

## ABSTRAK

Banyak regulasi yang tumpang tindih dan pertumbuhan persentase pengangguran di Indonesia, maka Pemerintah mencoba menyelaraskan dan mengharmonisasikan aturan-aturan tersebut dengan menggunakan sistem hukum Omnibus Law. Omnibus Law sebagai strategi reformasi regulasi, agar penataan dilakukan secara sekaligus terhadap banyak Peraturan Perundang-undangan. Secara historis, Omnibus Law sebelumnya sudah diterapkan di negara-negara dengan sistem hukum Common Law. Salah satu tujuan Pemerintah agar menarik investor di Indonesia, sehingga membuka banyak lapangan kerja bagi masyarakat. Salah satu dari 11 klaster UU Cipta Kerja, yang paling banyak menuai pro dan kontra adalah Klaster Ketenagakerjaan. Peneliti tertarik dengan salah satu pasal dalam UU Cipta Kerja terkait pekerja alih daya. Hak Asasi Manusi dan Bisnis saling berkaitan satu sama lainnya, hal tersebut tertuang pada Prinsip Panduan Bisnis dan Hak Asasi Manusia. Tujuan penelitian ini adalah bagaimana pertanggung jawaban perusahaan kepada pekerja berdasarkan UU Cipta Kerja dan pertanggung jawaban perusahaan dikaitkan Prinsip PBB atas Bisnis dan HAM. Metode yang digunakan dalam penelitian yuridis normatif. Yuridis normatif menggunakan data sekunder yang terdiri dari bahan hukum primer, sekunder dan tersier. Hasil penelitian yaitu tanggung jawab perusahaan dalam peraturan turunan UU Cipta Kerja berperan penuh dalam menjamin kesejahteraan pekerja sampai apabila sebuah perselisihan diantara kedua belah pihak. Hubungan antara Bisnis dan HAM saling berkaitan karena negara dan perusahaan memiliki peran masing-masing dalam melindungi, menghormati dan memberikan solusi yang tertuang dalam implementasi prinsip PBB. Indonesia pun sudah meratifikasi 4 poin utama Konvensi ILO ke dalam hukum nasional terkait hak-hak pekerja, seperti Hak Kebebasan Berserikat dan Berorganisasi, Penghapusan Segala Bentuk Pemaksaan dalam Bekerja, Penghapusan Pekerja Bagi Anak-Anak, Penghapusan Diskriminasi dalam Segi Pekerjaan dan Jabatan/Posisi.

*Kata Kunci : UU Cipta Kerja, Prinsip PBB, Tanggung Jawab Perusahaan, Bisnis dan Hak Asasi Manusia*

## ABSTRACT

Many regulations overlap and the growth of the percentage of unemployment in Indonesia, the Government tries to harmonize and harmonize these rules using the Omnibus Law system. Omnibus Law as a regulatory reform strategy, so that the arrangement is carried out simultaneously against many laws and regulations. Historically, omnibus law has previously been implemented in countries with common law system. One of the government's goals is to attract investors in Indonesia, thus opening up many jobs for the community. One of the 11 clusters of The Copyright Act, the most reaped the pros and cons is the Employment Cluster. Researchers are interested in one of the articles in the Copyright Act related to outsourced workers. Human rights and business are related to each other, it is stated in the Principles of Business Guidelines and Human Rights. The purpose of this research is how the company's liability to workers based on the Copyright Act and corporate liability is attributed to the United Nations Principles on Business and Human Rights. The method used in juridical research is normative. Normative juridical uses secondary data consisting of primary, secondary and tertiary legal materials. The result of the research is the responsibility of the company in the derivatives of the Copyright Act plays a full role in ensuring the welfare of workers until if a dispute between the two parties. The relationship between Business and Human Rights is interrelated because countries and companies have their respective roles in protecting, respecting and providing solutions contained in the implementation of UN principles. Indonesia has also ratified the 4 main points of the ILO Convention into national law regarding workers' rights, such as the Right to Freedom of Association and Organization, the Elimination of All Forms of Coercion in Work, the Elimination of Workers for Children, the Elimination of Discrimination in Terms of Employment and Positions.

*Keywords : Copyright Act, UN Principles, Corporate Responsibility, Business and Human Rights*