

SOCIO-LEGAL ANALYSIS OF INDUSTRIAL RELATIONS DISPUTE RESOLUTION DUE TO MASS EMPLOYMENT TERMINATION

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Abstract

The closure of five companies in Central Bangka Regency in May 2024 has resulted in mass layoffs of 675 workers. This fact reflects the social and legal reality (dass sein), which shows the weak protection of workers in a corporate crisis triggered by the Attorney General's Office's policy of blocking company accounts to enforce the tin trade law. On the other hand, this condition emphasizes the importance of a fair and crisis-adaptive mechanism for protecting and resolving industrial relations disputes (dass sollen). This study uses a socio-legal approach to evaluate local government interventions' effectiveness in dealing with the impact of layoffs, including facilitating the disbursement of Old Age Security (JHT) through BPJS Ketenagakerjaan. However, these efforts are still temporary and have not touched on the long-term needs of affected workers. This study highlights the importance of holistic law enforcement, considering cross-sectoral impacts, and encouraging maximising the Job Loss Guarantee (JKP) program and job training as short-term solutions. These findings are expected to contribute to the development of an industrial relations dispute resolution model that is more responsive to the socio-economic context in Central Bangka.

Keywords: Termination of Employment; Central Bangka; Socio-Relief Approach.

INTRODUCTION

Legal cases in the Bangka Belitung Islands Province related to environmental law enforcement have raised the complexity of employment issues. One of the most apparent impacts is the closure of five companies in Central Bangka Regency: CV Mutiara Alam Lestari, PT Mutiara Hijau Lestari, PT Bakti Putra Babel, PT Ronnamas Karya Prima, and PT Mutiara Sumber Energi. (News, 2024) This closure occurred because the Attorney General's Office of the Republic blocked the company's accounts, disrupting its operations and cash flow. (Laskar Pelangi, 2024b) This situation led to the mass Termination of Employment (PHK) of 675 workers on May 17, 2024, with details of 322 workers from CV Mutiara Alam Lestari, 310 workers from PT Mutiara Hijau Lestari, 11 workers

from PT Bakti Putra Babel, 17 workers from PT Ronnamas Karya Prima, and 15 workers from PT Mutiara Sumber Energi. (Laskar Pelangi, 2024a)

The rights of workers who experience termination of employment (PHK) have been regulated in labour laws and regulations, especially after the enactment of Law Number 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law (Perppu) Number 2 of 2022 concerning Job Creation into Law. This regulation changes several provisions in Law Number 13 of 2003 concerning Manpower, including those related to the PHK compensation scheme, which includes severance pay, length of service awards, and compensation for rights. (Silalahi, 2019a) However, the reality (das sein) shows that many companies cannot fulfil these obligations by legal



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provisions (das sollen), ultimately triggering industrial relations disputes.

The settlement of the dispute can refer to the provisions of Law Number 2 of 2004 concerning the Settlement of Industrial Relations Disputes (PPHI), which is still the applicable legal basis, with procedures that include bipartite negotiations, mediation, conciliation, arbitration, and lawsuits to the Industrial Relations Court. (Handayani et al., 2022) .

Although this legal framework has provided a pathway for resolution, the complexity of industrial relations issues, particularly in the context of the economic crisis caused by the tin trade law enforcement policy, requires an approach that does not only rely on formal legal aspects, but also takes into account the underlying social and economic realities.

Several previous studies have examined the resolution of industrial relations disputes, such as Uwiyono's (2018) research on "The Effectiveness of Mediation in Resolving Industrial Relations Disputes," which emphasises the importance of a *win-win solution approach*. Meanwhile, Wijayanti (2019), in her research on "Legal Protection for Workers in Cases of Mass Layoffs," revealed that socio-economic aspects are often overlooked in the dispute resolution process. (Maswandi, 2017a) Until now, no specific research has been conducted on the resolution of mass layoff disputes with a *socio-legal approach* in the context of the impact of environmental law enforcement. (Thahira, 2020) .

The Central Bangka Regency Government, through the Manpower Sector, has taken various settlement measures, including facilitating bipartite negotiations and coordinating with BPJS

Ketenagakerjaan for the disbursement of Old Age Security (JHT). However, this phenomenon raises critical questions about the effectiveness of the formal-legalistic approach in resolving industrial relations disputes with complex social dimensions. (Dwi Atmoko, 2020) This gap drives the need for research with a socio-legal approach, which examines the normative aspects of labour law and considers the social, economic, and cultural realities of the Central Bangka community.

The socio-legal approach is essential because it can reveal the social dynamics that influence the effectiveness of labour law implementation. (Purnomo, 2019) , while providing a more comprehensive perspective in formulating solutions that meet the legal-formal aspects and create substantive social justice. This research is expected to play a significant role in developing a more adaptive and responsive industrial relations dispute resolution model to the complexity of problems in the field, especially in the context of mass layoffs due to environmental law enforcement. (Said, 2018)

RESEARCH METHODS

This study uses a socio-legal approach that combines legal analysis with social research methods. (Hariansah, 2022) This study examines the resolution of mass layoff disputes in Central Bangka Regency. It focuses on the layoff of 675 workers from five companies affected by the Attorney General's Office blocking accounts related to environmental damage. Data were collected through legal document studies, in-depth interviews with related parties (workers,

company management, Disnaker, mediators, and BPJS Ketenagakerjaan), and observations of the mediation process and bipartite negotiations. (Arsalan & Putri, 2020) . Data were analysed qualitatively using an interactive analysis model, which includes data reduction, descriptive data presentation, and conclusion.

RESULTS AND DISCUSSION

1. The Role Of The Central Bangka Government In Resolving Industrial Relations Disputes

Theoretically, industrial relations disputes are differences of opinion that result in conflict between employers or associations of employers and workers/labourers or trade unions/labour unions due to disputes regarding rights, interests, termination of employment, and disputes between trade unions/labour unions in one company. (Maswandi, 2017b)

The Industrial Relations Dispute Settlement Procedure (PPHI) is regulated in Law Number 2 of 2004 concerning the Settlement of Industrial Relations Disputes. The settlement process begins with bipartite efforts between workers and employers through deliberation to reach a consensus within 30 working days. If bipartite negotiations fail, one or both parties can register their dispute with the local Manpower Office by attaching evidence of bipartite settlement efforts.

Furthermore, the same provisions establish the principle of deliberation and consensus, free and open, by statutory regulations, to resolve industrial relations disputes between workers and employers. (Santoso, & Tahir, 2023)

The Central Bangka Regency Government has taken a strategic role in resolving industrial relations disputes due to the closure of five companies in the Central Bangka region. This case began with environmental law enforcement, which resulted in the Attorney General's Office of the Republic of Indonesia blocking company accounts and mass layoffs of 675 workers on May 17, 2024.

The initial step the Central Bangka Government took to face this situation was to coordinate intensively with BPJS Ketenagakerjaan. This coordination was carried out to protect workers' rights affected by layoffs, especially those related to employment social security. (Dhiky Wandana Marsudi, 2019) . This was proven by holding a coordination meeting on Wednesday, May 29, 2024, which specifically discussed the mechanism for disbursing Old Age Security (JHT) and the Job Loss Security (JKP) program for workers affected by layoffs.

As a related party, the Central Bangka Regency Government has also taken proactive steps in handling the administration of layoffs by conducting detailed verification of the number of workers affected from each company. Based on verified data, it is recorded that CV Mutiara Alam Lestari has 322 affected workers, PT Mutiara Hijau Lestari with 310 workers, PT Bakti Putra Babel with 11 workers, PT Ronnamas Karya Prima with 17 workers, and PT Mutiara Sumber Energi with 15 workers. This verification is essential to ensure data accuracy and facilitate granting workers' rights.

To protect workers' rights, the Central Bangka Government is an active mediator

and facilitator. The government ensures an agreement on severance pay stated in the Joint Agreement. (Zulkarnain & Aspan, 2024) . This decision results from an agreement that considers the interests of both parties, the company and the workers. (Manurung, 2018) .

The Central Bangka Regency government also performs strict supervisory functions in dispute resolution. (Ronggowaluyo, 2018) The Central Bangka Regency Manpower Office monitors the layoff process to ensure all procedures comply with applicable legal provisions. This includes ensuring workers' rights are calculated and paid correctly and on time. (Silalahi, 2019b) . This supervision is essential to prevent new disputes from arising in the future. Based on the law's provisions, the mechanism for resolving industrial relations disputes can be carried out in 4 (four) ways: Bipartite Negotiations, mediation or conciliation, arbitration, and finally through the courts. The description of the four mechanisms can be described simply as follows: (Santoso, & Tahir, 2023)



Figure 1: Industrial Relations Settlement Mechanism

In handling this case, the Central Bangka Government actively coordinated multi-stakeholders with the Attorney General's Office of the Republic of Indonesia regarding the impact of account blocking on company operations and the

fate of workers. In addition, the regional government also involved the Central Bangka DPRD in the supervision process and provided the necessary policy support to resolve this problem.

Another concrete action the Central Bangka government took was forming a special team to handle this mass layoff case. This team is tasked with collecting detailed data on affected workers, facilitating the BPJS Ketenagakerjaan claim submission process, and assisting workers in accessing various government assistance programs. The formation of this exceptional team shows the seriousness of the local government in handling the employment problems that occur.

Based on the existing documents, namely the notification letter blocking the company's account, the notification letter terminating employment from the company, and the notification letter stating that the company is no longer operating, the Central Bangka government took action by facilitating various meetings between the two parties to find the best solution. Tripartite dialogue involving the government, employers, and workers was carried out intensively to ensure that a fair agreement was reached that was acceptable to all parties.

In social security, the Central Bangka Government is working with BPJS Ketenagakerjaan to ensure all workers affected by layoffs can easily view their social security rights. This includes facilitating the JHT claim process and the JKP program, which can help workers in the transition period to find new jobs. (Abdullah, 2018) .

The Central Bangka Government has carried out its role comprehensively in resolving this industrial relations dispute through a series of actions. The approach includes administrative aspects, legal protection, dialogue facilitation, and social security provision for affected workers. However, the effectiveness of these efforts still needs to be continuously monitored and evaluated to ensure a fair and sustainable settlement for all parties involved.

Based on what the Central Bangka government has done, the role of this government can theoretically be analysed through the theory of legal responsiveness put forward by Philippe Nonet and Philip Selznick. (Hariansah & Suganda, 2023) This theory emphasises that law not only functions as a repressive *or* autonomous control tool *but must also be responsive, namely, able to adapt to society's needs.*

In the case of mass layoffs in Central Bangka, the local government has shown responsiveness by facilitating the disbursement of Old Age Security (JHT) and coordinating with BPJS Ketenagakerjaan. However, this step is still reactive and does not fully accommodate the sustainability aspect of the welfare of affected workers.

Dispute resolution policies should be oriented towards legal certainty and substantive justice in a responsive legal paradigm. (Majid, 2021) Specifically, this would involve optimising the government's role as a facilitator in distributing Job Loss Security (JKP) and job training for affected workers. Therefore, a more progressive approach is needed so that the law is not merely a normative instrument but also an adaptive

mechanism that protects workers' rights in the long term.

In other words, a more progressive approach is needed so that the law is not just a normative instrument but also an adaptive mechanism that protects workers' rights in the long term. (Firdaus & Panjaitan, n.d.) A progressive approach can be realised through an *early warning system policy* in the industry. It allows the government to identify the potential for mass layoffs early and prepare mitigation measures, such as worker *reskilling* and *upskilling programs*, before they lose their jobs.

Furthermore, adaptive mechanisms can take the form of regional employment reserve funds that provide temporary financial assistance to affected workers so that they have a safety net before getting a new job or starting an independent business. The socio-legal approach in this context emphasises the importance of integration between applicable legal norms (legal substance), the institutional capacity of local governments (legal structure), and community attitudes towards the resolution process (legal culture). (Awalokita, 2025) The Central Bangka Government implements norms and understands workers' socio-economic conditions, strengthens the mediation function in a participatory manner, and encourages legal literacy for affected communities. Therefore, handling industrial relations disputes through formal procedures is insufficient; the social realities that shape responses to labour conflicts must be considered.

It is undeniable that the role of the Central Bangka Regency Government in resolving this industrial relations dispute reflects a local government dynamic that

tries to move between normative legal pressures and the socio-economic complexity of society. The courage of the local government to take a position as an active mediator, including forming an exceptional team and opening a space for tripartite dialogue, needs to be seen as a form of reconstruction of the state's role in employment issues at the local level. However, the government's response to the existing problem is still remedial and administrative. It has not been fully able to create an employment ecosystem resilient to structural shocks, such as blocking corporate accounts.

This view arises from reflecting that the policies taken are curative. Treat the effects rather than preventively anticipate systemic risk. (Arinindya, tt) In other words, the policies taken were only present after the crisis, not when the initial signals began to appear. Furthermore, if examined further, in a simple analysis, the Central Bangka Government should develop a new industrial relations governance paradigm based on local workforce resilience principles.

This paradigm includes a risk map of mass layoffs, closer partnerships with the vocational education sector, and an integrated monitoring system between local governments and the business world. In addition, the values of social justice in dispute resolution must be the main orientation, not merely compliance with formal legal procedures. On the other hand, resolving industrial relations disputes is about resolving conflicts and building fair, adaptive, and sustainable working relationships. (Rizky & Yurikosari, 2024) Local governments are strategically positioned to be pioneers in

renewing industrial relations governance based on substantive justice, especially amidst increasing global economic pressures and digital transformations that impact local employment structures.

Furthermore, the author sees that the industrial relations crisis, as it is happening in the current case, should be used as momentum to strengthen *the legal capacity* of local governments in two critical ways. First, derivative regulatory instruments at the regional level should be strengthened to allow active supervision of potential labour rights violations without always waiting for intervention from the central government. Second is developing an integrated employment information system, which records worker data, monitors industrial relations, maps strategic actors, and provides a digital legal consultation space for workers and employers. (Rizky & Yurikosari, 2024)

From the facts on the ground, it was also found that local legal culture must be transformed to be more oriented towards participation and social solidarity. In the context of Central Bangka, where the strength of community relations is still quite strong, the approach to dispute resolution should not only rely on formal processes but also encourage the involvement of community leaders, traditional institutions, and religious organisations as cultural mediation actors. This strategy will create a sense of justice that is more socially acceptable and strengthen the legitimacy of the results of mediation or bipartite agreements.

Therefore, in a simple analysis, justice in industrial relations is not only about fair compensation or the legitimacy of layoff procedures but also about the sustainability of workers' and their

families' lives after a crisis occurs. Therefore, future regional government policies need to be supported by a holistic vision of social protection, which not only resolves conflicts but builds a more humane future in the world of work.

2. Implementing The BPJS Ketenagakerjaan Social Security Program In The Context Of Mass Layoffs In Central Bangka

The Social Security Administering Body (BPJS) for Employment is a mandatory social security program for workers. It is regulated in Law No. 40 of 2004 concerning the National Social Security System (SJSN) and Law No. 24 of 2011 concerning the Social Security Administering Body (BPJS). This program aims to provide social protection for all workers in Indonesia.

In its implementation, BPJS Ketenagakerjaan requires every employer to register their workers in a social security program that includes Work Accident Insurance (JKK), Death Insurance (JKM), Old Age Insurance (JHT), Pension Insurance (JP), and Job Loss Insurance (JKP). The contribution amount is determined based on a percentage of the worker's wages, where the payment is borne jointly by the employer and the worker according to the proportions set out in the regulations. Employers who do not register their workers may be subject to administrative sanctions ranging from written warnings to not receiving public services.

BPJS Ketenagakerjaan is an integral part of the employment agreement and plays a vital role in creating harmonious industrial relations and ensuring the welfare of workers and their families. The

protection provided is sustainable, and several benefits, such as Old Age Security (JHT) and Pension Security (JP), can still be enjoyed even though workers are no longer actively working.

The implementation of the social security program through BPJS Ketenagakerjaan in the case of mass layoffs in Central Bangka shows the government's efforts to provide social protection for affected workers, as mandated by Law Number 40 of 2004 concerning the National Social Security System and Law Number 24 of 2011 concerning the Social Security Administering Agency. (Septianingsih et al., 2023) Facilitating the collective disbursement of old-age security carried out by the Central Bangka government is a responsive step in dealing with the socio-economic impacts of the mass layoffs.

Referring to the implementation, the disbursement process carried out in stages starting on July 1, 2024, for 493 workers shows systematic planning in handling this case. This gradual approach can be understood as ensuring that the disbursement process runs orderly and is correctly verified. However, it is essential to note that the period between the disbursement facilitation on June 22, 2024, and the implementation of the disbursement in July 2024 requires an evaluation of the efficiency of the administrative process.

In social protection, the old-age security program through BPJS Ketenagakerjaan provides a socio-economic cushion for laid-off workers. (Agus, 2015a) However, it should be noted that old-age security is only one component of a broader social protection

system. As part of their economic recovery strategy, workers who have been laid off also need support in the form of job training programs, new job opportunities, or assistance starting independent businesses. (Oemar Attallah, 2024) .

Socio-legal perspective (Hariansah, 2024). The implementation of this program also needs to be seen in the context of social justice and equal access. Therefore, ensuring that all workers affected by layoffs have equal access to information and the social security disbursement process is necessary. Transparency in the disbursement process and clarity of information regarding workers' rights are essential aspects of this program's implementation.

The active role of the Central Bangka Regional Government in facilitating the collective disbursement process of the BPJS Ketenagakerjaan social security program for workers affected by mass layoffs does not stop at the coordinating level alone. Still, it is also realised through concrete steps in the field. As concrete evidence, the regional government has proactively formed a facilitation team involving the Manpower Office, Social Service, and representatives from BPJS Ketenagakerjaan. This team is tasked with verifying and validating data on workers affected by layoffs, conducting technical socialisation to workers regarding the procedures and their rights to claim Old Age Security (JHT) and Job Loss Security (JKP), and providing an integrated service post for collecting files and assistance in filling out documents. In addition, the regional government also provides administrative facilities and infrastructure, such as

service rooms and computer equipment, to accelerate the collective process of submitting claims to BPJS Ketenagakerjaan. Assistance is also carried out in the form of coordination with companies and labour unions to ensure that there are no obstacles in fulfilling administrative requirements.

This active role shows that the local government not only acts as a passive facilitator but also as the main driver in ensuring that workers who experience layoffs remain socially and legally protected through employment social security mechanisms.

This reflects the implementation of the principle of *good governance* in handling employment issues at the regional level. However, coordination between local governments, BPJS Ketenagakerjaan, and employers must be continuously strengthened to ensure a better transition process for laid-off workers. (Zairudin, 2022)

The sustainability aspect of the social security program also needs special attention. (Samad & Hasibuan, 2022) The experience of handling mass layoffs in Central Bangka can be a valuable lesson for developing a more comprehensive social protection system in the future. The program's effectiveness, beneficiary satisfaction, and long-term socio-economic impacts must be systematically evaluated.

Implementing this social security program is also related to efforts to prevent negative social impacts from mass layoffs. (Khofifah et al., 2023) The Central Bangka Government needs to develop an early warning system and risk mitigation mechanisms to anticipate the possibility of mass layoffs in the future.

This includes creating an accurate employment database, monitoring industry conditions regularly, and preparing alternative programs for community economic empowerment.

In this case, implementing the social security program also shows the importance of strengthening the overall labour protection system. (Indonesia Labor Database, 2021) . The prevention, handling, and recovery aspects must be integrated into a comprehensive policy framework. The active contribution of trade unions, civil society organisations, and other essential parties also needs to be strengthened to ensure the effectiveness of the implementation of the social protection program. (Agus, 2015b)

If analysed more deeply, the implementation of the BPJS Ketenagakerjaan social security program in the case of mass layoffs in Central Bangka can be analysed through the welfare state theory. *This theory* emphasises that the state has a responsibility to ensure the community's social welfare, including the protection of workers. In this concept, the state not only acts as a regulator but also as a provider of social security that guarantees the economic security of its citizens.

After the mass layoffs, BPJS Ketenagakerjaan has facilitated the disbursement of Old Age Security (JHT) for affected workers. However, this approach is still limited to short-term financial compensation. From the perspective of an ideal welfare state, the implementation of social security programs must be more comprehensive, for example, by accelerating the realisation of Job Loss Security (JKP), which includes job training, access to job

vacancy information, and temporary cash assistance. This step is essential so that social security is not only a passive instrument, but also an active solution in helping workers return to the workforce.

The BPJS Employment Program must be strengthened as a form of social protection and a real instrument for creating sustainable worker welfare. (Khofifah et al., 2023) According to the author, the implementation of this program does not fully reflect the spirit of a welfare state oriented towards empowering workers after layoffs in the context of mass layoffs (PHK) in Central Bangka. (Roudatus Solihah et al., 2023)

The current social security schemes still focus on curative or compensatory aspects, without being accompanied by a transformative approach that can encourage vertical social mobility of the workforce. (Muthoharoh & Wibowo, 2021) This can be seen from the dominant focus on the disbursement of financial benefits alone. At the same time, aspects of increasing work capacity, expanding employment opportunity networks, and psychosocial assistance tend to be absent or not well structured.

If examined further, it can be indicated that if the state wants to be present in a substantive sense, implementing BPJS Employment, especially Job Loss Insurance (JKP), must be transformed into an active labour market policy tool, not just a passive safety net. (Azhar, 2022) This is where the urgency of cross-sector synergy lies between BPJS, the Manpower Office, training institutions, and the private sector in building a holistic post-layoff recovery ecosystem. The local government is not enough to be an administrative facilitator;

in other words, the government needs to be a driver of local employment innovation responsive to economic disruption and increasingly fluctuating industrial dynamics.

Furthermore, based on factual conditions, the future employment social security program must be based on a distributive justice and social sustainability approach. This means that its implementation is not only adjusted to the short-term needs of affected workers, but is also directed at creating a more resilient, fair, and adaptive social structure. This includes the need to compile a data-based layoff risk map in the region, provide training schemes that are contextual to the needs of the local industry, and establish a participatory mechanism in monitoring program implementation by trade unions and civil society. Considering the experience of mass layoffs in Central Bangka, the field analysis results emphasise that reform of the employment social security system must go hand in hand with structural reform in national and regional employment policies.

On the one hand, without adequate integration between social protection and an inclusive employment development agenda, the BPJS Employment program will only be a temporary calm amidst the storm of job uncertainty, not a long-term solution for the welfare of Indonesian workers. The BPJS Employment program must be strengthened as a form of social protection and a real instrument in creating sustainable labour welfare. In the author's view, this strengthening is not merely through expanding the scope of benefits or simplifying administrative procedures, but through a more

progressive and proactive policy reorientation in anticipating employment risks. For example, the Job Loss Guarantee (JKP) program should not only be a complementary program that is reactive to layoffs, but needs to be developed into part of the national employment system that is actively involved in building workforce capacity, both through training schemes based on industry needs and strategic partnerships with the private sector and vocational education. (Azhar, 2022)

Furthermore, implementing social security for employment must take the local context more seriously. The mass layoff case in Central Bangka shows that areas dependent on specific sectors (such as mining or extractive industries) have higher socio-economic vulnerability. Therefore, social protection strategies cannot be generic. The local government and BPJS Ketenagakerjaan need to collaborate to design a protection mechanism based on regional risk analysis, including compiling a map of employment vulnerability, identifying sectors prone to layoffs, and developing interventions that are adaptive to the dynamics of the labour market in Central Bangka.

Furthermore, from the review and analysis of the current BPJS problems, it can be seen that the approach to implementing social security programs so far still places workers as objects of protection, not as subjects who have control over the transition process from a state of job loss to a new productive condition. (Khofifah et al., 2023)

Based on the analysis of this problem, the approach needs to be transformed towards a social security

model based on empowerment (empowerment-oriented social security), where workers are given access to information, training, career consulting services, and working capital to start independent businesses. (Cahyani, 2022) This will create a social safety net that not only withstands the impact but also becomes the foundation for vertical social mobility after layoffs. Finally, from a normative point of view, the urgency to strengthen the legal basis and supervision of implementing BPJS Employment in a crisis in employment, such as mass layoffs, is something whose formation cannot be postponed.

Undeniably, the law enforcement mechanism against employers who neglect to pay insurance contributions or hinder workers' access to their rights must be tightened. This condition is not merely an administrative issue, but concerns the constitutional rights of citizens to obtain social security as guaranteed in Article 28h paragraph (3) of the 1945 Constitution. Therefore, the state must be present actively and firmly, not only as a system provider, but also as a guarantor of its validity and effectiveness in the field.

CONCLUSION

Based on the description and analysis that have been outlined, there are two critical points in this study. First, the Central Bangka Regency government has played a strategic and responsive role in resolving industrial relations disputes due to mass layoffs after the closure of five companies. The steps include coordination with BPJS Ketenagakerjaan, verifying data on affected workers, facilitating tripartite negotiations, and forming a special case handling team.

This approach reflects the government's mediator, facilitator, and supervisor function. However, the response is still remedial and administrative, and has not touched on long-term prevention aspects. In the future, it is necessary to develop responsive law-based policies and a socio-legal approach that prioritises local labour resilience, so that conflict resolution is legal and adaptive to social realities.

Second, the implementation of the BPJS Ketenagakerjaan social security program in the context of mass layoffs (PHK) in Central Bangka reflects the state's genuine efforts in providing social protection for workers by the mandate of Law Number 40 of 2004 and Law Number 24 of 2011. The local government is an administrative facilitator and the main driver in ensuring equal, transparent, and responsive access to affected workers' rights. Although this program has provided compensation through Old Age Security (JHT) collectively and in a structured manner, its approach is still curative, not touching on workforce transformation. Within the framework of the welfare state theory, the implementation of BPJS Ketenagakerjaan should develop into an active labour market policy instrument that not only provides financial security but also supports increased capacity, access to new jobs, and socio-economic empowerment post-PHK.

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