# *THE LEGAL PROTECTION TOWARDS MANPOWER UPON ONE SIDE JOB FIRE CONNECTED TO* UNDANG-UNDANG *NO 13 YEAR 2003 ABOUT EMPLOYMENT*

## *ABSTRACT*

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*The one of efforts to build national development is to improve quality and productivity in economic sector, because economic sector is a significant factor to support national development. The success of national economic is related to government support towards manpower protection. Employment should receive protection in all aspect, including protection to get job in home country or abroad, protection to worker's rights, and worker's health, and protection to salary and social guarantee. Therefore, there are several problems namely how the* undang-undang *no 13 year 2003 about employment rules the crime that conducted by worker and legal matter if the one side fire by company.*

*This study is conducted in descriptive analytic with juridical normative approach. The gained data are analyzed in juridical qualitative in order to one* undang-undang *and other are relevant, and hierarchy* undang-undang *rules can be noticed and legal certainty guaranteed.*

*According to study result, it is concluded that one side job fire conducted by company towards worker has broken the article 151 chapter 2* undang-undang *no 13 year 2003 about employment. Therefore, article 151 chapters 3* undang-undang *no 13 year 2003 about employment gives mandate to get determination through accomplishing institution of industrial relation conflict. Besides that, because legal appeared relate to one side job fire is company has to recruit the ex-employment and pay the whole salary and rights that to be received by worker, like in article 155* undang-undang *no 13 year 2003 about employment that gives mandate if job fire happen without discussion process, the job fire is decline for law.*