

The Impact of the COVID-19 Pandemic on Layoffs from a Labor Law Perspective

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Abstract: The COVID-19 pandemic directly impacts workers, which causes them to experience layoffs (PHK). So there is a need for a solution to the impact of the COVID-19 Pandemic for workers who have been laid off. This article aims to analyze the views of labour law on layoffs due to the direct effects of the COVID-19 pandemic. The method used is descriptive analysis with a normative juridical approach. This article concludes that educational institutions are needed to empower workers affected by layoffs due to the impact of COVID-19, considering that educational institutions have a significant contribution during or after the COVID-19 pandemic. Strategies that are planned to achieve the goals of these educational institutions will be achieved if the system that is intended to achieve these goals are not due to an accident but by plan is accompanied by good planning, control, design and executive education to be able to produce competitive graduates apart from being relevant in the job market. Creating their job opportunities, ready-to-use, ready-to-sell, ready-to-use and independent graduates, a life skill-based education system, which equips the skills to be willing, dare to face life and life problems during or after the COVID-19 pandemic. Fair without feeling depressed even proactively, creatively, innovatively looking for and finding solutions so that they can face problems during or after the COVID-19 pandemic. The concept of life skills in question is life skills that are broader than just skills for work or not just manual skills but self-awareness skills, personal skills, thinking skills. Rational (thinking skills), social skills, academic skills, vocational skills can explore 8 (eight) intelligence: Linguistic intelligence, Logical-mathematical intelligence, Intelligence, Bodily-kinesthetic intelligence, Musical intelligence, Interpersonal intelligence, Intrapersonal intelligence, Natural intelligence. With competencies in the form of 8 (eight) intelligence as described above, workers who have been laid off due to the impact of the COVID-19 pandemic have the potential to earn a decent income, which is one of the main assets in Indonesia's economic development.

Keywords: Labor Law, Layoffs, Impact of COVID-19, Empowerment, and Educational Institutions

1. Introduction

As a result of the COVID-19 corona, the Ministry of Manpower noted that until July 31, 2020, the number of laid-off or laid-off workers had reached more than 3.5 million [3]. Layoffs are not only due to the impact of the Covid-19 corona; releases can occur for various reasons, including due to the end of a particular work time that was agreed upon previously promised, the death of a worker, disputes between workers and employers, this is in line with the opinion of Asyhadie and Kusuma [1], Layoffs that can occur due to the termination of a working relationship that occurs due to the end of a particular period that has been agreed upon in

advance and can occur due to disputes between workers and employers and conflicts between workers and employers, the death of workers or other reasons.

Layoffs due to other reasons as regulated in Article 154A of Law Number 11 of 2020 concerning Job Creation (UUCK), namely: 1) Companies are merging, consolidating, taking over, or separating companies and workers who are not willing to continue working relations or employers are not willing to accept workers; 2) The company carries out efficiency followed by company closure or not followed by company closure due to the company experiencing a loss; 3) the company closes because the company has suffered a continuous loss for 2 (two) years; 4) The company closes due

to force majeure; 5) The company is in a state of postponement of debt payment obligations; 6) the company goes bankrupt; 7) There is an application for termination of employment submitted by the worker on the grounds that the employer has committed the following actions: a) Abuses, abuses or threatens the worker; b) Persuading and / or ordering workers to commit acts that are contrary to statutory regulations; c) Failure to pay wages on time at the stipulated time for 3 (three) consecutive months or more, even though the entrepreneur pays wages on time thereafter; d) Failure to fulfill the obligations that have been promised to workers; e) Order workers to carry out work outside that which was agreed upon; and f) Providing work that endangers the life, safety, health and morality of workers, while the work is not included in the work agreement.

Apart from the various reasons for layoffs as described above, employers, workers, trade unions and the government must make efforts to prevent layoffs (Vide Article 151 (1) UUCK), considering that releases harm all parties interested in Industrial Relations (HI), both workers, employers, government, this is in line with Asyhadie and Kusuma [1], layoffs caused by disputes will have an impact on both parties, especially workers who are viewed from an economic point of view have a weak position when compared to employers. Layoffs for workers will have a psychological, economic, and financial impact because workers lose their livelihoods. To find a new job as a substitute, they have to pay a lot of money and do not necessarily get it. Termination of employment is the termination of a working relationship due to some issues resulting in the termination of rights and obligations between workers and employers (Vide Article 1 number 25 of Law Number 13 the Year 2003 concerning Manpower, from now on referred to as UUK). What must be avoided are layoffs caused by HI disputes, namely dismissals for a working relationship that should still be ongoing and workers still get a livelihood for themselves and their families. Layoffs caused by HI disputes result in workers losing their livelihoods that should still be ongoing, loss of workers' livelihoods is contrary to the principles, objectives and nature of labour law.

2. Method

The approach method used in the study of this research is normative juridical, which is to study and study legal principles, especially positive legal principles that come from existing library research materials from statutory regulations and provisions, especially those related to the Principles, Objectives of Labor Law, Empowerment, Worker Empowerment and Layoffs The impact of COVID-19 collaborates with the functions and objectives of educational institutions.

The research specifications are descriptive analysis research, which provides a comprehensive and systematic overview of the Principles, Objectives of Labor Law, Empowerment, Employee Utilization and Layoffs of the

Impact of COVID-19, Decent Income and Indonesian Economic Development. The general picture is analyzed by starting from the statutory regulations, which aim to find answers to the main problems discussed further.

To obtain data that support this research, the data source is obtained through library research, namely by collecting and studying secondary data related to secondary data, which is used as the primary data source in this study consisting of: a) Primary Legal Materials which related to this research, among others include labour laws and regulations, principles, objectives of labour law, functions and objectives of educational institutions about empowerment, utilization of workers who have been laid off due to the impact of COVID-19, Decent Income and Indonesian Economic Development; b) Secondary Legal Materials, among others in the form of scientific writings from experts related to the issues being researched or those related to primary legal materials, including books on labour law and non-labour law which support the title of this research.

3. Results and Discussion

3.1. Principles, Objectives of Labor Law and Layoffs

"Manpower development is based on Pancasila and the 1945 Constitution of the Republic of Indonesia" (Vide Article 2 UUK). "Manpower development is carried out in the framework of developing Indonesia as a whole. Therefore, human resources development is carried out to create prosperous, just, prosperous and evenly distributed Indonesian people and society both materially and spiritually" (Vide explanation of article 2 of the UUK).

Based on the notion of human resources development as described above, the implementation of rules of material law and formal legal rules of dismissal, which are based on human resources development based on Pancasila and the 1945 Constitution, the performance of layoffs must be able to create prosperously, prosperous and equitable Indonesian people and society both materially and spiritually. Material law rules and formal legal rules constitute a legal classification based on their function of the law. Material law rules are: "Legal principles that regulate the content of human relationships or that determine what actions or behaviour are required or prohibited or allowed, including legal consequences and legal threats for violations" [9].

Based on the definition of the material law rule as described above, the legal code for layoffs is the law that regulates the content of the termination of employment between parties interested in layoff disputes (employers, workers and the government) or those who determine what actions or behaviours are required. Or prohibited or permitted in executing a dismissal dispute by those interested in a dismissal dispute, including legal consequences and legal threats for violations to the parties interested in a dismissal dispute (employer, worker, government). For example, in a dismissal dispute that is required to be dismissed by the stipulation of the PHI decision, the prohibited dismissal is in

a dismissal dispute not with a PHI decision, including the unilateral release by the employer. At the same time, the worker does not want the discharge to occur. According to statutory regulations, the working relationship should still be ongoing. The legal consequence of the dismissal is null and void, or the release is deemed non-existent, meaning that the working relationship between the worker and the employer is considered still ongoing. The employer must continue to provide what constitutes the worker's rights, such as the basic wage, fixed allowances and others.

Formal legal rules, namely the legal rules governing the procedures that must be taken in maintaining or enforcing material legal principles, especially in the event of a dispute or legal case, to resolve a settlement with the help of a court judge [9]. Formal legal rules in dismissal disputes are laws that regulate the procedures that must be followed in maintaining or enforcing the legal principles for layoffs, especially in case of disputes or matters of dismissal to resolve dismissal disputes with the help of judges at the Industrial Relations Court (PHI). The formal law in dismissal disputes is Law Number 2 of 2004 concerning the Settlement of Industrial Relations Disputes (UU PPHI). The rules of material law and ceremonial law of dismissal as described above must be based on the principle of workforce development.

The principle of workforce development follows the principles of national development, particularly the principles of democracy, fairness and equality. This is because workforce development is multidimensional and related to various parties, namely the government, employers and workers. Therefore, human resources development is carried out in an integrated manner in mutually supportive cooperation. Labour law is the principle of integration through functional coordination across central and regional sectors [4]. human beings and Indonesian society that are prosperous, just, prosperous and evenly distributed both materially and spiritually while still adhering to the principle of layoffs is a last resort. Under compulsion, employers, workers, trade unions, and the government must make every effort to prevent layoffs from occurring.

Suppose all efforts have been made, but termination of employment cannot be avoided. In that case, the purpose of dismissal must be negotiated by the employer and the union or worker. If the worker concerned is not a member of a trade union, the employer and the labour union must negotiate legal considerations for dismissal because dismissal is Multiple legal acts, namely joint legal actions between employers and workers to enter into a work agreement, the definition of multiple legal actions, is "a legal action requiring the involvement of more than one legal subject to be completed as a legal act" as well as in its cancellation [5]. The work agreement cannot be withdrawn or amended unilaterally by both the employer and the worker, except with the mutual consent of the employer and the worker (Vide Article 55 UUK). If the negotiation does not result in an agreement, the entrepreneur can only terminate the employee after obtaining a determination from the industrial relations

dispute settlement institution (Vide Article 151 paragraph (1) to paragraph (3) UUK), which the industrial relations differ settlement institution means, is PHI as regulated in the PPHI Law.

3.2. Social Justice and Government Interference in Layoffs Due to COVID-19

Based on the explanation above, in principle, layoffs should be avoided, or as a last resort, even if terminations are forced to be implemented, it must be based on the determination or decision of the PHI, the purpose of dismissal must be found on the conclusion or decision of PHI, to protect workers from the unlimited power of employers in implementing discharge as well as to achieve justice. The implementation of layoffs is in line with the objectives of the labour law conveyed by Manulang, namely to achieve social justice in the labour sector and to protect workers against the unlimited power of employers [4]. Agree with Manulang as well as according to Khakim [4], the purpose of labour law to achieve social justice in the labour sector is to show more that labour law must maintain order, security and justice for parties involved in the production process to attain quiet work and continuity of endeavour. As for labour law to protect workers against the unlimited power of employers, it is based on the background of experiences so far that employers often abuse workers. This requires comprehensive and concrete protection from the government.

Referring to the objectives of labour law as described by Abdul Khakim above its correlation with the aim of layoffs, it is that the implementation of releases must achieve social justice for all parties interested in Industrial Relations (HI), namely maintaining order, security and justice for the parties involved In the production process, to achieve peace of work and business continuity, what is meant by all stakeholders in HI, are elements of employers, elements of workers and aspects of government, parts of government in HI, can be seen from the meaning of HI as regulated in Article 1 point 16 of -The Manpower Act Number 13 of 2003 (UUK), the definition of HI, is: "A system of relationships formed between actors in the process of producing goods or services consisting of elements from employers, workers and the government based on the values of Pancasila and the 1945 Constitution".

The function of the government in HI is to determine policies, provide services, carry out supervision, and take action against violations of labour laws and regulations (Vide Article 102 paragraph (1) of the UUK). The existence of government elements in HI is to provide comprehensive and concrete protection from the government to workers and employers. This is in line with the opinion of Husni [2]. Government intervention in this role aims to create a fair part. Because the role of legislation provides rights for workers as a whole human being, they must be protected both regarding their safety, health, decent wages and so on (implementation of layoffs as a result of COVID-19). Besides, the government must also pay attention to the interests of businessmen, namely business continuity. In the

implementation of HI, employers and their employing organizations have the function of creating partnerships, developing businesses, expanding employment opportunities, and providing worker welfare in an open, democratic and just manner (Vide Article 102 paragraph (3) of the UUK)

Referring to the opinion of Husni [2] as described above, the implementation of layoffs due to the impact of the COVID-19 pandemic, there must be intervention (intervention) from the government to realize fair releases following applicable laws and regulations that provide obligations. -the obligation to employers is at the same time the rights of workers as a whole human being. Therefore workers who are laid off due to the impact of the COVID-19 pandemic must be protected. Besides, the government must protect workers. It must also pay attention to the interests of employers, especially to maintain business continuity during the COVID-19 pandemic.

As explained above, the purpose of government intervention in layoffs is to avoid arbitrary actions by employers in carrying out dismissals on the impact of the COVID-19 pandemic. This is in line with the legal objective based on the theory of passive protection, namely "to prevent or protect from arbitrary actions and violations of rights" [9], meaning that the material law and the ceremonial law of dismissal must be able to protect workers from the unlimited power of employers in carrying out layoffs. The ultimate goal of passive cover theory is to maintain the economic condition of workers to keep their jobs to achieve a decent living for humanity (Vide Article 27 paragraph (2) of the 1945 Constitution). Therefore, comprehensive and concrete protection from the government is needed, especially for implementing layoffs that entrepreneurs carry out on the grounds of the COVID-19 pandemic.

Legal considerations of government involvement in the implementation of layoffs, because based on the contents of its legal principles, the law of dismissal is included in the category of public law principles, namely laws that regulate matters of state administration (layoffs), especially those concerning, among other things, ways of manifesting relationships (implementation Layoffs) between the government (state) and the community (employers or workers) and one form of government protection for workers in the implementation of layoffs, is that employers can only carry out releases after receiving a decision from PHI as regulated in the PPHI and UUK Laws, this is in line with Then Husni [2], namely: "If the relationship between (workers) and employers (employers) is still fully left to the parties (and employers), then the purpose of role law (employment) to create social justice in the field of the role will be complicated to achieve. Because the strong always want to control the weak (homo homini lupus). The employer (entrepreneur) as a strong socio-economic party will always pressure those (workers) who are in a weak position. On that basis, the government participates in dealing with the role (of employment) through the laws and regulations".

Based on the opinion of Husni [2] as described above, if the process and or implementation of a dismissal dispute

between workers and employers is entirely left to the disputing parties (workers and employers), the legal objective of layoff disputes is to create social justice in the legal field of dismissal disputes, it won't be easily achieved, because the strong party always wants to control the weaker party (homo homini lupus). In implementing dismissal disputes, employers who are strong socio-economically will constantly pressure workers in a vulnerable position. On that basis, based on statutory regulations, in this case, among others, based on the PPHI Law and the UUK, the government participates in the process of implementing layoffs. Furthermore, Husni [2] argues: "The purpose of government intervention in the field of role (employment) is to realize a fair role because the role of laws and regulations (employment) provides rights for workers as human beings. Intact; therefore, it must be protected and so on. Besides, the government must also pay attention to the interests of businessmen, namely the continuity of the company.

Referring to the opinion of Husni [2] as described above, the aim of government intervention in the process of implementing dismissal disputes is to realize an acceptable method of layoff disputes for the parties in dismissal disputes, namely dismissal disputes between workers and employers, due to laws and regulations. Among other things, the UUK and the PPHI Law provide rights to workers, namely workers' rights to reject, accept, approve layoffs. Workers have the right to refuse layoffs, for example, because dismissals are not based on PHI decisions and vice versa. In implementing dismissal disputes, the government must also pay attention to the interests of employers. employer, namely the continuity of the company, namely, among others, the entrepreneur is not obliged to pay Severance Pay (UP) as regulated in Article 156 paragraph (2) of the UUK and is not obliged to pay the Employment Award Fee (UPMK) as held in Article 156 paragraph (3) of the UUK. to workers who are based on The decision on the PHI of the worker who has been laid off is proven to have committed severe violations (theft, embezzlement, fraud, etc.) as regulated in Article 158 paragraph (1) letters a to j of the UUK, which as a result of which the entrepreneur is only obliged to pay the right to compensation (Vide Article 158 paragraph (3) UUK).

Another reason the government must protect the implementation process of dismissal disputes between workers and employers is that the government is one of the elements interested in HI. This can be seen from the definition of HI and or the definition of Pancasila Industrial Relations (HIP) of the Ministry of Manpower, namely: "a system formed between actors in the process of producing goods and services (workers, employers and the government) which is based on the values of Pancasila, which grow and develop on the national personality and national culture of Indonesia".

Based on the definition of the HIP as described above, the government is one of the parties with interest in HI, the function of the government in implementing HI is to establish policies, provide services, carry out supervision, take action against the implementation of dismissals that are

carried out arbitrarily by entrepreneurs or layoffs who violate the material law and the formal law of release as described above (Vide Article 102 paragraph (1) UUK), therefore comprehensively and concretely, the government must provide protection, especially the implementation of layoffs which are included in the category of HI disputes or dismissal disputes, namely: "Differences of opinion that result in conflicts between employers or a combination of employers and workers or trade unions due to disputes over rights, disputes over interests and disputes over layoffs as well as disputes between union unions in only one company (Vide Article 1 paragraph (22) UUK)".

The aim of the government to provide protection is to prevent the implementation of dismissal that is carried out arbitrarily by entrepreneurs, following the objectives of human resources development as regulated in Article 4 of the UUK, namely: a) Empowering and utilizing human resources optimally and humanely; b) Realizing equal employment opportunities and provision of the workforce following the needs of national and regional development; c) Providing protection to workers in creating welfare; and d) Improve the welfare of workers and their families.

Empowerment and utilization of human resources are meant to provide the broadest possible work opportunities for Indonesian workers. Furthermore, Indonesian workers are expected to participate optimally in national development while still upholding human values. Thus, human resources development aims to make Indonesian workers the subject of a story, not as development objects [4].

3.3. Empowerment of Workers Affected by Layoffs Through Educational Institutions and the Concept of Life Skills, Decent Income in Indonesia's Economic Development

As explained above, the aim of government intervention is in addition to creating social justice in layoffs due to COVID-19, based on Article 4 of the UUK also aims to empower and utilize optimally and humanely to achieve equal employment opportunities and supply of workers according to the needs of national development and regions at the same time protect workers in realizing their welfare and educational institutions are a means to empower and empower workers, especially those affected by layoffs due to the impact of COVID-19.

Educational institutions have an enormous enough contribution in the era of competition to get a positive image and can exist in the future if many graduates are absorbed in the job market. Proactive steps as early activities in responding to these pretty fundamental changes are anticipatory, responsive and sensitive reactions from the consequences of the evolution of educational progress. Therefore, this planned strategy will be a way for the government to achieve its goals, not by accident, but by accident. If it is accompanied by good planning, control, design and management, educational institutions will produce graduates who are competitive and relevant in the job market [7].

Based on the above explanation, educational institutions

have a significant contribution during or after the COVID-19 pandemic. If graduates, in this case, workers who have been laid off due to the impact of the COVID-19 pandemic, are absorbed by the labour market, then educational institutions can have a positive image and can exist during or after the COVID-19 pandemic, it is necessary to take proactive steps as early activities in responding to changes as a result of the COVID-19 pandemic which is quite essential, is a strategy as well as anticipatory action, a responsive and sensitive reaction from the consequences of the evolution of education progress towards workers who are affected. Layoffs due to the impact of the COVID-19 pandemic, this planned strategy will be a way for the government, employers, workers and the community to achieve goals, not by accident but By plan it will mature if it is accompanied by good planning, control, design and management, thus educational institutions will produce dal graduates In this case, workers affected by layoffs due to the impact of the competitive and relevant COVID-19 pandemic on the job market can even independently create jobs either during or after the end of the COVID-19 pandemic.

The concept of labour-oriented education in Indonesia is prepared to prepare graduates ready to use, ready to sell, ready to use and independent. The steps taken with life skills-based education equip students with skills to be willing and brave to face life and life problems naturally without feeling pressured, then proactively, creatively and innovatively seek and find solutions so that able to face problems (Putra, 2018). They are referring to the concept of education as described above, as well as the idea of education-oriented to workers affected by layoffs as a result of the COVID-19 pandemic to prepare workers for dismissals due to the impact of the COVID-19 pandemic who are ready to use, ready to sell, ready to use and independent. The steps taken with life skills-based education equip the skills possessed by workers affected by layoffs due to the impact of the COVID-19 pandemic to be willing and brave to face life and life problems during or after the COVID-19 pandemic properly. Without feeling depressed, proactively, creatively and innovatively seek and find solutions so that they can face problems during or after the COVID-19 pandemic, or workers who are laid off due to the impact of the COVID-19 pandemic have life skills.

According to Sunarsi and Asmalah [8], the notion of life skills is a skill that a person has to be able to solve life's problems naturally and live a life with dignity without feeling pressured. Proactively seek and find solutions so that they are finally able to solve them. Based on this opinion, workers affected by layoffs due to the impact of the COVID-19 pandemic have life skills, namely the skills possessed by workers to be able to solve the problem of releases due to the effect of the COVID-19 pandemic naturally and live life after being laid off in a dignified manner without feeling depressed, then proactively seek and find solutions so that they are finally able to solve the problem after workers are laid off due to the impact of COVID-19. The concept of life skills is broader than skills for work, not just manual skills.

According to Kaluge (2002) in Putra [7], life skills can be divided into 1) Self-awareness or personal skills; 2) Rational thinking skills; 3) Social skills (social skills); 4) Academic skills (academic skills); 5) Vocational skills (vocational skills). After the life skills are given, a student (workers who have been laid off due to the impact of the COVID-19 pandemic) will also explore their abilities and potential for intelligence from 8 (eight) kinds of intelligence, namely: Linguistic intelligence, Logical-mathematical intelligence, Intelligence, Bodily-kinesthetic intelligence, Musical intelligence, Interpersonal intelligence, Intrapersonal intelligence, Natural intelligence. Job training is one of the means of empowering and empowering workers affected by layoffs due to the impact of the COVID-19 pandemic, the definition of job training, according to Article 1 number 9 of the UUK, is the whole activity to provide, obtain, increase, and develop, work potential, productivity, discipline, and work ethic at a certain level of skill and expertise according to the station and qualification of the position or worker.

Based on the definition of training as described above, job training for workers affected by layoffs as a result of the COVID-19 pandemic is an overall activity to provide, obtain, increase and develop work potential, productivity, discipline and the skills ethos of workers who have been laid off due to the impact of the COVID-19 pandemic. 19 at a certain level of skill and expertise according to the class and qualification of a position or worker, education and training is a form of a worker development program, this is in line with the opinion of Utami [10], one form of an employee development program is carried out through education and training programs. Employee education and training contribute to increasing the productivity, effectiveness and efficiency of the organization. Education and training for employees must be provided regularly to maintain each employee's competence to improve organizational performance. Therefore, training programs must receive attention through planning the training needs of each employee.

Based on Utami [10] opinion, one form of the development program for workers affected by layoffs due to the impact of the COVID-19 pandemic is through education and training programs. The education and training contribute to increasing the productivity, effectiveness and efficiency of the company organization. Education and training for these workers must be provided regularly so that every worker who is laid off due to the impact of the COVID-19 pandemic is maintained for competence to improve the performance of the company organization. Therefore, the training program as described must receive attention through planning the training needs for every worker who has been laid off due to the impact of the COVID-19 pandemic. For this reason, the concept of education and training must be oriented towards workers who are mainly affected by layoffs due to the impact of the COVID-19 pandemic. This orientation is in the form of life skills to achieve 8 (eight) kinds of intelligence as described above. Armed with competencies in the form of 8 (eight) types of intelligence, students, in this case, workers who have been laid off due to the impact of the COVID-19

pandemic, will have the competencies needed during or after the COVID-19 pandemic.

The definition of competence, according to Spencer in Moeheriono [6], is a characteristic that underlies a person related to the effectiveness of an individual's work in his job or the fundamental character of an individual who has a casual or causal relationship with criteria that are used as a reference, being effective or performing prime or superior in the workplace (working independently) or in certain situations. Based on this understanding of competence, armed with 8 (eight) types of intelligence, workers who are laid off due to the impact of the COVID-19 pandemic will have characteristics that underlie or relate to work effectiveness which will make these workers perform effectively, prime, superior both in and outside the workplace or working independently both during and or after the COVID-19 pandemic, so that the implementation of layoffs due to the impact of the COVID-19 pandemic can achieve social justice for all interested parties in HI (employers, workers, government and society) as well as being able to empower, utilize optimally, humanely and achieve equal employment opportunities, especially preparing workers who have been laid off due to the impact of the COVID-19 pandemic, according to the needs of national and regional development as well as protecting these workers in realizing the welfare of themselves and their families.

Human resources empowerment is meant to be able to provide the broadest possible job opportunities for Indonesian workers. Furthermore, Indonesian workers are expected to be able to participate optimally in national development and uphold human values. Thus, human resources development aims to make Indonesian workers the subject of a story, not as objects of development [4].

Referring to the notion of workforce empowerment as described above, the correlation with workers who have been laid off due to the impact of the COVID-19 pandemic is to provide the broadest possible job opportunities for workers who have been laid off due to the effect of the COVID-19 pandemic. Furthermore, these workers are expected to be able to participate optimally in national development and uphold human values. Thus, the aim of layoffs due to the impact of the COVID-19 pandemic, namely to make workers who have been laid off due to the effect of the COVID-19 pandemic as development subjects, not as objects of development or armed with competencies in the form of 8 (eight) kinds of intelligence as described above, the workers who are laid off due to the impact of the COVID-19 pandemic will have the competencies needed during or after the COVID-19 pandemic to realize the welfare of themselves and their families through decent income.

According to Khakim [4], the definition of decent income is the amount of income of a worker from the results of his work being able to meet the needs of the worker and his family reasons, including food, drink, saving, housing, education, health, recreation and old-age insurance and others' needs. Referring to this opinion, armed with 8 (eight) kinds of intelligence, workers who have been laid off due to

the impact of the COVID-19 pandemic will have the competencies needed during and or after the COVID-19 pandemic to continue to get the amount of income from their work (both in a working relationship, as well as working independently) so that they can meet the needs of their lives and their families adequately, including food, drink, food, housing, education, health, recreation and old-age insurance and other requirements.

Decent income from workers affected by layoffs due to the impact of the COVID-19 pandemic reflects as a subject of development, not as an object of action, thereby increasing Indonesia's economic growth. Through decent income from workers who have been laid off due to the impact of the COVID-19 pandemic as described above is one of the main assets in the process of continuously changing Indonesia's economic conditions towards a better state during or after the COVID-19 pandemic, namely in the form of a process an increase in the production capacity of an economy which is manifested in the form of an increase in national income. Their economic growth is an indication of the success of economic development. The existence of economic growth is an indication of the success of Indonesia's economic development.

4. Conclusion

Employers, workers, trade unions and the government must make efforts to avoid layoffs which cause HI disputes, considering that the dismissal of HI disputes harms all parties interested in HI (workers, employers, government), especially workers who are viewed from an economic point of view have a position which is weak when compared to the employer. In principle, layoffs must be avoided or as a last resort and remember the purpose of layoffs is not only to prevent arbitrary actions by employers but also to maintain order, security, achieve justice for all parties in the production process, achieve peace of work and business continuity, for this purpose layoffs, especially layoffs because HI disputes must be based on the determination or decision of the IRC. Layoffs based on the PHI decision are a form of government intervention in the implementation of layoffs, with government intervention, namely maintaining the business continuity of entrepreneurs, especially during the COVID-19 pandemic, also to realize fair layoffs following labour laws and regulations applies. Workers affected by layoffs due to the impact of the COVID-19 pandemic must be protected, namely by maintaining the economic conditions of workers to get a job and a decent living for humanity. Therefore comprehensive and concrete protection from the government is needed to create social justice through empowerment. Optimal utilization and humane workers affected by layoffs due to the impact of the COVID-19 pandemic to achieve equal employment opportunities and

provision of workers according to the needs of national and regional development and educational institutions are a means to empower and empower workers who have been laid off due to the impact of COVID-19. The concept of education is oriented towards affected workers. Layoffs as a result of the COVID-19 pandemic are aimed at preparing workers to be laid off due to the impact of the COVID-19 pandemic who are ready to use, ready to sell, ready to use and independent. For this reason, the steps that must be taken are life skills-based education, which is education that equips the skills to be willing and brave to face life and life problems during and or after the COVID-19 pandemic naturally without feeling depressed even proactively, creatively and innovatively. Workers who have been laid off due to the impact of COVID-19 can seek and find solutions so that they can face problems during or after the COVID-19 pandemic.

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