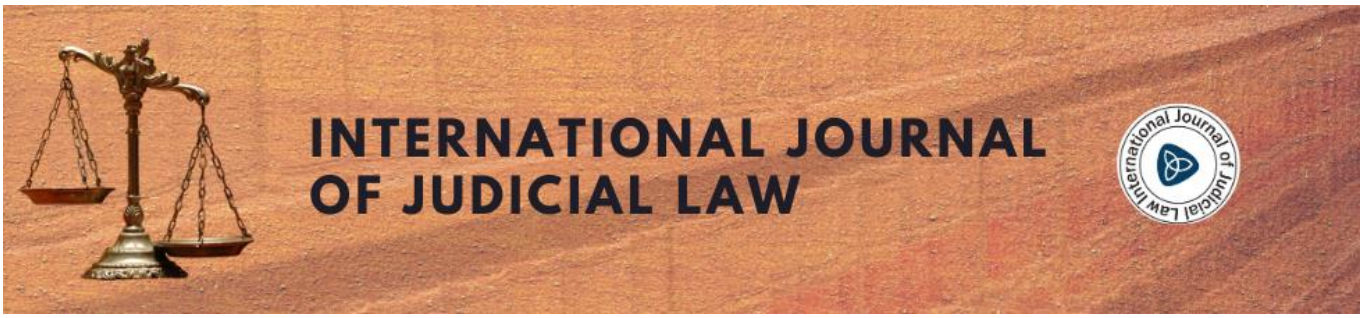




## Synchronization of Labor Crime Handling Regulations Post-Establishment of the Indonesian National Police Labor Desk

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### Abstract

The establishment of the Labor Desk within the Regional Police represents a strategic and progressive response by the Indonesian National Police to the increasing complexities of industrial relations disputes that frequently overlap with criminal domains. Historically, the ambiguity between pure industrial disputes and labor-related crimes has led to legal uncertainty and hindered the fulfillment of justice for workers. This research aims to critically analyze the legal mechanisms for resolving labor crimes within the Indonesian legal framework and to evaluate the form of synchronization in case handling following the formal formation of the Labor Desk. Utilizing normative legal research with a focus on statutory and conceptual approaches, the study finds that the Labor Desk serves as a vital coordinating bridge between the police, labor offices, and various stakeholders. By integrating a specialized workflow ranging from consultation and detection to criminal enforcement this desk ensures that cases with criminal elements are handled without neglecting the ongoing administrative or industrial dispute processes. The synchronization mechanism prioritizes early detection and intensive inter-agency coordination to effectively prevent overlapping jurisdiction. Ultimately, the Labor Desk functions to reinforce legal certainty, streamline the law enforcement process in special crimes, and ensure the consistent fulfillment of workers' fundamental rights.

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### Introduction

Industrial relations disputes in Indonesia over the last few decades have reached a high level of complexity, where the boundaries between civil, administrative, and criminal realms often become blurred and difficult to separate (Al'anam & Sukma, 2024) <sup>[1]</sup>. Field phenomena indicate that disputes between workers and employers are no longer confined to issues of rights and interests that are purely civil in nature; instead, they have expanded into the violation of rights that carry heavy criminal sanctions (Darodjat & Maulana, 2025) <sup>[6]</sup>. Violations of workers' rights such as non-compliance with minimum wage payments, union busting, and fatal negligence in fulfilling Occupational Health and Safety (K3) standards are often not adequately resolved through mediation or Industrial Relations Court proceedings alone. However, the dynamics of law enforcement in Indonesia frequently remain trapped in procedural ambiguity, where seekers of justice are often faced with uncertainty over whether a case must first be settled through the Industrial Relations Court mechanism as a prerequisite, or if it can be directly processed as a criminal matter through the police.

This procedural uncertainty often results in a "back-and-forth" legal phenomenon that is highly detrimental to laborers or workers, who typically hold a lower bargaining position within the industrial relations structure. In many cases, criminal reports filed by labor unions are frequently rejected or suspended by investigators on the grounds of awaiting a legally binding decision from the Industrial Relations Court. This is even more critical when the elements of pure criminal offenses such as the

embezzlement of health insurance premiums or acts of violence during labor disputes have already been met. This condition creates a gap of injustice where workers' rights are often neglected due to a legal enforcement bureaucracy that is out of sync between labor authorities and the police. In response to this urgency, the Indonesian National Police, through the Directorate of Special Criminal Investigation, has taken a strategic breakthrough step by establishing a Labor Desk, as has been comprehensively implemented at the Bali Regional Police (Polda Bali). The presence of this Labor Desk is designed as a special lane that integrates the functions of consultation, detection, and law enforcement. This allows for the handling of labor crimes to be conducted in a more synchronized manner, ensuring they do not overlap with the industrial dispute mechanisms currently ongoing within labor agencies or the courts.

In dissecting this phenomenon academically, this research utilizes the primary foundation of the Theory of Legal Certainty as proposed by legal experts such as Jan M. Otto. This theory emphasizes that law must be inherently understandable, consistent in its application, and enforced by authorities with clear competencies (Suhartoyo, 2025)<sup>[29]</sup>. In the context of labor crimes, legal certainty serves as an absolute prerequisite to ensure there is no collective doubt within society regarding the qualification of a legal event (Bhakti, 2025)<sup>[4]</sup>. This distinction is crucial for determining whether a case falls within the category of a private industrial dispute or has transitioned into a criminal offense that serves the public interest. Without legal certainty, the Labor Desk would merely become an additional bureaucratic instrument, lacking real effectiveness for both workers and employers. Therefore, this theory is used to examine whether the organizational structure and workflow of the desk provide certainty for both the complainant and the reported party throughout the ongoing legal process. An evaluation of procedural consistency is central to measuring the extent to which this bureaucratic innovation is capable of addressing law enforcement challenges in the field.

Furthermore, this research also adopts the Legal System Theory proposed by Lawrence M. Friedman to analyze the overall effectiveness of labor law enforcement. (Lestari & Sari, 2023)<sup>[16]</sup>. Friedman views the law as a system consisting of three main interrelated components: Legal Structure, Legal Substance, and Legal Culture (Mariyanawati & Saleh, 2023)<sup>[17]</sup>. This theory is used to analyze whether the formation of the Labor Desk has strengthened the legal structure component in this case, the Indonesian National Police (POLRI) so that it is capable of carrying out the mandate contained within the legal substance component, namely various laws and regulations such as the Manpower Law and the Job Creation Law. The relevance of using this theory lies in the effort to create a Legal Culture of criminal enforcement that is more responsive and oriented toward justice for laborers. Through the lens of the legal system, the presence of the Labor Desk is seen not merely as a change at the organizational structure level, but also as an effort to synchronize law enforcement officials' understanding of legal substance, which is often regarded as complex. The analysis is directed at how strengthening the structure through the Labor Desk can transform the attitudes and behavior of officials (legal culture) in handling cases, ensuring that procedural stagnation or hesitation no longer occurs when faced with the overlap between industrial disputes and special criminal offenses. Consequently, the existence of this unit is

expected to unify these three elements of the legal system to guarantee substantial legal certainty for all stakeholders within Indonesia's industrial relations framework.

In reviewing literature and previous research, most studies regarding labor law enforcement in Indonesia have traditionally focused more on the role of administrative supervision and the protection of normative rights in general. For instance, research by Kusumawati emphasizes that legal protection for overtime pay rights is primarily pursued through non-litigation channels, such as bipartite negotiations and mediation, with a lawsuit in the Industrial Relations Court (PHI) serving as a last resort (M. P. Kusumawati, 2024)<sup>[14]</sup>. The primary focus of such studies reflects an academic trend that places industrial dispute resolution within the corridors of civil and administrative law, without deeply addressing the coercive nature of criminal law enforcement. Furthermore, previous studies have frequently emphasized the effectiveness of Civil Servant Investigators (PPNS) for Manpower as the spearhead for investigating labor-related crimes. Research by Prabowo reveals that Civil Servant Investigators (PPNS) face significant obstacles, including budget constraints, the quality of human resources, and a lack of horizontal coordination with the police and the prosecutor's office.

In relation to this, (Cantiqa, 2023)<sup>[5]</sup> notes that although coordination mechanisms exist through the Police Regional Coordination and Supervision, the performance of PPNS remains suboptimal due to overlapping wage regulations and a lack of administrative evaluation from the government. Within this research cluster, the National Police (Polri) tends to be viewed merely as an administrative backup or an enforcer of coercive measures, rather than as a strategic initiator or a central coordination hub. On the other hand, some studies have begun to examine the integration of criminal instruments as a last resort (*ultimum remedium*) against employer defiance. Research by (Munawar *et al.*, 2026)<sup>[19]</sup> highlights that Industrial Relations Court decisions frequently lose their sense of justice because they are not voluntarily complied with. There is a need to transform PHI decisions into criminal instruments through the activation of Article 185 of the Job Creation Law following the *aanmaning* (legal warning) mechanism. However, such research focuses more on the role of judges and court clerks in creating authentic evidence for criminal reporting. Therefore, the state of the art or novelty of this research lies in its analysis of the POLRI Labor Desk as a new specialized unit under the Directorate of Special Criminal Investigation (Ditreskrimsus). Unlike previous studies that tend to place the National Police in a marginal position or as mere technical assistance for PPNS, this research offers a fresh perspective on the role of the Police as a facilitator of interest synchronization and a strategic initiator of a central coordination hub.

The gap analysis in this research identifies the persistence of bureaucratic obstacles and a lack of uniform standard operating procedures regarding the turning point at which a report can be legally transitioned from the Industrial Relations Court track to a criminal investigation. This is crucial to address without violating the principle of *ne bis in idem* or the principle of legality within the national legal system, given that there is often a "gray area" in investigative discretion when determining whether a case is fit for a special criminal investigation or must be referred back to labor agencies. The uniqueness of this paper compared to previous

research lies in the presentation of data and a descriptive analysis of the actual workflow of the Labor Desk, which synchronizes the roles of Consultation, Detection, and Law Enforcement by the Gakkum Team in a linear and transparent manner. Based on these problems, this research formulates two research questions: how the settlement mechanisms for labor crimes are regulated according to the Indonesian Labor Law system, and how the handling of labor crimes is synchronized following the establishment of the Indonesian National Police Labor Desk.

### Problem Formulation

1. How are labor crime settlement mechanisms currently regulated within the Indonesian labor law system
2. How are the regulations governing the handling of labor crimes synchronized following the establishment of the Labor Desk within the Indonesian National Police?

### Purpose

This journal aims to examine the synchronization of regulations governing the handling of labor crimes following the establishment of the Indonesian National Police Labor Desk. It further seeks to identify legal and institutional inconsistencies within the existing regulatory framework and to formulate a model for regulatory harmonization that strengthens inter-agency coordination, enhances legal certainty, and improves the effectiveness of labor crime enforcement in Indonesia.

### Discussion

#### A. Regulation of Settlement Mechanisms for Labor Crimes within the Indonesian Labor Law System.

The labor law system in Indonesia is fundamentally built upon a foundation of protecting laborers' basic rights while simultaneously maintaining the balance of productivity within harmonious industrial relations (Sholikhah *et al.*, 2025)<sup>[27]</sup>. Normatively, the regulations regarding labor crimes are scattered across various regulations, with Law Number 13 of 2003 concerning Manpower serving as the *lex specialis* that governs sanctions for violators of labor provisions (Siagian *et al.*, 2022)<sup>[28]</sup>. The settlement mechanism for these crimes possesses a highly unique characteristic: it does not immediately utilize pure criminal law instruments from the outset. Instead, it is often preceded by administrative processes, supervision, and extensive negotiations. This reflects the nature of labor law as a hybrid of public law and private law, where the state intervenes in employment relationships that, sociologically, are often imbalanced between capital owners and workers. From the perspective of Legal System Theory, this settlement mechanism must be capable of strengthening the Legal Structure (enforcement institutions) to effectively handle Legal Substance, in order to cultivate a Legal Culture of criminal enforcement that is more responsive toward laborers.

In reality, there is a sharp distinction between offenses that are administrative in nature and those that are purely civil or constitute a dispute over rights. The Indonesian legal system recognizes a division of offenses in the manpower sector, which includes misdemeanors and crimes, as explicitly regulated in Chapter XV on Criminal Sanctions of the Manpower Law, specifically from Article 183 to Article 189 (Nasri *et al.*, 2023)<sup>[20]</sup>. These provisions demand firmness and precision from law enforcement officials in determining

whether an action constitutes a fixable administrative oversight or a deliberate intent that fulfills criminal elements and harms the dignity of the worker. The initial mechanism in this system begins with the vital role of Labor Inspectors, who hold the function of early detection regarding deviations from labor norms within companies, as mandated by Minister of Manpower Regulation Number 33 of 2016 concerning Procedures for Labor Inspection (Nova *et al.*, 2025).<sup>[22]</sup> Labor inspectors are equipped with the authority to conduct direct inspections at the workplace and issue Inspection Notes, which are legally binding for employers as a form of official state reprimand (Darwati & Ferdiles, 2025)<sup>[7]</sup>.

These inspection notes function as a legal warning, ensuring that employers immediately fulfill the neglected normative rights of workers, such as wages below the minimum or excessive working hours. In the context of legal certainty, the inspection note is an administrative document that serves as initial authentic evidence if the case is later escalated to a criminal offense due to a lack of good faith from the employer. If the first and second inspection notes are ignored after a certain period with the first note granting a maximum deadline of 30 days the subsequent mechanism involves the engagement of Labor Civil Servant Investigators (PPNS) to conduct an in-depth case investigation (Gemilang & Zurnetti, 2023)<sup>[11]</sup>. Pursuant to Article 182, paragraph (1) of the Manpower Law, PPNS are granted full authority to conduct investigations into labor crimes. However, in accordance with Article 7, paragraph (3) of the Criminal Procedure Code (KUHP), PPNS perform their duties under the coordination and supervision (Korwas) of police investigators (Ramos, 2022)<sup>[24]</sup>.

The effectiveness of PPNS is frequently hindered by limited personnel, budget constraints, and restricted access to evidence, which is often entirely controlled by company management or employers. This causes many labor crime reports to stagnate, never reaching the court of law, thereby systematically reducing public trust in the existing legal system. Another challenge within this mechanism is the application of the *ultimum remedium* principle, which is often misinterpreted or even misused by law enforcement officials at various levels. This principle views criminal law as a last resort (*ultimum remedium*) to be used only after civil or administrative avenues have been fully exhausted. However, in labor crimes involving crucial matters such as minimum wage violations or workplace safety criminal law should arguably be positioned as a *primum remedium* (the first or primary remedy). The ambiguity in applying this principle often creates a loophole for unscrupulous employers. They exploit the legal grey area to delay fulfilling workers' rights by pushing disputes toward the Industrial Relations Court. Under Law Number 2 of 2004 (the PPHI Law), this court process is notorious for being time-consuming, costly, and exhausting for workers who lack the financial resources to sustain a long legal battle (Kasra, 2022)<sup>[13]</sup>.

The enforcement of labor criminal law also relies heavily on the proactive involvement and militancy of labor unions in advocating for and monitoring cases, from the factory floor all the way to the police station. The Indonesian legal system provides space for labor organizations to report suspected crimes, particularly those related to union busting, which remains a frequent occurrence (Apriyanti *et al.*, 2025)<sup>[2]</sup>. The act of obstructing labor union activities is a felony that carries significant prison sentences. However, proving these cases in the field is often highly complex, as it requires robust formal



evidence to link employer actions to a specific intent to suppress organizational rights. Coordination between PPNS and the National Police (Polri) often becomes the weak point in the settlement mechanism due to sectoral egos or a lack of deep understanding regarding labor law. Juridically, Polri acts as the Supervisory Coordinator (Korwas), but in practice, there is frequent “jurisdictional passing” (passing the buck) that confuses reporters and victims.

The National Police tend to direct complainants to resolve disputes through the Manpower Office first, under the pretext that the matter is an industrial dispute. Meanwhile, the Manpower Office often lacks the strong legal enforcement power required to compel immediate compliance from employers. The emergence of the Job Creation Law has introduced new dynamics as well as challenges to the increasingly complex mechanism of labor criminal sanctions. Several normative changes have impacted the qualification of criminal acts, particularly regarding severance pay and wage formulations, which frequently trigger conflicting interpretations between workers and employers. These shifts demand a new understanding and a synchronization of perception among law enforcement officers to ensure that legal certainty for workers remains protected amidst the spirit of labor market flexibility promoted by the government. Furthermore, our labor law system recognizes out-of-court settlements through bipartite and tripartite mechanisms that prioritize deliberation for consensus (Firtianto *et al.*, 2025)<sup>[10]</sup>.

This deliberation mechanism is expected to act as an initial filter before a case enters the more rigid criminal realm. However, if this process is misused to pressure workers into waiving their normative rights, it ultimately distances the outcome from the values of substantive justice. Equally important is the role of the Prosecutor's Office in the labor criminal mechanism, particularly in drafting strong indictments based on the case files submitted by investigators. The phenomenon of recurring P-19 (return of case files for completion) highlights a critical bottleneck in the criminal justice chain. This occurs because the standard of proof required by the Prosecutor often differs from the investigative results of the Police or PPNS, creating a cycle of administrative delays. For a laborer who has already lost their livelihood or safety, these delays are not merely procedural; they are a secondary form of victimization that compounds their material and psychological distress (W. A. T. Kusumawati *et al.*, 2026).

Many labor criminal judgments have historically resulted in only probationary sentences or minimal fines, which fail to provide a significant deterrent effect (*deterrent effect*) for large-scale business actors. This represents a critical flaw in our judicial system's ability to manifest legal certainty that is truly equitable for the common people, particularly the labor force. Furthermore, the involvement of the Police in handling manpower cases is explicitly mandated by the Criminal Procedure Code (KUHP) and the Police Law, as they are the primary guardians of public order. As a pure law enforcement agency, the National Police (Polri) possess coercive powers and investigative instruments that are far superior to those of the PPNS, who often face jurisdictional and authoritative limitations. The exercise of Polri's authority in handling special criminal offenses in the manpower sector must be encouraged and clarified, ensuring that labor rights do not merely become administrative records ignored within piles of departmental files.

The absence of synchronized Standard Operating Procedures (SOPs) between the National Police (Polri) and the Ministry of Manpower has been the primary barrier in the past, leading to profound legal uncertainty. Workers often feel “tossed back and forth” between police stations and labor offices without any clarity regarding the status of their reports, ultimately forcing them to give up on fighting for their rights. This systemic failure is the fundamental justification for establishing a specialized unit or an integrated mechanism capable of cutting through the bureaucracy of labor criminal cases to make them more efficient and transparent. In a global context, the protection of workers' rights through criminal channels is an international standard regulated by various International Labour Organization (ILO) Conventions that Indonesia has ratified. As an ILO member, Indonesia is obligated to refine its mechanisms for resolving labor crimes to align with universal human rights protection standards (Syafara & Umami, 2025)<sup>[30]</sup>. This encompasses security guarantees for whistleblowers, the confidentiality of witness identities, and an effective investigative process that remains impartial toward capital owners.

The aspect of witness and victim protection in labor crimes is still categorized as minimal and requires serious attention from the Witness and Victim Protection Agency (LPSK) (Halawa *et al.*, 2024)<sup>[12]</sup>. Workers who report their employer's criminal actions often face the threat of unilateral dismissal (PHK), unreasonable transfers (mutation), or physical and mental intimidation. The legal system must be able to guarantee that reporting a crime does not backfire on a worker's employment continuity through preventive legal protections. Overall, the current arrangement of mechanisms for resolving labor crimes remains heavily dependent on the political will and the integrity of law enforcement officials in the field. Without integrity and professionalism from these officials, even the most comprehensive regulations lack genuine enforcement power. This situation causes legal rules to fail in protecting the normative rights of workers and leaves them unable to halt exploitative practices on the ground (Fikri, 2025)<sup>[9]</sup>. Inconsistency in the implementation of these norms ultimately results in workers' rights existing only as administrative records, devoid of any concrete realization. Bureaucratic reform and inter-institutional synchronization are the primary keys to manifesting a legal system that stands for truth and justice for all Indonesian people.

## **B. Synchronization of Regulations for Handling Labor Crimes Following the Formation of the Labor Desk of the Indonesian National Police**

The establishment of the Labor Desk within the Indonesian National Police, particularly as evidenced by the case study at the Bali Regional Police (Polda Bali), represents a new historical milestone in the effort to synchronize law enforcement in the labor sector. This step is an effort to harmonize authority between the police institution and manpower agencies, which have previously operated partially and frequently suffered from a lack of proper coordination. This synchronization aims to create a fast track and integrated pathway for handling reports that contain complex overlaps between industrial disputes and special criminal offenses. The birth of the Labor Desk is driven by the urgent need to overcome the chronic deadlock in labor case management at the police level, which frequently results in the termination of investigations (SP3). Police

investigators have frequently felt hesitant or reluctant to process labor-related reports due to a fear of being perceived as interfering in private civil matters or disputes that should rightfully fall under the jurisdiction of the Industrial Relations Court.

With the existence of this specialized desk, there is now a very clear legality and mandate for investigators to take *pro-justitia* measures against labor norm violations that are categorized as pure crimes. The most tangible form of this synchronization is seen in the case handling workflow, which is now far more structured, transparent, and accountable for those seeking justice. As outlined in the process flow documentation at Polda Bali, every report received whether from individual complainants or labor union organizations is not immediately directed toward the creation of an official Police Report (LP) without a thorough in-depth analysis. The first step taken is through the Consultation Desk Team, where complainants are provided sufficient time and space to explain the merits of the case and submit comprehensive preliminary evidence. This consultation process is a key part of functional synchronization, where the police act as initial legal consultants to distinguish between matters that fall under criminal jurisdiction and those that are purely rights-based disputes.

After the consultation phase is complete, the Detection Desk Team carries out further deepening through the creation of an Information Report (LI) to map potential social vulnerabilities and determine which elements of a criminal offense are legally met (Tri Cahyono *et al.*, 2025). Handling at this detection stage ensures that the subsequent investigation is built upon a solid evidentiary foundation, making it resilient against potential challenges in pretrial proceedings (Saragih, 2024)<sup>[26]</sup>. The uniqueness of the synchronization following the formation of the Labor Desk lies in the intensive and continuous coordination with the local Manpower Office, conducted directly without entangled bureaucracy. The relationship between the Labor Desk and Disnaker is no longer a mere formality on paper; it has evolved into a daily operational partnership for dissecting labor cases. This is clearly evidenced by the routine Coordination Meetings that involve labor inspectors in the Anev (Analysis and Evaluation) process of ongoing police cases.

In these meetings, synchronization is carried out through cross-testing between the Manpower Office's inspection results and the findings from police intelligence and criminal investigations. If it is discovered that an employer has been legally served with an inspection note but remains defiant or deliberately ignores it, this serves as compelling evidence of criminal intent (*mens rea*) to proceed immediately with criminal prosecution (Bau Mallarangeng & Ali, 2023)<sup>[3]</sup>. This synergy effectively closes the loopholes used by unscrupulous business actors to evade legal responsibility under the guise of ignorance or other administrative excuses. The Labor Desk also continues to prioritize resolution mechanisms through Bipartite/Tripartite Meetings as part of a comprehensive and equitable settlement effort. While the primary focus of this desk is criminal law enforcement, the spirit of maintaining conducive industrial relations and business continuity remains a prudent consideration.

The police act as facilitators who guarantee that the negotiation process is conducted fairly, without any pressure, intimidation, or violence from either party (Ningsih & Tuasikal, 2025)<sup>[21]</sup>. If, through the coordination and

evaluation process (Anev), strong indications of an intolerable criminal offense are discovered, the case handling is immediately escalated to the Police Report (LP) and Professional Investigation stages. Synchronization at the investigation stage is carried out by the Law Enforcement Desk Team (Gakkum), which consists of trained investigators possessing certifications or expertise in the fields of economic and special crimes. Handling by this specialist team guarantees an investigative quality that is more professional, accountable, and difficult for interested parties to intervene in. Following the formation of this desk, the phenomenon of complainants being “ping-ponged” between institutions which frequently caused workers to feel despair in their pursuit of legal justice no longer exists.

All processes are conducted through a single, clear coordination gateway, allowing the public to monitor the progress of their reported cases periodically. This aligns with the Theory of Legal Certainty, where the public is guaranteed that every labor-related report will be handled according to standardized, transparent, and measurable procedures. (Riyadi & Irawati, 2025).<sup>[25]</sup> The effectiveness of the Labor Desk is also evident in its ability to perform early prevention against potential social unrest or horizontal conflicts within industrial zones. By implementing early detection of systematic violations of labor rights, the police can take persuasive and preventive measures before large-scale demonstrations which carry the potential for anarchy erupt. This synchronization is gradually shifting the police paradigm from being merely reactive, waiting for conflict to occur, to becoming more proactive in safeguarding labor issues within society.

The utilization of information technology and digital data integration serves as the next agenda in this synchronization effort, aimed at facilitating reporting and case monitoring (Fahlevvi *et al.*, 2025)<sup>[8]</sup>. The documentation of every case within the Labor Desk database system enables real-time progress monitoring by both investigative supervisors and the complainants. This provides a mechanism for National Police leadership to exercise strict control and evaluation over the performance of investigators in the field, preventing any potential deviations or misconduct. The full support from the leadership of the National Police through the establishment of this desk at the regional level (Polda) demonstrates the institution's serious commitment to protecting workers as a valuable national asset. This synchronization also strengthens the bargaining position of labor before the law, as they now have direct access to a law enforcement unit that possesses a deep understanding of the intricacies of labor law.

The existence of the Labor Desk also automatically synchronizes law enforcement steps with the government's strategic policies regarding the improvement of the investment climate. With legal certainty in the labor sector, investors will feel more secure and comfortable because legal disputes are handled professionally and within the applicable legal corridors. This synchronization proves that the protection of workers' rights and the ease of investment do not need to be in conflict; rather, they can go hand in hand harmoniously. The ultimate challenge following the establishment of this desk is maintaining the consistency and integrity of personnel in the field to ensure they are not swayed by bribery from the parties involved in a dispute. To address this, continuous legal training and education are mandatory for the Desk Team members to stay up-to-date with the highly dynamic regulatory changes, particularly

following the enactment of the Job Creation Law and its various implementing regulations. To provide a more comprehensive overview of the fundamental differences in case-handling mechanisms, the

following comparison table presents the conventional handling system versus the transformation brought about by the Labor Desk:

**Table 1:** Comparison of Labor Crime Handling

| No. | Analysis Aspect        | Mechanism Before the Labor Desk                                                                                                      | Post-Labor Desk Transformation                                                                                                                                                                                        |
|-----|------------------------|--------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1   | Operational Foundation | Partial and sectoral coordination between Labor Civil Service Investigators (PPNS) and the Police (Coordination & Supervision).      | Integrated through a specialized task force that consolidates consultation, detection, and law enforcement functions.                                                                                                 |
| 2   | Case Handling Workflow | Frequent "ping-pong" of cases between institutions; criminal reports are often delayed pending Industrial Relations Court decisions. | Daily operational cooperation with the Manpower Office via cross-verification of inspection and investigation data. Systematic One-Stop structure: 1. Consultation 2. Detection 3. Coordination/Anev 4. Investigation |
| 3   | Role of the Police     | Tends to be reactive and acts only as technical back-up for PPNS investigators.                                                      | Proactive in early detection of potential social unrest and acts as a fair facilitator of negotiations without intimidation.                                                                                          |
| 4   | Law Enforcement Output | Many reports remain stagnant; court verdicts tend to be lenient (probation or minimal fines).                                        | Higher quality case files due to cross-sectoral drafting, increasing the likelihood of fair verdicts in court.                                                                                                        |
| 5   | Impact on Investment   | Legal uncertainty caused by overlapping procedures hinders the investment climate.                                                   | Creates a secure investment climate through professional dispute resolution handled within applicable legal corridors.                                                                                                |

Based on Table 1 above, it is clearly evident that the synchronization carried out through the Labor Desk has successfully eliminated the procedural obstacles that have historically been weaknesses in the national legal system. This transformation proves that strengthening cross-sectoral coordination at an operational level is capable of realizing more tangible legal certainty for workers in Indonesia. The synchronization of legal knowledge and perception is an absolute prerequisite for the success of operational synchronization in the field, ensuring that there is no hesitation in taking action. The role of the Labor Desk in handling other special criminal offenses involving labor such as Human Trafficking (TPPO) or the use of illegal foreign workers is also part of the strictly synchronized scope of work. This expands the police's protective function over the entire labor ecosystem from upstream to downstream. This synchronization also extends to institutional relationships with the Prosecutor's Office and the Courts to ensure that the case files (*berkas perkara*) submitted possess perfect evidentiary quality (Tindo'o *et al.*, 2025).<sup>[31]</sup> With case files drafted through a mature cross-sectoral coordination process within the Labor Desk, the opportunity for these cases to proceed to the trial stage and result in a fair verdict becomes significantly greater.

Active participation from labor unions and academics in providing input and constructive criticism regarding the performance of the Labor Desk is essential for the system's refinement. This desk must be inclusive, transparent, and open to criticism to improve workflows and enhance the quality of public service. The synchronization between the workers' need for justice and professional police service standards is the core essence of this strategic work unit's existence. Periodic evaluations conducted by the Head of the Labor Desk ensure that no case "stalls" or is unilaterally terminated without a legally justifiable reason be it academic or judicial. The transparency of this process will gradually increase the public trust index in the performance of the police as the true protectors, guardians, and servants of the community (Mukhtadir *et al.*, 2025)<sup>[18]</sup>. As a legal innovation model, the Polda Bali Labor Desk is highly worthy of becoming a national benchmark for other Regional Police

Departments (Polda) across Indonesia. Its implementation is a strategic step toward fostering strong national resilience through legal certainty in the labor sector.

## Closing

### Conclusion & Suggestion

The mechanism for resolving labor crimes within the Indonesian legal system possesses unique characteristics as it integrates administrative and criminal sanctions in a layered manner. Normatively, this arrangement grants authority to Labor Inspectors and Civil Service Investigators (PPNS) as the frontline; however, in practice, implementation is often hindered by procedural ambiguity and a tendency to prioritize the resolution of rights disputes in the Industrial Relations Court (PHI). This results in legal uncertainty for workers whose normative rights have been violated, given that criminal law enforcement is frequently suspended until a final and binding civil judgment is reached. Consequently, the existing mechanism still requires strengthening in terms of procedural certainty to ensure that the protection of fundamental labor rights can be effectively upheld in line with the principle of legal certainty. The formation of the Labor Desk by the Indonesian National Police serves as a strategic synchronization of case handling designed to break the chain of bureaucratic obstacles. This synchronization is realized through the establishment of a specialized work unit that integrates consultation functions, early detection, and cross-sectoral coordination with the Manpower Office (Disnaker), extending to more accountable specialized criminal law enforcement. Based on the implemented workflow, this desk has successfully synergized various institutional authorities, ensuring that labor reports with criminal indications can be processed through a specialized fast track without neglecting peaceful resolution efforts via bipartite or tripartite mediation. The presence of the Labor Desk has proven effective in increasing case-handling efficiency, providing transparency for complainants, and ensuring that criminal aspects in industrial disputes are followed up professionally to create a conducive industrial relations environment in Indonesia.

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