

PERLINDUNGAN HUKUM BAGI PARA PEKERJA *WORK FROM OFFICE* SELAMA PANDEMI COVID 19 DITINJAU DARI UNDANG-UNDANG NOMOR 36 TAHUN 2009 TENTANG KESEHATAN

Disusun oleh :

**Afni Aprilianti Noor
E1A018190**

ABSTRAK

Pekerja sebagai aset perusahaan berhak mendapatkan perlindungan hukum oleh pengusaha yang mempekerjakannya di tengah-tengah situasi pandemi Covid-19 saat ini.. Metode penelitian yang digunakan adalah penelitian yuridis normatif dengan spesifikasi penelitian deskriptif. Metode pengumpulan data dilakukan dengan studi kepustakaan, kemudian data yang diperoleh disajikan dalam bentuk teks naratif dan metode analisis data yang digunakan yaitu metode normatif kualitatif. Berdasarkan analisa data yang dilakukan, pemerintah mengeluarkan beberapa kebijakan, yaitu: Surat Edaran (SE) Menteri Ketenagakerjaan RI Nomor M/3/HK.04.III/2020 tentang Perlindungan Pekerja dan Kelangsungan Usaha Dalam Rangka Pencegahan dan Penanggulangan Covid-19 SE Menteri Ketenagakerjaan RI Nomor M/8/HK.04/V/2020 tentang Perlindungan Pekerja Dalam Program Jaminan Kecelakaan Kerja (JKK) Pada Kasus Penyakit Akibat Kerja Karena Covid-19 untuk mendapatkan perlindungan program JKK (Jaminan Kecelakaan Kerja) sesuai dengan undang-undang, Keputusan Menteri Kesehatan Nomor HK.01.07/MENKES/328/2020 tentang Panduan Pencegahan dan Pengendalian Covid-19 di Tempat Kerja Perkantoran dan Industri Dalam Mendukung Keberlangsungan Usaha Pada Situasi Covid-19, adanya program kartu prakerja, serta tersedianya Posko Kesehatan dan Keselamatan Kerja (K3) Corona. Perlindungan hukum preventif yang dilakukan pemerintah yaitu, melakukan program vaksinasi, meningkatkan tes Covid-19, penerapan Pemberlakuan Pembatasan Kegiatan Masyarakat (PPKM), serta pemberian bantuan sosial selama PPKM tersebut berlangsung. Sementara, perlindungan hukum represif yang dilakukan pemerintah terdiri dari pembentukan Komite Penanganan Covid-19 dan Pemulihan Ekonomi Nasional, pemberlakuan sanksi bagi pelanggar protokol kesehatan, serta menambah kapasitas rumah sakit dan ketersediaan oksigen bagi masyarakat yang terpapar virus Covid-19.

Kata kunci : *Perlindungan Hukum, Kesehatan, Hukum Ketenagakerjaan, Pandemi Covid-19, Pekerja, Work From Office.*

**LEGAL PROTECTION FOR WORK FROM OFFICE WORKERS
DURING COVID-19 PANDEMIC REVIEW OF LAW NUMBER 36
YEAR 2009 CONCERNING HEALTH**

By :

**Afni Aprilianti Noor
E1A018190**

ABSTRACT

Workers as company assets are entitled to legal protection by employers who employ them in the midst of the current Covid-19 pandemic situation. The research method used is normative juridical research with descriptive research specifications. The data collection method was carried out by literature study, then the data obtained were presented in the form of narrative text and the data analysis method used was the qualitative normative method. The final result of this research is an effort to provide legal protection for work from office workers during the Covid-19 pandemic. Based on the data analysis carried out, the government issued several policies, namely: Circular (SE) of the Minister of Manpower of the Republic of Indonesia Number M/3/HK.04.III/2020 concerning Workers Protection and Business Continuity in the Context of Prevention and Control of Covid-19 SE Minister of Manpower RI Number M/8/HK.04.V/2020 concerning Protection of Workers in the Work Accident Insurance Program (JKK) in Cases of Occupational Diseases Due to Covid-19 to obtain protection for the JKK (Work Accident Insurance) program in accordance with the law, Decree Minister of Health Number HK.01.07/MENKES/328/2020 concerning Guidelines for the Prevention and Control of Covid-19 in Office and Industrial Workplaces in Supporting Business Continuity in the Covid-19 Situation, the existence of a pre-employment card program, and the availability of Occupational Health and Safety (K3) Command Posts Corona. Preventive legal protection carried out by the government in providing legal protection for work from office workers, namely, conducting vaccination programs, increasing Covid-19 tests, implementing Community Activity Restrictions (PPKM), and providing social assistance during the PPKM. Meanwhile, the repressive legal protection carried out by the government in providing legal protection for work from office workers consists of the formation of the Covid-19 Handling Committee and National Economic Recovery, the imposition of sanctions for violators of health protocols, as well as increasing hospital capacity and availability of oxygen for people exposed to the virus. Covid-19.

Keywords : *Legal Protection, Health, Employment Law, Covid-19 Pandemic, Workers, Work From Office.*