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Abstrak - Permasalahan yang dikaji dalam penelitian ini mengenai perlindungan hukum terhadap pekerja maupun pengusaha terkait Penetapan Upah Minimum Sektoral (UMSK) kabupaten Gresik yang dianalisis melalui kepastian hukum tentang adanya Undang-Undang 13 tahun 2003 tentang ketenagakerjaan, Peraturan Pemerintah nomor 78 tahun 2015 tentang Pengupahan, Peraturan Gubernur Jawa Timur No 63 tahun 2017 tentang Perubahan atas Peraturan Gubernur Jawa Timur No 52 tahun 2016 tentang Tata Cara Penetapan Upah UMP,UMK,UMSK dan Penangguhan serta Keputusan Gubernur Jatim No.188/666/KPTS/013/2018 Tentang UMSK di Jawa Timur 2019 dan Keputusan Gubernur Jatim No. 188/54/KPTS/013/2019 Tentang Perubahan Kedua atas Keputusan Gubernur Jatim No.188/666/KPTS/013/2018. Metode penelitian adalah yuridis normatif, dengan hasil kajian adalah Tahapan prosedur hukum atas penetapan UMSK telah jelas terakomodir dalam peraturan-peraturan diatas hingga peraturan teknis dan peraturan pelaksanaannya.

Kata Kunci : *Perlindungan hukum, Upah Minimum Sektoral Kota/Kabupaten (UMSK)*

Abstract - the problems examined in this research concerning the legal protection of workers and employers related to the stipulation of minimum wages(sectoral wages) at Gresik analyzed through legal certainty regarding the existence undang-undang 13 tahun 2003 about employment, peraturan pemerintah nomor 78 tahun 2015 about wages, peraturan gubernur Jawa Timur no 63 tahun 2017 about changes in peraturan gubernur Jawa Timur no 52 tahun 2016 about tata cara penetapan upah ump,umk,umsk dan penangguhan serta keputusan gubernur Jatim no. 188/666/kpts/013/2018 about umsk in Jawa Timur 2019 and keputusan gubernur Jatim no. 188/54/kpts/013/2019 about second changes in keputusan gubernur Jatim no. 188/666/kpts/013/2018. the research method used is normative jurisdiction, the results of the study are the stages of the legal procedure for the determination of (umsk) that have clearly been accommodated in the regulations above to the technical regulations and implementing regulations.

Keywords : *Legal protection, Sectoral City / District Minimum Wages (UMSK)*

Pendahuluan

Pengupahan merupakan sisi yang paling rawan di dalam hubungan industrial. Di satu sisi upah merupakan hak bagi pekerja/buruh sebagai imbalan atas jasa dan / atau tenaga yang diberikan, di lain pihak pengusaha melihat upah sebagai biaya. Dalam