

**POLITIK KETENAGAKERJAAN: STUDI KASUS KONTRIBUSI
KEBIJAKAN *OUTSOURCING* DI JAKARTA DALAM KETAHANAN
TENAGA KERJA PASCA COVID-19 TAHUN 2020-2024**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis kontribusi kebijakan *outsourcing* di Jakarta terhadap ketahanan tenaga kerja pasca pandemi Covid-19 tahun 2020–2024. Dengan pendekatan kualitatif dan teori Neokorporatisme Peter A. Hall, penelitian mengkaji dinamika implementasi kebijakan, adaptasi pasca krisis, serta dampaknya pada ketahanan pekerja. Data dikumpulkan melalui wawancara mendalam dengan lima narasumber kunci (perwakilan Disnakertrans DKI Jakarta, SPSI, WageIndicator Foundation, dan pekerja *outsourcing*) serta studi literatur kebijakan ketenagakerjaan. Hasil penelitian menunjukkan bahwa kebijakan *outsourcing* belum sepenuhnya berkontribusi positif terhadap ketahanan tenaga kerja. Meski menyerap lapangan kerja secara signifikan, kebijakan ini menciptakan ketidakpastian kontrak, ketimpangan upah, minimnya jaminan sosial, dan kerentanan terhadap PHK. Perubahan regulasi pasca UU Cipta Kerja (UU No. 11/2020) memperburuk kondisi dengan menghapus batasan jenis pekerjaan dan masa kontrak, memperkuat dominasi korporasi dalam relasi industrial. Disimpulkan bahwa pemerintah perlu memperkuat pengawasan, mereformasi regulasi berbasis keadilan sosial, dan meningkatkan dialog tripartit untuk mewujudkan kebijakan *outsourcing* yang berkelanjutan dan berkeadilan.

Kata Kunci: Kebijakan Publik, *outsourcing*, *omnibus law*, Ketahanan Tenaga Kerja, Keadilan Sosial

**LABOR POLITICS: A CASE STUDY OF THE CONTRIBUTION OF
OUTSOURCING POLICIES IN JAKARTA TO POST COVID-19 LABOR
RESILIENCES IN 2020-2024**

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ABSTRACT

This study aims to analyze the contribution of outsourcing policies in Jakarta to labor resilience post-Covid-19 pandemic (2020–2024). Using a qualitative approach and Peter A. Hall’s Neocorporatism theory, the research examines policy implementation dynamics, post-crisis adaptations, and their impact on worker resilience. Data were collected through in-depth interviews with five key informants (representatives from Jakarta Manpower Agency, SPSI union, WageIndicator Foundation, and outsourcing workers) and analysis of labor policy literature. Findings reveal that outsourcing policies have not fully contributed positively to labor resilience. While expanding job opportunities, these policies foster contract uncertainty, wage disparities, limited social security, and layoff vulnerability. Regulatory changes post-Omnibus Law (Law No. 11/2020) worsened conditions by removing restrictions on job types and contract periods, reinforcing corporate dominance in industrial relations. The study concludes that the government must strengthen supervision, reform regulations based on social justice, and enhance tripartite dialogue to achieve sustainable and equitable outsourcing policies.

Keywords: *Public Policy, Outsourcing, Omnibus Law, Labor Resiliences, Social Justice*