E-NISN : 2614-2643
P-NISN : 2541-7037
Journal Equitable
Vol 11 No 3
2026

ANALYSIS OF THE FULFILLMENT OF WORKERS' RIGHTS IN TERMINATION OF EMPLOYMENT DUE TO THE CLOSURE OF HAIR AND FALSE EYELASH COMPANIES IN PURBALINGGA REGENCY

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Abstract

The closure of a hair and false eyelash manufacturing company in Purbalingga Regency triggered layoffs and raised issues regarding the provision of entitlements to the affected workers. This study aims to examine the factors causing these layoffs due to the company closure and to analyze the role of the Purbalingga Regency Manpower Office in facilitating the fulfillment of workers' rights. The study employs both normative-juridical and empirical-juridical methods, with a descriptive-analytical specification. The normative-juridical method is used to analyze legislation concerning layoffs and workers' rights, while the empirical-juridical approach is used to examine the practical application of these provisions in the field. Primary data were obtained through interviews with industrial relations mediators from the Purbalingga Regency Manpower Office, whereas secondary data were gathered through a review of relevant literature, including legislation, books, and scientific journals. The research findings indicate, firstly, that the layoffs were caused by declining export market demand, rising operational costs, and the company's inability to sustain its business operations. Secondly, the Purbalingga Regency Manpower Office acted as a mediator, facilitating a process that resulted in an agreement on severance pay amounting to 50% of the standard entitlement.

Keywords: termination of employment, company closure, workers' rights, manpower office.

A. Introduction

Everyone is a social creature who from the beginning of his life is inseparable from work activities. Human beings work as an effort to meet their needs and survival. Through the implementation of this work, a working relationship arises. Employment relations are the relationship between

employers and workers that is based on an employment agreement. The legal relationship is born after the creation of an employment agreement between the two parties. A work agreement that gives birth to rights and obligations for the parties is between the employer and the worker. For workers, employment relationships result in rights that must be fulfilled by employers including wages and social security. On the other hand, for employers, employment relations give rise to rights, namely obtaining work results from workers.[12]

Employment relationships do not always take place continuously. Employment relationships can end for various reasons, one of the reasons for the termination of employment is termination of employment (PHK). Termination of employment often causes problems between employers and workers. One of the things that workers fear is the termination of employment, because it has a great impact on the sustainability of the workers' economy. Based on this, termination of employment causes workers to lose their source of livelihood.[345]

The phenomenon of termination of employment (PHK) can occur for various reasons, one of which is due to the closure of the company. Based on the provisions of

[1] M. Rikhardus Joka and Maria GS Sutopo, "The Juridical Aspects of Termination of Employment (PHK) in Realizing Justice-Based Employment Law," Binamulia Hukum 7, no. 2 (2018): p. 8.
[2] Karel Hein Tampone, "Employment Relations in the Perspective of Employment Law Based on the Job Creation Law No. 6 of 2023," Lex Crimen 12, no. 5 (2024): p. 3.
[3] Yuni Asih, Cipto Anjar Sri Cipto N., and Emmy Latifah, "Legal Protection of the Rights of Workers Who Have Discontinued Termination of Employment Due to the Impact of the Covid-19 Pandemic," International Journal of Multicultural and Multireligious Understanding (Ijmmu*)* 10, no. 3 (2023): p. 2.
[4] Micael Josviranto, "Juridical Review of Companies in the Implementation of Termination of Employment (PHK) According to Law No. 13 of 2003 concerning Manpower," Briliant: Journal of Research and Conceptual 7, no. 2022, p. 5.
[5] Kadek Agus Sudiarawan, Putu Edgar Tanaya, and Kasandra Dyah Hapsari, "Termination of Employment-Based on Efficiency in Indonesian Company," Fiat Justisia: Journal of Law 15, no. 1 (2021): p. 3.

Article 154A of Law Number 6 of 2023 concerning Job Creation, the closure of the Company can be one of the reasons for termination of employment. The Company's closure is generally caused by a decrease in market demand to the lack of orders so that the company is no longer able to continue its business. This condition caused the Company to experience a significant decrease in revenue so that it could not maintain its operational activities. However, it does not eliminate the obligation of employers to fulfill workers' rights. Employers are obliged to provide workers' rights arising from termination of employment.[6]

Purbalingga Regency is one of the districts that has various industrial sectors, one of which is the wig and false eyelash industry that is famous for foreign countries. However, in its development, the wig and eyelash industry in Purbalingga Regency faces various challenges, especially in the instability of market demand since the post-Covid-19 pandemic from 2019 to 2020. As a result of economic instability factors affecting market conditions, several eyelash and wig industries have been shut down. This result led to the closure of the wig and eyelash industry sector, which led to the termination of the relationship between workers and workers.[7]

The event of the closure of the company that occurred in Purbalingga Regency in 2025 led to the termination of employment, as reported in the mass media of Lensa Purbalingga, on October 28 at 06.20 West Indonesia Time. The termination of employment that occurred to hundreds of

[6] Karisa Kusumadewi, "Termination of Employment (PHK) for Employees and Organizations: A Case Study of Pt . Sritex" Journal of Education and Teaching Review 8 (2025): p. 3.

[7] Gema Ramadhanu Ridho Ing Pangestu and Susilo Wardani, "Juridical Analysis of Mass Termination of Employment Settlement in Hair Company Workers," Collegium Studiosum Journal 8, no. 1 (2025): p. 3.

workers of PT Tiga Putra Abadi Perkasa in Purbalingga was due to the lack of orders until the company closed its operations. The closure directly had an impact on the termination of employment for hundreds of workers who depend on the industrial sector for their livelihoods. In addition, news in the mass media TribunBanyumas.com, on October 3 at 16.46 West Indonesia Time, it was reported that PT Nina Venus, a wig company that has a branch in Purbalingga Regency, went out of business. In the end, it caused 141 workers to lose their jobs, and also reinforced that the closure of the company had a serious impact on workers. Both events show that the closure of companies in the wig and eyelash industry sector not only has an impact on the company's economic aspects, but also raises legal issues related to the fulfillment of the rights of workers affected by termination of employment (PHK). [89]

Termination of employment due to company closures often raises problems regarding the fulfillment of workers' rights, especially related to the provision of severance pay. This shows that there is a potential gap between the provisions of labor law that require the fulfillment of workers' rights and implementation in the field. Based on these events, an in-depth juridical study is needed regarding the fulfillment of workers' rights due to termination of employment due to company closures, especially in the wig

[8] Kurniawan, "Hundreds of Workers of PT Tiga Putra Abadi Perkasa Purbalingga Laid Off, Empty Company Orders to Close," 2025, https://lensapurbalingga.pikiran-rakyat.com/info-purbalingga/pr-219749332/ratusan-pekerja-pt-tiga-putra-abadi-perkasa-purbalingga-di-phk-perusahaan-sepi-orderan-tutup?page=all.

[9] Anis Farah Rahmawati and Ika Irawati, "The Wig Factory in Purbalingga Goes Out of Business, What Is the Fate of the 141 Employees? Viral Goodbye Moment," 2025, https://banyumas.tribunnews.com/barlingmascakeb/83013/pabrik-rambut-palsu-di-purbalingga-gulung-tikar-bagaimana-nasib-141-karyawannya-momen-pamit-viral.

and eyelash industry in Purbalingga Regency, in order to provide legal certainty and protection for affected workers.

Based on the background description above, the researcher is interested in conducting a research entitled "Analysis of the Fulfillment of Workers' Rights in Termination of Employment Due to the Closure of Hair and False Eyelash Companies in Purbalingga Regency".

B. Problem Formulation

1. What are the factors that cause termination of employment due to the closure of fake hair and eyelash companies in Purbalingga Regency?
2. What is the role of the Purbalingga Regency Manpower Office as a mediator in bridging the settlement of the fulfillment of workers' rights in termination of employment due to the closure of a hair and false eyelash company in Purbalingga Regency?

C. Research Objectives

1. To know and analyze the factors that cause termination due to the closure of hair and false eyelash companies in Purbalingga Regency.
2. To know and analyze the role of the Purbalingga Regency Employment Office as a mediator in bridging the settlement of the fulfillment of workers' rights on termination of employment due to the closure of hair and false eyelash companies in Purbalingga Regency.

D. Research Methods

This research uses a *mixed method* research type that combines normative juridical approaches and empirical juridical approaches. The normative juridical approach is used to examine laws and regulations, while the empirical juridical approach is legal research that views law not only as a written norm in laws and regulations, but also as real behavior in

society. The data used in this study is sourced from two types of data, namely primary data and secondary data. Primary data was collected directly through interviews with Industrial Relations Mediators at the Purbalingga Regency Manpower Office.[1011]

Secondary data was obtained through a literature study that included three categories of legal materials. Primary legal materials include Law Number 13 of 2003 concerning Manpower, Law Number 2 of 2004 concerning Industrial Relations Dispute Resolution, Law Number 6 of 2023 concerning Job Creation, and Government Regulation Number 35 of 2021 concerning Fixed-Time Work Agreements (PKWT), outsourcing , working time, rest time, and Termination of Employment (PHK). Secondary legal materials include literature in the form of books, scientific journals, the results of previous research, and the opinions of legal experts related to the subject matter being studied. Meanwhile, tertiary legal materials include legal dictionaries, encyclopedias, and various other legal information sources that are used as supporting and complementary materials in this research. This study uses a qualitative analysis method that uses an understanding of the meaning of the data obtained, both from the results of interviews and observations.[1213]

E. Research and Discussion Results

1. Factors That Cause Termination of Employment Due to the Closure of

[10] Wiwik Sri Widiarty, 2019, Legal Research Methods, Ristansi: Accounting Research, Publika Global Media, p. 88.
[11] Fenti Hikmawati, 2020, Research Methodology, Rajawali Press, pp. 27-28.
[12] Undari Sulung and Mohamad Muspawi, "Understanding Research Data Sources: Primary, Secondary, and Tertiary," Edu Research 5, No. 3 2024, pp. 2-4.
[13] Nanda Dwi Rizkia, Ma Hardi Fardiansyah, and Elan Jaelani, 2023, Legal Research Methods (Normative and Empirical), Widina Media Utama, p. 55.

Hair and Eyelash Companies in Purbalingga Regency

The wig *and false eyelashes* industry is one of the most dense industrial fields and makes contributors spread across the workforce in Purbalingga Regency. The existence of this industry has an important role in improving the regional economy. As a labor-intensive sector that opens up wide employment opportunities without limiting educational backgrounds, the hair and false eyelash industry is the main focus of the people of Purbalingga Regency in meeting the needs of daily life. This is in line with the objectives of employment development as stipulated in Article 4 of Law Number 13 of 2003 concerning Manpower, namely empowering and utilizing the workforce optimally and humanely, realizing equal distribution of employment opportunities, and providing protection and improving the welfare of workers and their families. [1415]

The reality is that the sector that is the backbone of the economy is often faced with the threat of Termination of Employment (PHK). Even though the termination of employment occurred due to the closure of the company, workers affected by layoffs still received legal protection in the form of severance pay, as stipulated in Article 156 paragraph (1) of Law Number 6 of 2023 concerning Job Creation.[16]

Based on the results of an interview with Purwanto, as the Industrial Relations

[14] Galih Satria, Vulnerable Workers, and Plasma Workers, "Precariat Workers And Risk Society: Women Plasma Workers in the Hair and False Eyelashes Industry in Purbalingga Regency" Independent: Indonesian and Global Political Journal 6, No. 2 (2025): p. 6.

[15] Rachel Wahyunita, Theodor Manurung, and Gunardi Lie, "Protection of Labor Rights in the Employment Law (Case Study: Pt Pahala Express)," Journal of Multilingual 3, no. 4 (2023): p. 3.

[16] Akhmad Maimun and Natasia Maharani Kasih, "Juridical Analysis of Severance Pay Rights for Termination of Employment After the Enactment of the Job Creation Law," *Pubmedia: Social Sciences and Humanities* 1, no. 1 (2023): p. 4.

Mediator of the Purbalingga Regency Manpower Office, the factors that cause termination of employment in general, the first factor is influenced by the unstable global economic situation, which in fact the situation has been felt since the Covid-19 pandemic which has had a significant impact on various industrial sectors. During the pandemic, foreign market demand experienced a very drastic decline, due to the weakening of international trade activities. As a result, the decline in the purchasing power of the global community has caused many companies to experience a decrease in the number of orders or *orders* from export destination countries.

In addition to the pandemic factor, the second factor, namely global economic instability, also affects the company's sustainability. Rising raw material prices, distribution costs, and changes in international market conditions also cause companies to have difficulty maintaining their production stability. The decrease in the number of orders resulted in a reduction in the company's production activities so that the company's revenue also decreased.

Meanwhile, the third factor, the reduction in orders from overseas consumers, causes the company to reduce its production capacity. The company still has to bear various operational costs, including labor costs. This condition triggered the company to take efficiency steps to maintain its business sustainability. This situation lasts for a long period of time so that the company can no longer afford to bear operational costs, so the closure of the company leads to the termination of employment relations with workers. This provision is regulated in Article 154A paragraph (1) letter c of Law Number 6 of 2023 concerning Job Creation, which stipulates that termination of employment can be carried out if the

company closes due to continuous losses or due to *force majeure*.[17]

Workers affected by termination of employment are still guaranteed the protection of their rights based on Article 45 paragraph (1) of Government Regulation Number 35 of 2021 concerning Fixed-Time Work Agreements (PKWT), *outsourcing*, working time, rest time, and Termination of Employment (PHK), which stipulates that workers who experience termination of employment because the company closes due to forced *force majeure* circumstancesentitled to receive severance pay of 0.5 (zero point five) times.[18]

This provision reflects the existence of a guarantee of legal protection for workers which is in line with the concept put forward by Philipus M. Hadjon, where legal protection is present in two forms. First, preventive legal protection which is reflected in the regulation regarding procedures and requirements that must be met in the implementation of layoffs, so that workers are protected from arbitrary layoffs. Second, the protection of repressive laws is realized through the provision of normative rights to workers and the availability of a mechanism for resolving industrial relations disputes as a means of restoring rights if employers do not carry out their obligations to workers.[19]

Based on the description of the factors above, it can be known that the termination of employment due to the closure of a hair

[17] Sugeng Santoso, Busra, and Fajar Hernawan, 2025, Contemporary Labor Law: Implementation and Challenges (Perspectives of National Law and Islamic Law), Prenada Media, p. 33.
[18] Erick Avriandi and Erikson Sihotang, "The Application of Government Regulation No. 35 of 2021 (Job Creation Law) to Termination of Employment in Industrial Relations on the Grounds of Force Majeure," Ilmu Hukum Prima (IHP) 5, no. 2 (2022): p. 6.
[19] Muhammad Dheyu Razzak, Arief Wibisono, and Achmad Fitrian, "Labor Law Protection against Termination of Employment Due to Refusal of Mutation," Perfecto Journal of Law 01, no. 2 (2023): 83–92, p. 4.

and false eyelash company in Purbalingga Regency occurred due to several factors. The first factor is global economic instability which causes a decline in international market demand. The second factor is the increasing operational costs of the company which results in the company having difficulty maintaining the stability of its business. The third factor is the company's inability to maintain its business continuity despite making various efficiency efforts, so that the closure of the company is the last step that leads to termination of employment.

2. The Role of the Purbalingga Regency Manpower Office as a Mediator in Bridging the Completion of the Fulfillment of Workers' Rights in Termination of Employment Due to the Closure of Hair and False Eyelash Companies in Purbalingga Regency

The declining economic conditions in recent years have had a significant impact on the sustainability of the hair and false eyelash industry in Purbalingga Regency. This industry is one of the labor-intensive sectors that is the main support for the economy of the people of Purbalingga Regency because it absorbs a large number of workers. However, the decline in export market demand, reduced production activities, and increasing operational expenses have caused a number of companies to be unable to maintain their business activities. This situation encourages companies to be efficient until the closure of the company which results in termination of employment (PHK).

The termination of the employment relationship resulting from the closure of the company gives birth to a legal obligation for employers to fulfill all workers' rights, especially related to the provision of severance pay. However, in practice, the implementation of these obligations often

raises disputes in industrial relations between employers and workers. [2021]

Facing these conditions, the presence of the government as a neutral party is indispensable to assist the parties in resolving disputes that arise between workers and employers. One of the tangible manifestations of this role is carried out by the Purbalingga Regency Manpower Office through an industrial relations mediator, who serves as a mediator in the process of resolving labor disputes so that workers' rights can be protected and fulfilled in accordance with the provisions of applicable laws and regulations.[22]

The Manpower Office is a neutral party that bridges the parties through a mediation mechanism as stipulated in Article 8 of Law Number 2 of 2004 concerning Industrial Relations Dispute Resolution, which stipulates that every dispute resolution through a mediation mechanism is carried out by a mediator at the agency responsible for district or city employment. When there is a termination of employment that causes industrial relations disputes, the settlement mechanism is carried out in stages, starting with bipatrite negotiations between workers and employers to reach a deliberative agreement. If bipartite negotiations do not reach an agreement, the parties can go to mediation or conciliation, and if mediation does not result in an agreement, the parties

[20] Eka Ari Endrawati And Diah Turis Kaemirawati, 2024, Labor and Industrial Law (Htki), Vol. 32, Pt Media Publisher Indonesia, p. 61.
[21] Jonathan Jordan Sianipar, "Dispute Resolution Due to Unilateral Termination of Employment (PHK) by Pt Hung A Indonesia," Journal of Academic Multidisciplinary Sciences 1, No. 6 (2024): p. 5.
[22] Mashudi, 2019, Industrial Relations Dispute Resolution, Cv. Jakad Publishing Surabaya. Jakad Publishing Surabaya, p. 67.

can file a lawsuit with the Industrial Relations Court.[232425]

Based on the results of an interview conducted by the author with Purwanto as an industrial relations mediator at the Purbalingga Regency Manpower Office, the main obstacle in the mediation process is the company's inability to fulfill the obligation to pay severance pay in full to workers. This was due to the deterioration of the company's financial condition, before finally stopping its business activities. The labor office, which plays the role of a neutral party, seeks to bring together the interests of the parties through a deliberation mechanism. After going through several stages of negotiations facilitated by mediators, workers and employers finally reached a mutual agreement that severance pay payments should be paid at half or 50% of the value due.

Judging from the theory of industrial relations, according to Sentanoe, in his book Budi Santoso, the achievement of the agreement is a form of realization of industrial relations that run in harmony. Harmonious industrial relations are able to create good communication and cooperation between workers and companies in solving problems. With mediation resolution, the potential for wider conflicts, such as protests, strikes, and prolonged disputes in industrial relations courts, can be minimized.[26]

Furthermore, the principle of difference *(difference principle)* put forward

[23] Rai Mantili, "The Concept of Industrial Relations Dispute Settlement Between Labor Unions and Companies through a Combined Process (Med-Arbitration)" Journal of Bina Mulia Hukum 6, No. 1 (2021): p. 8.
[24] Syahiruddin, Isnaini, and M. Citra Ramadhan, "Legal Protection Against Unilateral Termination of Employment By Companies In Indonesia," International Journal Of Research And Review 10, No. 5 (2023): p. 7.
[25] Rodiatun Adawiyah et al., 2024, Industrial Relations Settlement, Unpri Press Publisher, Vol. 1, p. 57.
[26] Budi Santoso, 2012, Collective Labor Agreement Labor Law: Theory, Method of Making, and Cases, Universitas Brawijaya Press, p. 33.

by John Rawls. This principle states that an inequality is acceptable as long as it provides benefits to those who are in a disadvantaged position. In this case, the workers as the parties affected by the closure of the company did not get full severance rights, but the payment of 50% still provided benefits and protection for the loss of their source of livelihood.[27]

Based on the description above, it can be seen that the role of the Purbalingga Regency Manpower Office plays a neutral mediator in bridging the settlement of industrial relations disputes due to termination of employment due to company closures. This role is realized through facilitating the mediation process by bringing together workers and employers to reach a deliberative agreement on the fulfillment of workers' rights, especially the payment of severance pay. Despite the limited financial capabilities of the company, which means that workers' rights cannot be fully fulfilled, industrial relations mediators have succeeded in encouraging the achievement of an agreement between the two parties.

F. Conclusion

Based on the results of the study, it can be concluded that the termination of employment that occurred in the hair and false eyelash industry in Purbalingga Regency was caused by several factors. The main factor is the instability of global economic conditions after the Covid-19 pandemic which has resulted in a significant decline in export market demand. This condition is exacerbated by increasing production operational costs, so that the

[27] Ferry Irawan Febriansyah and Prasetyo Yogi, 2020 The Concept of Pancasila Justice, Unmuh Ponorogo Press, p. 84.

company has difficulty in maintaining its business stability. However, the closure of the company does not abolish the employer's legal obligation to fulfill the normative rights of workers, especially the payment of severance pay, as mandated by Law Number 6 of 2023 concerning Job Creation.

Regarding the resolution of the problems that arise, the Purbalingga Regency Manpower Office has carried out its role as a neutral mediator through a mediation mechanism based on Law Number 2 of 2004 concerning the Settlement of Industrial Relations Disputes. The mediation resulted in a collective agreement in the form of severance pay payment of 50% of the workers' normative rights. Although it has not fully fulfilled workers' rights, this agreement reflects an effort to balance the limited financial capabilities of companies with the protection of workers' rights. Based on this, industrial relations mediators play an important role in resolving disputes, legal protection for workers, and maintaining harmonious industrial relations.

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