative analysis of the two primary methodologies used to streamline intersecting rules and enhance the legal structure in Indonesia. Although the Omnibus Law expedites the process of unifying different laws, Legal Codification gives a more systematic and organized structure for establishing legal uniformity of regulations (Firdaus, 2023). This research is also justified by the urgency of providing a better understanding to policymakers regarding the most suitable approach for the context of Indonesia, considering the limited literature that comprehensively examines the effectiveness of both. This research is expected to provide new insights that can encourage regulatory improvements and strengthen legal governance in Indonesia, as well as address the urgent need for a more stable and sustainable legal framework in the face of global socio-economic dynamics.

## 2. Materials and Methods

This work uses normative legal research with a comparative perspective as its research methodology (Negara, 2023). The selection of normative legal research is based on the objective of this study to examine current law and compare two regulatory approaches, namely the Omnibus Law and Legal Codification, within the framework of national regulatory coordination. A comparative methodology is used to assess and contrast the efficacy of both mechanisms, taking into account their applicability and execution in many other nations and the particular circumstances in Indonesia (Mattoasi, 2015).

The methodology used for data collecting is library research, sourced from secondary materials, including law, scientific journals, books, policy papers, and other pertinent government documents (Jaya et al., 2023). A comparative analysis of the efficiency of the Omnibus Law and Legal Codification in organizing regulations will be conducted by examining the secondary data to find the main components of each approach.

We conduct qualitative data analysis through the legal interpretation of various laws and regulations and the collected literature. We will process the data by analyzing the legal substance of both methods, examining their strengths and weaknesses based on legal principles, and comparing the implementation results in several other countries (Frankenreiter & Livermore, 2020). Which has implemented the Omnibus Law method and Legal Codification. This analysis will also consider the impacts of both on regulatory stability, legal efficiency, and business certainty. The results are expected to provide appropriate recommendations for regulatory reform in Indonesia.

To evaluate the "effectiveness" of the Omnibus Law and Legal Codification approaches, several criteria or indicators will be employed. The first criterion is regulatory stability, which measures the extent to which each approach can create a stable and predictable legal framework that avoids frequent amendments or conflicting provisions. The second is legal efficiency, focusing on how well the approaches simplify and reduce the complexity of regulations, particularly in avoiding overlaps or redundant laws that may hinder governance. Business certainty is the third indicator, assessing how each method improves the clarity and reliability of laws, which in turn fosters a favorable investment and economic environment. Additionally, inclusiveness of the legislative process will be considered, examining whether the procedure for formulating these laws involved sufficient public and expert participation, thus ensuring broader societal acceptance. Lastly, long-term sustainability of the reforms will be evaluated to determine how each approach contributes to a coherent and enduring legal system that supports continuous legal and economic development. These indicators will form the basis of the comparative

analysis in determining which approach is more effective for Indonesia's regulatory reform.

### 3. Results and Discussion

#### 3.1. Theoretical and Empirical Framework

Regulatory reform is critical for improving a country's legal governance, especially when existing regulations suffer from hyperregulation or overlap. The theory of legal regulation emphasizes the importance of simple, consistent, and predictable rules to create legal certainty and foster a healthy investment climate. In this context, countries often use two main approaches to organize regulations, namely the Omnibus Law and Legal Codification. Both have different theoretical foundations but share the goal of creating a more efficient and harmonious regulatory system.

According to legislative theory, an omnibus law consolidates various regulations scattered within a comprehensive parent law. Regulatory reforms in the United States and Canada have implemented this approach, which allows for faster response to dynamic social and economic changes (Miran et al., 2022). In Indonesia, implementing the Omnibus Law in legal reform has proven capable of simplifying various overlapping regulations, particularly in labor and investment regulations. Research findings indicate that the Omnibus Law effectively streamlines many rules and accelerates the legal reform process that has yet to progress (Darmawan, 2020). However, from the perspective of regulatory harmonization theory, the Omnibus Law also poses a risk of inconsistency among different sectors, where this rapid legislative process sometimes overlooks a deeper harmonization among the various laws involved (Muzayyin S et al., 2022).

On the other hand, the Codification of Law is based on a more systematic and historical legal theory. Codification organizes all relevant laws into a single, integrated, consistent system. European countries like Germany and France, renowned for their stable and comprehensive codified legal systems, have long employed this approach (Goncharova et al., 2022). Codification offers a more structured and careful approach, although the process is much slower than the Omnibus Law. In Indonesia, legal codification has been applied in several sectors, such as criminal and civil law, which has proven to provide long-term legal certainty (Harahap, 2000, p. 95). However, this approach's main weakness is its inability to respond to rapid changes in socio-economic dynamics, which require more immediate regulatory adjustments.

Empirically, this research shows that implementing the Omnibus Law in Indonesia effectively responds to the needs of sectors that require rapid changes, such as the investment and labor sectors. However, if regulatory changes occur with careful planning, the consistency in regulatory harmonization can lead to future legal uncertainty. On the contrary, the codification of law, although slow, provides a stronger foundation for legal stability and creates a more coordinated regulatory system (Sulistina et al., 2022). Therefore, Indonesia must tailor the implementation of these two methods to the needs of each sector, using the Omnibus Law for rapid reform and the Legal Codification as the foundation for long-term consistency and stability.

In analyzing the effectiveness of the Omnibus Law and Legal Codification approaches, this study will adopt the *Systems Theory of Law* as the primary theoretical framework. This theory, developed by Niklas Luhmann, views the legal system as an autonomous but interrelated subsystem within society, which must balance internal coherence with responsiveness to external social, political, and economic influences. According to Systems Theory, legal reforms such as the Omnibus Law and Legal Codification should be assessed based on how well they integrate into the broader social and economic environment while maintaining internal consistency and avoiding systemic disruptions (Luhmann, 1985). The Omnibus Law, which emphasizes rapid consolidation and legislative flexibility, can be seen through this lens as a tool for enhancing the legal system's adaptability to changing socio-economic conditions, especially in dynamic sectors like labor and investment. However, the theory also highlights the risks of over-

burdening the legal system with incoherent regulations if the process is not carefully managed (Muzayyin et al., 2022).

Conversely, the Codification of Law aligns with *Legal Positivism* and the idea that law should be grounded in clear, hierarchical structures to ensure predictability and stability. Codification seeks to create a closed, consistent legal system that can function independently of external pressures, providing a solid foundation for long-term legal certainty. By applying these theories, this study aims to evaluate how each method—Omnibus Law with its focus on flexibility and Codification with its emphasis on order—performs in achieving the dual goals of regulatory efficiency and legal coherence in Indonesia's context.

Therefore, the theoretical and empirical framework concludes that the Omnibus Law and Legal Codification offer distinct advantages within Indonesia's national regulatory arrangements. We must tailor the appropriate approach to the sector in need, considering the urgent need for rapid reform and the long-term interest in maintaining consistency and harmonizing regulations.

### 3.2. Interpretation of Results

This research indicates that both methods, the Omnibus Law and Legal Codification, play essential roles in regulatory reform in Indonesia. However, each has its strengths and weaknesses. The Omnibus Law, which aims to streamline overlapping regulations, has proved effective in sectors that require rapid change, such as investment and employment. This aligns with regulatory theory, which emphasizes the importance of a quick response to rapidly changing economic and social dynamics (Rijadi et al., 2023). Implementing the Omnibus Law in Indonesia has demonstrated its ability to expedite the legislative process by consolidating various regulations into a single, integrated umbrella law. However, one of the main weaknesses of this approach is the potential inconsistency in the harmonization of rules across sectors, which could lead to legal uncertainty in the long term (Chandranegara, 2020).

On the contrary, legal codification emphasizes the importance of stability and consistency in the legal system by establishing a more structured regulatory framework. Countries like Germany and France, who adopt this approach, view codification as a long-term solution capable of creating legal certainty (Widyawati & Muftie Holish, 2019). Although the implementation of legal coding is progressing slowly and more complex in Indonesia, this research shows that this approach provides a more stable and harmonious legal foundation in specific sectors, such as civil and criminal law (Harahap, 2000, p. 130).

A comparative analysis of other countries employing both approaches reinforces this interpretation. For instance, the Omnibus Law effectively streamlines regulations in the economic and environmental sectors in the United States and Canada. At the same time, the legal coding approach provides more robust legal stability in countries like Germany through a systematic and organized system (Goncharova et al., 2022). The findings of this study validate the idea that Indonesia needs a flexible strategy that allows for the selective application of both methods based on sectoral needs.

This finding also highlights the tension between the need for a rapid response and long-term legal certainty in the context of legal theory. While the Omnibus Law offers an efficient solution for sectors requiring immediate change, Legal Codification provides stability and consistency that rapid reforms cannot achieve (Roman, 2022). Thus, the interpretation of these results underscores the importance of choosing the method that best fits the characteristics of each sector, whether in social, economic, or political contexts.

These findings provide new insights into the practical application of both methods in Indonesia. Sectors requiring rapid restructuring can selectively implement the Omnibus Law, while Legal Codification continues to be a crucial tool for establishing a more stable and harmonious legal framework. Furthermore, the findings of this research also highlight the need for improvements in harmonizing regulations across sectors to reduce the risk of legal inconsistencies that may arise from the Omnibus Law approach.

### **3.3. Impact on Theory and Practice**

This study's findings significantly contribute to the development of legal regulation theory and practical implications for Indonesian regulatory policy implementation. This research contributes to the literature on regulatory theory by highlighting the selective application of the Omnibus Law and Legal Codification methods to specific sector needs. This finding supports the theory that different legislative methods offer various advantages, depending on the context of their application. The implementation of effective regulations must align with the specific needs of the legal and social environment. In this case, the Omnibus Law has proven to provide a quick and efficient solution in streamlining overlapping regulations, but it carries the risk of creating long-term regulatory inconsistencies, which aligns with critical views in regulatory harmonization theory (Muzayyin S et al., 2022). On the other hand, legal codification provides stability and consistency, even though it takes longer to implement, which contributes to a regulatory theory prioritizes long-term legal certainty (Ivanov, 2022).

From a practical perspective, this research provides relevant implications for legal policymakers in Indonesia. This research underscores that a selective approach is essential in regulatory reform. The government can apply the Omnibus Law to sectors like investment and employment that necessitate swift reform, as they require more adaptable and responsive regulations to cope with swiftly evolving economic dynamics (Purwanto & Lubis, 2022). However, for sectors that are more stable or have a long-term impact on legal certainty, such as civil and criminal law, legal codification is still necessary as a foundation to ensure the stability and integrity of the legal system (Harahap, 2000, p. 147). This finding aligns with research emphasizing that implementing legal coding in Indonesia has proven reliable in providing legal certainty and avoiding regulatory conflicts in more sensitive sectors.

Overall, the practical impact of this research shows that the Omnibus Law approach and Legal Codification are not mutually exclusive but can complement each other if applied selectively and contextually. This is important in the context of Indonesia's regulatory dynamics, where different sectors have a variety of needs and challenges. Thus, this research significantly contributes to understanding how different legislative strategies can effectively implement regulatory reforms.

However, the research's findings also open the door to more discussions about enhancing regulatory harmonization in implementing Omnibus Law. One of the main weaknesses identified is the potential for regulatory inconsistencies across sectors that may arise from using this method (Rishan & Nika, 2022). Therefore, policymakers must consider deeper harmonization measures to mitigate those risks. This approach can sustainably enhance the stability and efficiency of Indonesia's regulatory system.

### **3.4. Recommendations for Future Research**

This research reveals several important insights regarding the effectiveness of implementing the Omnibus Law and Legal Codification in Indonesia's national regulatory reform. However, as with most research, this study has several limitations that should inform future research. One of the main limitations of this research is the lack of long-term empirical data regarding the impact of implementing the Omnibus Law across various sectors. Given the recent implementation of this approach, it is crucial to conduct further research to assess its long-term effects on legal stability, business certainty, and regulatory consistency across various sectors (Darmawan, 2020). Future research could focus on longitudinal analysis that evaluates how the Omnibus Law affects social and economic dynamics in Indonesia over a more extended period.

Additionally, we can conduct further research to identify sectors in Indonesia that would benefit most from applying the Omnibus Law or Legal Codification methods. Although this study generally discusses the suitability of the Omnibus Law for the investment and labor sectors and the suitability of Legal Codification for criminal and civil law, more research is necessary to explore the application of both methods in other sectors like the environment, education, or health (Gainau et al., 2022). The research can also

explore how the selective application of these two methods in different sectors can optimize the effectiveness of regulatory reforms without compromising legal stability.

Future research also needs to consider the political and social dynamics that influence the success of implementing the Omnibus Law and Legal Codification in Indonesia. Political factors, such as changes in government administration or the dynamics of interest groups, have significant potential to influence the implementation of both approaches. Therefore, conducting further research that integrates political and legal analysis can offer a more comprehensive understanding of how the political context in Indonesia influences regulations and how regulatory reforms can maintain consistency even in the face of political changes (Supriyanto & Barthos, 2022).

Lastly, a comparative study with other countries implementing the Omnibus Law and legal codification in similar contexts can provide broader insights. Until now, this research has restricted its comparative studies to a few countries, like the United States and Germany, that have long utilized these methods. Future research could explore how countries in Asia or other developing nations implement similar regulatory reforms. This can offer a more comprehensive understanding of the strategies successfully implemented by different governments and their applicability to Indonesia's context (Firdaus, 2023).

More in-depth and specific research can also address the methods' limitations. This research employs a normative approach that focuses on analyzing regulations and legal documents, suggesting that future studies could consider quantitative or mixed methods to measure the effectiveness of regulatory policies objectively. Interviews with legal experts, policymakers, and business actors affected by the Omnibus Law and Legal Codification could facilitate a more in-depth qualitative analysis. Future research thus has an excellent opportunity to develop a richer understanding of how these two approaches work in different contexts and how to design regulatory reform policies more efficiently and effectively to meet Indonesia's legal and economic needs.

### **3.5. Legal, Social, and Technical Implications**

The results of this research provide broad implications, both in the legal, social, and technical fields, related to implementing the Omnibus Law and Legal Codification in Indonesia's regulatory reform context. From a legal perspective, the findings of this study highlight that although the Omnibus Law can expedite the legislative process and address issues of hyperregulation in the short term, there is a potential for inconsistencies among regulations that could lead to legal uncertainty (Azhar, 2019). This inconsistency arises because the rapid legislative process only sometimes allows sufficient time to adjust the regulations applicable in various sectors, which can lead to conflicts between new laws and existing ones. Therefore, a more stringent and planned regulatory harmonization mechanism is needed to minimize legal uncertainty and maintain the stability of the legal system.

The implementation of the Omnibus Law has also had a significant social impact. The public often expresses concerns about rapid regulatory changes, particularly in the labor sector, where the Omnibus Law has triggered protests over labor regulations deemed inadequate in safeguarding workers' rights (Muzayyin S et al., 2022). This emphasizes the importance of involving the community and stakeholders in the regulatory reform process. Without an inclusive process, questions about the legitimacy of the policies generated through the Omnibus Law may arise, potentially leading to widespread social resistance. On the other hand, legal coding, with a slower yet structured process, offers a more inclusive approach to creating a stable legal framework that is accepted by the broader community (Harahap, 2000, p. 150). Consequently, policymakers must consider the social impact of any regulatory changes when implementing them and ensure adequate dialogue with the affected communities.

Technical implications also arise in the context of Indonesian regulatory reform, particularly concerning the legislative process and law enforcement oversight. One of the main challenges of implementing the Omnibus Law is the technical capacity of the state apparatus and related institutions to understand and implement regulatory changes

quickly (Antari, 2022). There is a need for capacity building through training and resource provision for the bureaucracy and law enforcement to interpret and implement the new laws effectively. Legal codification, on the other hand, establishes a more stable technical framework by regulating each part of the legal system in greater detail and integrating them, thereby simplifying its long-term implementation. However, the slow codification process can hinder responding to rapid social and economic changes, thus requiring a balance between reform speed and technical implementation stability.

Overall, this study's legal, social, and technical implications show that both the Omnibus Law and the Legal Codification have their place in regulatory reform. However, for both to work, they need to pay more attention to how they work together with other laws, how much people participate, and how well they can use technology. A selective and planned approach is essential where the Omnibus Law is applied to sectors that need rapid reform. Legal Codification remains the foundation for building a consistent and stable legal system in the long term (Ahmedshaeva, 2022). Thus, this research's implications provide strategic guidance for the government and policymakers to design more comprehensive, sustainable, and inclusive regulatory reforms.

#### 4. Conclusions

This section is not mandatory but can be added to the manuscript if the discussion is unusually long or complex. This research successfully identified and analyzed the effectiveness of two main approaches in regulatory reform in Indonesia, namely the Omnibus Law and Legal Codification. Regarding national regulatory arrangements, each method has significant advantages and disadvantages. The Omnibus Law has proven efficient in responding to the needs of sectors that require rapid changes, such as investment and employment, with its ability to streamline various overlapping regulations. However, the potential inconsistency between regulations poses a challenge that needs to be addressed, as it can trigger long-term legal uncertainty. On the other hand, legal codification, although slower, provides excellent stability and consistency within the legal system, especially in sectors that require ongoing legal certainty, such as civil and criminal law.

The research results also indicate a selective approach to applying these two methods is essential. The Omnibus Law is suitable for dynamic sectors that require rapid reform. At the same time, legal coding remains relevant in building a stable and harmonious legal system over the long term. We expect a strategic combination of these two methods to enhance legal efficiency and stability in Indonesia while providing greater certainty for the community and the business world.

Based on the findings of this research, several more concrete recommendations can be made to enhance the effectiveness of regulatory reform in Indonesia. First, the government should establish a dedicated Regulatory Harmonization Task Force comprising legal experts, sectoral regulators, and public policy analysts to systematically review and align laws across sectors. This task force would focus on identifying areas where overlapping regulations exist and recommend specific amendments to ensure coherence. Second, a Regulatory Impact Assessment (RIA) should be made mandatory before implementing new laws, including Omnibus Law provisions, to assess potential conflicts and ensure alignment with existing regulations. Third, the government should introduce a Centralized Digital Legal Database, which would consolidate all national and local laws in an accessible and searchable format, reducing the risk of conflicting regulations by providing a transparent reference point for lawmakers, businesses, and the public. Fourth, sector-specific working groups should be formed within the legislative process to ensure that expert input is provided during the drafting of laws, particularly in dynamic sectors where the Omnibus Law is employed, to address specific legal nuances and ensure practical enforceability.

Additionally, legal education programs focusing on continuous professional development should be introduced for the bureaucracy and legal apparatus to ensure they are equipped to handle the complexities of both the Omnibus Law and Codification pro-

cesses. The government should also pilot these initiatives in key regulatory areas before scaling them nationwide to refine the process based on feedback and results.

As for the limitations of this study, it is essential to acknowledge that the research focuses primarily on secondary data analysis, and no empirical fieldwork was conducted to gather firsthand insights from stakeholders involved in the legal reform process. Moreover, the scope of the research is limited to certain sectors, and thus, the generalizability of the findings to all regulatory areas in Indonesia may be constrained. Future studies should incorporate more sector-specific case studies and longitudinal data to better evaluate the long-term impacts of both regulatory methods.

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