

ABSTRAK

Pemenuhan hak-hak tenaga kerja merupakan bagian penting dalam mewujudkan keadilan sosial dan kesejahteraan pekerja sebagaimana diamanatkan dalam Undang-Undang Dasar Negara Republik Indonesia Tahun 1945. Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan hadir sebagai instrumen hukum untuk melindungi hak-hak dasar pekerja, khususnya terkait upah dan waktu kerja. Namun, dalam praktiknya masih ditemukan pelanggaran ketentuan ketenagakerjaan, salah satunya yang terjadi di PT HM, sebuah perusahaan pengolahan dan ekspor hasil perikanan di Provinsi Bali. Pelanggaran tersebut berupa pembayaran upah di bawah Upah Minimum Provinsi (UMP) Bali dan penerapan waktu kerja yang melebihi batas ketentuan peraturan perundang-undangan. Penelitian ini bertujuan untuk menganalisis bentuk pelanggaran hak-hak tenaga kerja di PT HM serta mengkaji penegakan hukum yang dapat dilakukan guna memberikan pemenuhan hak tenaga kerja berdasarkan Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan. Metode penelitian yang digunakan adalah penelitian hukum yuridis normatif dengan pendekatan perundang-undangan (*statute approach*) dan pendekatan konseptual (*conceptual approach*). Bahan hukum yang digunakan meliputi bahan hukum primer berupa peraturan perundang-undangan terkait ketenagakerjaan, serta bahan hukum sekunder berupa literatur dan karya ilmiah.

Kata Kunci : *hak tenaga kerja, upah minimum, waktu kerja, penegakan hukum, ketenagakerjaan*

ABSTRACT

The fulfillment of labor rights constitutes an essential element in realizing social justice and workers' welfare as mandated by the 1945 Constitution of the Republic of Indonesia. Law Number 13 of 2003 concerning Manpower serves as a legal instrument to protect fundamental workers' rights, particularly those related to wages and working hours. However, in practice, violations of labor regulations are still frequently found, one of which occurred at PT HM, a fish processing and export company located in the Province of Bali. These violations include the payment of wages below the Provincial Minimum Wage (UMP) of Bali and the implementation of working hours exceeding the limits stipulated by statutory regulations. This study aims to analyze the forms of labor rights violations committed by PT HM and to examine the legal enforcement measures that can be undertaken to ensure the fulfillment of workers' rights in accordance with Law Number 13 of 2003 concerning Manpower. The research method employed is normative juridical legal research using a statutory approach and a conceptual approach. The legal materials used consist of primary legal materials in the form of relevant labor laws and regulations, as well as secondary legal materials in the form of literature and scholarly works.

Keywords : *labor rights, minimum wage, working hours, law enforcement, manpower law*