

IMPACT OF COVID-19 ON THE MANPOWER IN INDONESIA

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ABSTRACT: *Covid-19 in Indonesia has made the national economy worse, and has affected several sectors such as: The economic sector that is also seriously affected by the corona virus pandemic. The Indonesian economy weakened which ultimately had an impact on the employment situation in Indonesia. there are at least two implications of the economic crisis experienced by Indonesia in the employment sector. First, the increase in the number of unemployed, and second, the changing landscape of the post-crisis labor market. The main task of the Government during the Covid-19 pandemic is to make acceptable and appropriate policies and provide good services to the public. All countries are currently competing to make the best policies, both domestically and internationally. The problem in this research is how the impact of Covid-19 on workers in Indonesia and how the social protection provided by the government to workers. The method used in this research is to use a qualitative descriptive method which utilizes qualitative data and is described descriptively, to find out legal protection for workers in Indonesia who are experiencing the impact of Covid. Based on the results of the study, it was found that the impact of Covid was very detrimental, mainly on the economic sector. Economic losses in 2020 due to the Covid-19 pandemic reached Rp. 1.356 trillion. This amount is equivalent to 8.8 percent of Indonesia's GDP. In addition to experiencing economic losses, the impact of covid is also very dangerous for the health of workers, but on the other hand the government has provided several policies that are quite relevant for workers, although there are still some weaknesses because not all workers have received the policies issued by the government. In addition to having an impact on the economic sector, Covid also has an impact on social protection for workers. Because of this, the Indonesian government issued several social protections such as electricity cost reductions, Large-Scale Social Restrictions (PSBB), homecoming bans, credit relief, and a budget of Rp. 404.1 T, to meet a number of needs caused by the corona virus outbreak, including in the health sector for protection of health workers, such as PPE and other equipment, as well as upgrading referral hospitals.*

Keywords : Labor, Covid-19 Pandemic.

ABSTRACT: Covid-19 in Indonesia has made the national economy deteriorate, and has affected several sectors such as the economic sector which has also suffered serious impacts due to the corona virus pandemic. The Indonesian economy weakens, which in turn has an impact on the labor situation in Indonesia. There are at least two implications of the economic crisis experienced by Indonesia in the labor sector. First, an increase in the number of unemployed, and second, a change in the post-crisis landscape of the labor market. The main task of the Government during the Covid-19 pandemic is to make acceptable and appropriate policies and provide good services to the public. All countries are currently competing to make the best policies, both domestically and internationally. The problem in this study is how the impact of Covid-19 on workers in Indonesia and how the social protection provided by the government to workers. The method used in this research is to use a qualitative descriptive method which utilizes qualitative data and is described descriptively, to determine legal protection for workers in Indonesia who experience the impact of Covid. Based on the results of the study, it was found that the impact of Covid was very detrimental, especially on the economic sector. The economic losses in 2020 due to the Covid-19 pandemic reached IDR 1.356 trillion. This amount is equivalent to 8.8 percent of Indonesia's GDP. In addition to experiencing economic losses, the impact of Covid is also very dangerous for the health of workers, but on the other hand the government has provided several policies that are quite relevant for workers, although there are still some weaknesses because not all workers get policies issued by the government. Apart from having an impact on the economic sector, Covid also has an impact on social protection for workers. Because of this, the Indonesian government issued several social protections such as reduction of electricity costs, LargeScale Social Restrictions (PSBB), prohibition of going home, credit relief, rolling up a budget of Rp. 404.1 T, to meet a number of needs caused by the corona virus outbreak, including in the health sector for the protection of health workers, such as PPE and other equipment, as well as upgrading referral hospitals. This aims to provide legal certainty guarantees for workers affected by Covid-19 although there are still some weaknesses because not all workers get policies issued by the government. Apart from having an impact on the economic sector, Covid also has an impact on social protection for workers. 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Keywords: Labor, Covid-19 Pandemic

PRELIMINARY

BACKGROUND

In early March 2020 Indonesia confirmed cases of Covid which affected almost all sectors, not only health. The economic sector has also experienced a serious impact due to the corona virus pandemic, Indonesia's economic sector has weakened which ultimately has an impact on the employment situation in Indonesia. There are at least two implications of the economic crisis experienced by Indonesia in the employment sector. First, the increase in the number of unemployed, and second, the changing landscape of the post-crisis labor market. The main task of the Government during the Covid-19 pandemic is to make acceptable and appropriate policies and provide good services to the public. All countries are currently competing to make the best policies, both domestically and internationally.

The emergence of the Covid-19 virus outbreak that infects almost all countries of the world. At the end of December 2019, it was detected that this virus first appeared in Wuhan, China and began to enter Indonesia in early March 2020. Various intersections were heard and after months of investigation, the World Health Organization (WHO) finally found that wildlife farming in China most likely to be the source of the SARS CoV 2 virus, which became the Covid-19 pandemic. These wildlife farms, many around Yunnan province, South China, and most likely these farms supply the wild animals to traders at the Wuhan Huanan Seafood Wholesale Market. Michelle Roberts and James Gallager said in the wholesale market for animals and seafood, there were a number of wild animals such as snakes, bats and chickens, and from this there was a lot of speculation that this virus could spread from animal to human, and then from human to human. As time goes by, the victims of this virus are increasing even to the point that medical nurses are also infected with this virus, making scientists do research, the general opinion among scientists,

Covid cases currently account for around 10% of the world's population. The head of the WHO's emergencies programme, Michael Ryan, said the figures vary, from urban to rural, and between different groups. The current estimate of the world population is more than 7.6 billion people, about 760 million of them may have been infected with the Corona virus. The total number of COVID-19 cases worldwide has reached 35,692,475. While the total number of recovered cases has reached 26,858,031 people and 1,045,823 others have died. The United States (US), India and Brazil are the countries most affected by COVID-19. The total number of COVID-19 cases in the US currently stands at 7,677,929 cases and 214,986 people have died, India is next with 6,682,073 cases and 103,600 deaths. Meanwhile, the total number of COVID-19 cases in Brazil has reached 4,940.

With the number of people who have contracted the Covid-19 virus, this greatly affects life in employment, especially in the economic sector of work and income where people who should work actually have to be confined at home to quarantine, travel bans, school closures,

closure of places to produce goods, dismissal of most of them. workers, as well as airport closures for foreign nationals. Data from the Ministry of Manpower as of April 20, 2020 recorded as many as 2,084,593 workers from 116,370 companies were laid off and affected by layoffs. This happened because a number of companies experienced a decline in production and even stopped production.

FORMULATION OF THE PROBLEM

The formulation of the problem in this study are:

1. What are the impacts of Covid on Indonesian Workers?
2. How is social protection for workers who are vulnerable to the Covid-19 virus for Indonesian Workers?

RESEARCH METHODS

The type of research used is descriptive qualitative research. The rationale for using this method is because this research wants to know the phenomena that occur in natural conditions, not in controlled, laboratory or experimental conditions. The type of design used in this study is Descriptive Design, in order to obtain information on the status of the phenomenon or condition of the situation. The sampling in this research uses a random sample whose population is Indonesian workers who work in a company affected by Covid. The technique of collecting data in this research uses literature study. The method used in this research is library research, namely studies that can be obtained from books, scientific works, theses, dissertations, encyclopedias, internet, and other sources. In this study, qualitative analysis techniques were used to answer the problem of the impact of covid on the workforce as well as efforts to protect social law for workers affected by Covid.

RESEARCH RESULTS AND DISCUSSION

1. The Impact of Covid on Workers in Indonesia

Workers are people who are able to do work to produce goods or services for their own needs or for the community (Law No. 13 of 2013. The working age limit in Indonesia is 15 years and over (Law no. 25 of 1997 on employment). 15 years old but not working or not looking for work because of school, taking care of the household, retirement, or physically and mentally making it impossible to enter the labor market is not the labor force.

The impact of covid on workers in Indonesia disrupts many life systems, one of which is the economic disruption that has affected the world's workforce of 3.3 billion. And there has been a dramatic decline in economic activity in employment, both in terms of employment, number of workers, hours worked, and basic wages of workers in many countries causing sharp declines in income streams for many business sectors. These workers are not only vulnerable in terms of economy, but also in terms of health. They tend to have a greater potential for contracting the corona virus because they are still active in the midst of an increasingly widespread outbreak. Online motorcycle taxi drivers, small traders, pedicab drivers, to masseurs, experience vulnerability to infection

because their work requires interacting with many people. Santoso is aware of the danger, but he has no other choice but to continue working but with the provision of health insurance and social security, the lives of the most vulnerable people are protected, both during times of crisis and during times of crisis. With this social protection, vulnerable workers can live in healthy conditions and still be able to work to provide for themselves and their families in the future. Without health insurance and social security, the crisis due to the Covid-19 pandemic will take away the hopes and lives of vulnerable groups. but he has no other choice but to keep working but with the provision of health insurance and social security, the lives of the most vulnerable people are protected, both in times of crisis and in times of crisis. With this social protection, vulnerable workers can live in healthy conditions and still be able to work to provide for themselves and their families in the future. Without health insurance and social security, the crisis due to the Covid-19 pandemic will take away the hopes and lives of vulnerable groups. but he has no other choice but to keep working but with the provision of health insurance and social security, the lives of the most vulnerable people are protected, both in times of crisis and in times of crisis. With this social protection, vulnerable workers can live in healthy conditions and still be able to work to provide for themselves and their families in the future. Without health insurance and social security, the crisis due to the Covid-19 pandemic will take away the hopes and lives of vulnerable groups. Vulnerable workers can live in good health and be able to work to provide for themselves and their families in the future. Without health insurance and social security, the crisis due to the Covid-19 pandemic will take away the hopes and lives of vulnerable groups. Vulnerable workers can live in good health and be able to work to provide for themselves and their families in the future. Without health insurance and social security, the crisis due to the Covid-19 pandemic will take away the hopes and lives of vulnerable groups.

Some of the impacts of the Covid-19 Pandemic that affect most groups of workers, such as:

- 1) Workers who already have problems with health conditions;
- 2) Young people already facing higher rates of unemployment and underemployment;
- 3) Older workers who may be at higher risk of developing serious health problems and possibly suffering from economic vulnerability;
- 4) Over-represented women in jobs that are at the forefront of dealing with the pandemic and who will bear a disproportionate burden of care responsibilities related to school closures or the nursing system;
- 5) Unprotected workers, including self-employed, casual and gig workers who do not have access to paid or sick leave mechanisms; and
- 6) Migrant workers who may not be able to access their workplace in the country of destination or return home to their families.

2. Social Protection for Covid-19 Vulnerable Workers for Indonesian Workers

Social protection is every government effort to protect the social life of the community so that they are able to fulfill their basic needs as human beings. Social protection is provided by the government when people experience difficulties or disasters that interfere with the fulfillment of their basic needs. According to Suharto (2006) social protection is a series of policies and social welfare programs intended to reduce poverty and community vulnerability by expanding an efficient labor market,

reducing life risks that constantly threaten humans, and strengthening community capacity to protect themselves from various hazards. and disturbances that may result in the disruption or loss of income. Based on Suharto's concept, it can be interpreted that social protection is related to efforts to overcome the disruption of income used to meet community needs. In the context of the state, social protection is carried out through planning as outlined in a social policy for the less fortunate. In this case, social protection requires the presence of the state to fulfill the welfare of its people.

According to Yustin, social policy is a decision taken to overcome social problems faced by the community. Habibullah (2010) cites several definitions of social policy as follows:

- 1) Government policies related to actions that have a direct impact on the welfare of citizens through the provision of social services or financial assistance (Marshal in Habibullah, 2010);
- 2) Planning to address social costs, increase equity, distribution of services and social assistance (Rein in Habibullah, 2010);
- 3) Strategies, actions or plans to overcome social problems and meet social needs (Huttman in Habibullah, 2010);
- 4) Part of public policy. (Public policy includes all policies originating from the government, such as economic policies, transportation, communication, defense and security (military), as well as other public facilities (clean water and electricity).

The emergence of this virus has completely damaged the economic system, making daily expenditures out of control, which finally President Jokowi issued a policy of Large-Scale Social Restrictions (PSBB) based on Law No. 6 of 2018 concerning Health Quarantine, which aims to prevent the spread of the virus. The spread of public health emergency diseases (KKM) that are happening in certain areas is also to slightly ease the burden of spending during the pandemic. There are 5 policies issued by President Jokowi, namely:

- 1) Reduction of electricity costs, where the government will free electricity costs for consumers who have 450VA power for 3 months between April and June. And consumers who have 900Kwh of power will be given a discount or discount of 50% for the same period of time;
- 2) Large-Scale Social Restrictions (PSBB), including holidays from schools, universities, and employees to work at home;
- 3) Prohibition of going home, because it is feared that homecoming activities can expand the spread of the corona virus;
- 4) Credit relief, where a number of groups such as online motorcycle taxi drivers, fishermen and taxi drivers will get credit concessions for 2 years, starting April 1, 2020; and
- 5) Throw a budget of Rp. 404.1 T, to meet a number of needs caused by the corona virus outbreak, including in the health sector for the protection of health workers, such as PPE and other equipment, as well as upgrading referral hospitals.

Social and economic problems due to the Covid-19 pandemic need to be continuously observed and solutions found. If it cannot be resolved properly, then in the end the level of social inequality in society will be even higher. The Credit Suisse Research Institute report in The Global Wealth Report 2019 shows that currently Indonesia is included in the country with the highest social inequality in Southeast Asia. Indonesia is in third place with a Gini coefficient (gini ratio) of 83.3%, slightly adrift from the Philippines which is in second place with a Gini ratio of 83.7% (Rasdianto, 2020). Based on this data, the government needs to continue to be vigilant, because if the Covid-19 pandemic is not handled comprehensively, the consequences will be fatal for the welfare of the Indonesian people.

CONCLUSION

After examining cases regarding the impact of Covid-19 on workers in Indonesia, several conclusions were drawn, namely:

1. The impact of covid-19 on workers in Indonesia from the side of workers, the occurrence of a wave of layoffs and a decline in income as a result of disruption of business activities in most sectors. A total of 15.6% of workers experienced layoffs and 40% of workers experienced a decrease in income, of which 7% of workers' income fell to 50%. And there has also been a dramatic decline in economic activity in employment, both in terms of employment, number of workers, hours worked, and basic wages of workers in many countries causing sharp declines in income streams for many business sectors. These workers are not only vulnerable to in terms of economy, but also in terms of health. They tend to have a greater potential for contracting the corona virus because they are still active in the midst of an increasingly widespread outbreak.
2. Some of the social policies that have been implemented by the government during the COVID-19 pandemic as social protection for affected workers are as follows:
 - 1) Reduction of electricity costs, where the government will free electricity costs for consumers who have 450VA power for 3 months between April and June. And consumers who have 900Kwh of power will be given a discount or discount of 50% for the same period of time;
 - 2) Large-Scale Social Restrictions (PSBB), including holidays from schools, universities, and employees to work at home;
 - 3) Prohibition of going home, because it is feared that homecoming activities can expand the spread of the corona virus;
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 - 5) Throw a budget of Rp. 404.1 T, to meet a number of needs caused by the corona virus outbreak, including in the health sector for the protection of health workers, such as PPE and other equipment, as well as upgrading referral hospitals.

SUGGESTION

Based on the research that has been done, the suggestions to help answer the problems of this research are as follows:

1. The government needs to pay more attention to the impact of Covid on workers.
2. Government must lebih ensure rights social for para worker affected

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