

## **ABSTRACT**

Daniel, *Construction of Legal Protection for Private Sector Temporary Workers in the Perspective of Justice* under the guidance of Prof. Dr. H. Faisal Santiago, S.H., M.M. as the Promoter and Dr. Ahmad Redi, SH., MH, M.Si. as Co-Promoter.

*This research is to analyze the substance of labor law in Indonesia and analyze the legal protection of precarious workers from the perspective of justice. The legal regulations governing non-permanent workers are contained in Law Number 13 of 2003 concerning Manpower, Government Regulation Number 78 of 2015 concerning Wages, Minister of Manpower Regulation Number 19 of 2015 concerning Employee Welfare in Companies, Minister of Manpower Regulation Number 6 of 2016 concerning Specific Time Work Agreement, and Law Number 24 of 2011 concerning Social Security Administering Bodies. Protection of precarious workers according to international law is contained in the Universal Declaration of Human Rights (UDHR), ILO Convention No. 158 concerning Termination of Employment Convention, ILO Convention no. 175 concerning Part-Time Work (Part-Time Work Convention), and ILO Convention no. 181 concerning Private Employment Agencies (Private Employment Agencies Convention). Protection of precarious workers from the perspective of human rights in the perspective of human rights, protection for precarious workers must also include the right to get decent work and stable working conditions, so that temporary workers can meet their needs properly and feel valued as part of society. However, it was found that there was no legal protection for precarious workers who often received discrimination, namely the fundamental difference between permanent workers and non-permanent workers. So the authors conclude that the legal protection for non-permanent workers is not in accordance with the Labor Law, the receipt of basic salary is not in accordance with the Minimum Wage even though there is a guarantee in the form of BPJSK in the form of deductions not in the form of benefits, and there is no work contract that guarantees the rights and obligations of their existence. so that it is not in accordance with the provisions of the law, and related to legal protection for non-permanent workers, the state should provide legal protection according to applicable regulations and must provide justice when these non-permanent workers receive unfair treatment from their companies..*

**Keywords:** *Temporary Workers, Legal Protection, Justice*