

THE ROLE OF LAW IN PROVIDING DECENT WORK FOR CITIZENS TO SUPPORT THE NATIONAL LONG-TERM DEVELOPMENT PLAN 2025-2045

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Abstract

This study discusses the role of law in fulfilling decent work for citizens to support the National Long-Term Development Plan (RPJPN) 2025-2045. The government always strives to provide and create decent jobs for its citizens, but unfortunately, the number of jobs is insufficient to meet the large number of prospective Indonesian workers. One reality on the ground is the widespread layoffs by companies for various reasons. As a developing country, layoffs have had various negative impacts on ongoing development. The high unemployment resulting from layoffs certainly has a systemic impact on the economy and development in Indonesia. The RPJPN 2025–2045 serves as the legal basis and primary guideline for all development actors—both government and non-government—in realizing Indonesia's grand vision by 2045, known as the "Vision of Golden Indonesia 2045." In the Vision of Golden Indonesia 2045, the phrase "sustainable" is written, which means that Indonesia has a dream of implementing continuous development without stopping with the support of various sectors. The labor sector plays an important role in realizing this sustainable development, but this sustainable development will experience obstacles if there is a lot of unemployment due to layoffs. This study employs a normative legal research method. The results of the study indicate that The Golden Indonesia 2045 Vision and the 2025–2045 RPJPN directly address the issue of layoffs through inclusive and sustainable economic development, improving human resource quality, digital and industrial transformation, and adaptive employment policies.

Keywords: *National Long-Term Development Plan 2025-2045, Vision of Golden Indonesia 2045, Indonesian workers.*

Abstrak

Penelitian ini membahas peran hukum dalam pemenuhan pekerjaan layak bagi warga negara untuk mendukung Rencana Pembangunan Nasional Jangka Panjang (RPJPN) 2025-2045. Pemerintah selalu berupaya menyediakan dan menciptakan lapangan kerja yang layak bagi warganya, namun sayangnya, jumlah pekerjaan tersebut tidak mencukupi untuk memenuhi banyaknya calon tenaga kerja Indonesia. Salah satu kenyataan di lapangan adalah PHK yang meluas oleh perusahaan karena berbagai alasan. Sebagai negara berkembang, PHK telah berdampak negatif pada pembangunan yang sedang berlangsung. Tingginya pengangguran akibat PHK tentu berdampak sistemik terhadap perekonomian dan pembangunan di Indonesia. RPJPN 2025–2045 berfungsi sebagai dasar hukum dan pedoman utama bagi seluruh pelaku pembangunan—baik pemerintah maupun non-pemerintah—dalam mewujudkan visi besar Indonesia pada tahun 2045, yang dikenal sebagai "Visi Indonesia Emas 2045". Dalam Visi Indonesia Emas 2045 tertulis frasa "berkelanjutan", yang berarti Indonesia memiliki mimpi untuk melaksanakan pembangunan berkelanjutan tanpa henti dengan dukungan berbagai sektor. Sektor ketenagakerjaan berperan penting dalam mewujudkan pembangunan berkelanjutan ini, namun pembangunan berkelanjutan ini akan mengalami kendala jika banyak pengangguran akibat PHK. Penelitian ini menggunakan metode penelitian hukum normatif. Hasil penelitian menunjukkan bahwa Visi Indonesia Emas 2045 dan RPJPN 2025–2045 secara langsung mengatasi isu PHK melalui pembangunan ekonomi yang inklusif dan berkelanjutan, peningkatan kualitas sumber daya manusia, transformasi digital dan industri, serta kebijakan ketenagakerjaan yang adaptif.

Kata kunci: *Rencana Pembangunan Nasional Jangka Panjang 2025-2045, Visi Indonesia Emas 2045, Tenaga kerja Indonesia.*

1. Introduction

One of the goals of the Indonesian state as stated in Paragraph IV of the Preamble to the Constitution of the Republic of Indonesia is to advance general welfare. This goal proves that Indonesia is a welfare state, which means that from time to time the Indonesian state has made various efforts to make all its people more prosperous than before. One effort to realize this is by providing decent work for its people and at the same time encouraging the country's economic growth. Regarding efforts to provide decent work, it can be seen in Article 27 paragraph (2) of the 1945 Constitution of the Republic of Indonesia that "Every citizen has the right to work and a decent living for humanity." And in Article 28D paragraph (2) of the 1945 Constitution of the Republic of Indonesia that "Everyone has the right to work and to receive fair and decent compensation and treatment in employment relations." Meanwhile, efforts to encourage the country's economic growth can be found in Article 33 paragraph (1) which states that "The economy is structured as a joint effort based on the principle of family" and paragraph (4) which states "The national economy is organized based on economic democracy with the principles of togetherness, fair efficiency, sustainability, environmental awareness, independence, and by maintaining a balance of progress and national economic unity. These articles show Indonesia's seriousness in realizing its goals through real development.

Real development is always supported by national economic growth, which is of course supported by human resources, which play a significant role in it. National economic growth is said to have successfully brought about real development when there is economic movement supported by various government and private institutions. These various institutions can operate properly not only with the support of their leaders but also with the workers within them. The role of the workforce is essential in carrying out all activities from upstream to downstream, which of course requires a sufficient workforce. It is undeniable that the need for jobs continues to increase annually in line with the large number of prospective workers seeking work to meet their needs. The government always strives to provide and create decent jobs for its citizens, but unfortunately, the number of jobs is insufficient to meet the large number of prospective Indonesian workers. Furthermore, the various jobs that have absorbed the workforce do not always guarantee the welfare, sustainability, and sustainability of their workforce.

One reality on the ground is the widespread layoffs (PHK) by companies for various reasons, such as company efficiency, company restructuring, company bankruptcy, or a number of other reasons. This phenomenon of layoffs has occurred repeatedly in Indonesia, not only during the pandemic but also to date, various layoff practices have resulted in a large number of workers losing their jobs. As a developing country, layoffs have had various negative impacts on ongoing development. The high unemployment resulting from layoffs certainly has a systemic impact on the economy and development in Indonesia. New problems will arise as a result of these layoffs, such as increased crime rates that bring insecurity within the country, an increase in the number of poor people that results in an increase in the duties of social services in providing assistance and compensation using the state budget, and hampering sustainable development planned by the state in the 2025-2045 National Long-Term Development Plan (RPJPN 2025-2045).

The RPJPN 2025–2045 is Indonesia's national development planning document for a 20-year period, which serves as the legal basis and primary guideline for all development actors—both government and non-government—in realizing Indonesia's grand vision by 2045, known as the "Vision of Golden Indonesia 2045." The Vision of Golden Indonesia 2045, which is the spirit of the RPJPN 2025–2045, is: "A Unitary State of the Republic of Indonesia that is United, Sovereign, Advanced, and Sustainable." In the Vision of Golden Indonesia 2045, the phrase "sustainable" is written, which means that Indonesia has a dream of implementing continuous development without stopping with the support of various sectors. The labor sector plays an important role in realizing this sustainable development, but this sustainable development will experience obstacles if there is a lot of unemployment due to layoffs.

The phenomenon of rising unemployment due to layoffs is unavoidable, but the government should take a role in addressing this situation. The state is not only responsible for creating jobs, but also must play a role in accommodating and channeling laid-off workers into other employment opportunities, thereby reducing unemployment and creating a labor-intensive job sector. To achieve this, Indonesian society requires a more comprehensive legal framework than currently available. In other words, society needs a more in-depth legal role for laid-off workers to realize one of Indonesia's goals: becoming a welfare state. This aligns with the theory of the welfare state, a concept of government in which the state plays an active and crucial role in ensuring the social and economic well-being of all its citizens.¹ A welfare state is a concept of government in which the state plays an active and

¹ Aya, *Teori Negara Kesejahteraan dan Penjelarasannya*, <https://kumparan.com/sejarah-dan-sosial>.

responsible role in ensuring the well-being of all its citizens, not only limited to maintaining order and security, but also in fulfilling basic community needs. This concept emphasizes that the state is obliged to provide social protection and public services such as health, education, housing, employment, and other social security so that every citizen can live a decent life.² In this theory, the state not only functions as a regulator or enforcer of the law, but is also responsible for providing social protection, health services, education, social security, and various other welfare programs to reduce inequality and improve the quality of life of the community.³

Based on the background of the problem, the author is interested in writing an article entitled "The Role of Law in Fulfilling Decent Work for Citizens to Support the National Long-Term Development Plan 2025-2045"

2. Method

This study is a normative legal study that focuses on the role of law in fulfilling decent work for citizens to support the National Long-Term Development Plan 2025-2045. The type of data used is secondary data. This study uses secondary data consisting of primary and secondary legal materials. The primary legal materials used are the National Long-Term Development Plan 2025-2045 and The Vision of Golden Indonesia 2045. Secondary legal materials include various books, national journals, and the internet. Data collection techniques were carried out by collecting relevant literature. This study uses a legislative and conceptual approach. The data analysis technique used is qualitative data analysis.

3. Result and Discussion

a. The Role of Law in Sustainable Development

Law is a benchmark for a state's seriousness in running its governance and development. A state is said to be serious in running its governance and development if it has various legal products that regulate and accommodate it, along with strict sanctions for those who violate them. Law plays a role in every aspect of state life, including in implementing development. National development is evident in every aspect of its people's lives, not only physical development but also mental development to achieve social welfare. This development must be carried out continuously and without interruption even after a change of government, which is then called sustainable development. Sustainable development is a development concept that aims to meet the needs of the current generation without compromising the ability of future generations to meet their own needs. This concept balances three main pillars: economic, social, and environmental. In this context, law plays a strategic role as an instrument that regulates, monitors, and enforces regulations so that development can proceed sustainably and fairly.⁴ The main principles of sustainable development include:⁵

- a. Intergenerational Justice: Ensuring that current development activities do not damage or deplete natural resources so that future generations still have sufficient access to meet their needs.
- b. Economic, Social, and Environmental Balance: Development must address three main pillars: economic, social, and environmental. Economic growth must be achieved without damaging the environment and must provide equitable benefits to all levels of society.
- c. Wise Use of Resources: Natural resources must be used efficiently and responsibly, taking into account long-term impacts and striving to reduce waste and pollution.
- d. Community Participation and Involvement: Sustainable development requires the active participation of all levels of society, including government, the private sector, and local communities, in development planning and implementation. Thus, sustainable development is an effort to achieve balanced and sustainable prosperity for all, now and in the future.

The role of law in sustainable development is crucial as a regulatory framework that ensures development activities meet the needs of the present without compromising the capabilities of future generations. Law functions to

² Robert Libra, Muhammad Fauzan, *Penerapan Konsep Welfare State Dalam Memprioritaskan Pelayanan dibidang Bantuan Hukum Bagi Masyarakat Miskin di Riau*, Jurnal ESENSI HUKUM, Vol. 5 No. 1 Juni 2023, page 45.

³ *Ibid*.

⁴ Sutjipto, A. (2015). *Hukum Lingkungan dan Pembangunan Berkelanjutan di Indonesia*. Jakarta: Gramedia Pustaka Utama, page 56.

⁵ Ahmad Risnandar, dkk, *Peran Hukum Dalam Mendorong Pembangunan Berkelanjutan Di Indonesia*, Ensiklopedia of Journal Vol. 7 No.1, 1 Oktober 2024, page 351-352.

regulate, monitor, and enforce regulations that maintain a balance between environmental, economic, and social aspects of development. The role of law in sustainable development is as follows:⁶

- a. Environmental Regulation
Laws establish environmental protection standards such as limiting pollutant emissions, waste management, and natural resource conservation to prevent ecosystem damage and pollution.
- b. Natural Resource Management
The law regulates the wise use of natural resources to prevent overexploitation and ensure resources remain available for future generations.
- c. Social Justice
The law ensures that development is carried out fairly and inclusively, protecting the rights of indigenous peoples, land rights, and workers' rights, so that the benefits of development can be enjoyed by all levels of society.
- d. Sustainable Economic Development
The law creates a conducive investment climate by providing legal certainty, encouraging responsible business practices, green technology innovation, and environmentally friendly investments.
- e. Law Enforcement and Compliance
The effectiveness of the law depends on consistent enforcement, including monitoring, sanctions for violators, and evaluation of development impacts to ensure compliance.
- f. Education and Awareness
The law supports educational programs and public campaigns to raise public and industry awareness of the importance of social and environmental responsibility in development.

Overall, law is the primary foundation for achieving sustainable development by balancing economic, social, and environmental needs. However, successful sustainable development also requires the commitment and active participation of the government, private sector, community, academics, and workforce in enforcing and developing these laws.⁷ As a welfare state based on the rule of law, Indonesia must accommodate these laws to realize the desired welfare. Constitutionally, Indonesia adheres to the principles of a welfare state, as stated in the Preamble to the 1945 Constitution, which affirms the state's goals of protecting the entire nation, advancing general welfare, improving the nation's intellectual life, and realizing social justice. The implementation of this concept in Indonesia is realized through various social security policies and social protection programs for the community, although their implementation still faces various challenges on the ground.⁸ One of the legal challenges in development is the lack of a legal umbrella that provides rules and protection for workers to get decent work, guaranteed welfare while working, and the extent to which the law provides guarantees of welfare for former workers who experience layoffs carried out by the company that oversees them.

b. Decent Work as a Driver of Development

Decent work is work that provides full and productive employment, equal and adequate income, social protection, rights at work, and a safe and fair working environment.⁹ Decent work not only guarantees sufficient income, but also provides equal protection and opportunities without discrimination, so that workers can work comfortably and productively.¹⁰ Decent work is an obligation that the government must provide for the welfare of its citizens. With the availability and fulfillment of decent work, national development will proceed smoothly, the economy will improve, and the people's well-being will be realized. The provision of decent work aligns with the goals of the welfare state, namely improving welfare and social justice in society, reducing inequality, and ensuring

⁶ Muhammad Irfan, Peran Hukum dalam Mendukung Pembangunan Berkelanjutan, <https://www.kompasiana.com/muhammadirfan5596/65849687de948f6c65159232/peran-hukum-dalam-mendukung-pembangunan-berkelanjutan>.

⁷ Wasis Susetio, dkk, *Peran Hukum Dalam Mencapai Tujuan Pembangunan Berkelanjutan (Sustainable Development Goals/SDGs)*, Lex Jurnalica Volume 21 Nomor 2, Agustus 2024, page 233.

⁸ Tim Editor, *Welfare State: Pengertian, Ciri-ciri, dan Contohnya*, <https://kumparan.com/berita-hari-ini/welfare-state-pengertian-ciri-ciri-dan-contohnya-21nxnsmkzeL/full>.

⁹ Ariesta Kaka Haibah, dkk, *Pertumbuhan Ekonomi dan Tingkat Kelayakan Pekerjaan dalam Tujuan Pembangunan Berkelanjutan*, *Dinamika Ekonomi: Jurnal Kajian Ekonomi dan Pembangunan*, page 58.

¹⁰ International Labour Office, *Profil Pekerjaan yang Layak Indonesia*, page 3.

that every citizen has access to basic needs and social protection.¹¹ Thus it is said that decent work plays an important role in the development of a country to achieve prosperity, as follows:¹²

- a. Increasing Productivity and Economic Growth
Decent work boosts labor productivity because prosperous and protected workers work more effectively and efficiently. This increased productivity contributes to inclusive and sustainable economic growth.
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Decent work boosts labor productivity because prosperous and protected workers work more effectively and efficiently. This increased productivity contributes to inclusive and sustainable economic growth.
- c. Promoting Sustainable Development
Decent work is a focus of the Sustainable Development Goals (SDGs), particularly Goal 8, which emphasizes inclusive economic growth and productive employment opportunities for all.
- d. Becoming the Backbone of Social and Economic Development
A qualified and productive workforce is a vital asset for economic and social development. They act as producers and consumers, driving the economy and increasing the country's competitiveness in the global market.

The realization of the provision of decent work by the government must be supported by the following factors:

- a. Quality of Workforce
The availability of skilled and qualified labor is very important to accelerate development and create new jobs.
- b. Worker Protection and Rights
Legal and social protection and workers' rights must be guaranteed so that workers feel safe and motivated in their work.
- c. Development Policy and Planning
Integrating decent work into national policies and development planning, such as in the RPJMN and SDGs, is crucial to achieving sustainable development goals.

Providing decent employment opportunities is one manifestation of the welfare state. Some of the main characteristics of a welfare state include:¹³

1. There are social insurance and social security programs for the community.
2. The state provides public services such as health care, education, housing, and social protection.
3. The government is responsible for ensuring a fair distribution of wealth and equal opportunities for all citizens.
4. The state plays an active role in reducing poverty and providing protection for vulnerable groups (the poor, disabled, and unemployed).
5. Meeting citizens' basic needs is a top priority.

Point 4 (four) of the characteristics of a social welfare state, namely the state's active role in reducing poverty and providing protection for vulnerable groups (poor, disabled, unemployed), is a government obligation that must be carried out and its protection is enforced based on applicable law. The number of vulnerable groups in Indonesia is very large and diverse, from the poor, disabled groups, to the unemployed. The unemployed group here includes unemployment resulting from layoffs carried out by companies. After laying off employees, companies only then provide severance pay to each employee who is laid off. Companies cannot possibly consider how the lives of their former employees after being laid off. By providing severance pay, it is considered sufficient for companies to consider the sustainability of the lives of their former employees: how their welfare will be, whether they will get new jobs, which company will accommodate them, and so on. Regarding these problems, these problems cannot be ignored and not considered. There must be a role for the law and government to address these problems to realize development so that the ideals of a welfare state can be achieved.

¹¹ Marsudi Dedi Putra, *Negara Kesejahteraan (Welfare State) dalam Perspektif Pancasila*, LIKHITAPRAJNA Jurnal Ilmiah, Volume 23, Nomor 2, September 2021, page 141.

¹² Vivi Marietha Ponto, *Peningkatan Produktivitas Dalam Rangka Mewujudkan Pekerjaan Layak dan Pertumbuhan Ekonomi (Tujuan ke-8 Sustainable Development Goals)*, Cendekia Niaga: Journal of Trade Development and Studies. 2023. Volume 7 Nomor 1, page 90.

¹³ Lab Ilmu Pemerintahan, *Welfare State, Sebuah Konsep Negara Kesejahteraan*, <https://labip.umy.ac.id/welfare-state-sebuah-konsep-negara-kesejahteraan/>

The role of law and government in realizing sustainable development is significant, and not without obstacles. The most crucial inhibiting factor frequently encountered and experienced by Indonesian workers, hindering development, is the rampant layoffs in Indonesia. This obstacle stems from the emergence of a large number of unemployed people in Indonesia who cannot find employment elsewhere. In fact, recently, various jobs have been filled by military personnel/TNI (Indonesian National Armed Forces) who already have jobs and roles in the military. This situation is certainly quite concerning, considering that many Indonesian civilians are still unemployed, as well as workers who have been laid off and become unemployed due to the lack of new employment and the lack of legal regulation regarding their future. However, according to Kranenburg's welfare state theory, the state must actively strive for equitable welfare and justice for all, not just for certain groups. If various job positions are then replaced by military personnel/TNI, it will create injustice for civilians who should have more rights to those jobs. If this continues and is allowed to happen, inequality and injustice will begin to emerge, making it difficult to realize development that leads to a welfare state.

c. The Role of Law in Fulfilling the Need for Decent Work to Support the 2025-2045 RPJPN

Decent work is not solely related to the opening and provision of employment opportunities for prospective workers, but must also be related to the vision of Golden Indonesia 2045, namely sustainable development, so that after the opening of employment opportunities, it is followed by monitoring of worker welfare, up to the shelter and distribution of workers who have been laid off.

The 2025–2045 RPJPN was established through Law Number 59 of 2024, which serves as the primary reference for all national and regional development planning, and details the vision, mission, direction, and development indicators in the appendix to the law. The link between the vision of Golden Indonesia 2045 and the issue of Termination of Employment (PHK) can be understood through the focus on workforce development and economic transformation stated in the 2025–2045 RPJPN and the 2025–2029 National Manpower Plan document as follows:¹⁴

a. Economic and Employment Transformation

The 2025-2045 National Medium-Term Development Plan (RPJPN) targets increased productivity through innovation, digitalization, a green economy, and the sustainable development of priority industrial sectors, including manufacturing, the creative economy, and MSMEs. This transformation aims to create quality jobs and reduce unemployment, thereby indirectly mitigating the risk of mass layoffs due to changes in the economic structure.

b. National Manpower Plan 2025-2029

This document serves as a strategic guide for addressing global and national challenges in the employment sector, including the impact of the Industrial Revolution 4.0 and digital transformation, which could lead to changes in work patterns and potential layoffs in several sectors. The National Manpower Plan emphasizes the importance of improving workforce competency and productivity to ensure competitiveness and mitigate the negative impact of layoffs.

c. Demographic Bonus and Human Resource Quality

The RPJPN targets improving the quality of competent and productive human resources (HR) as part of the Golden Indonesia vision. With qualified and adaptive HR, it is hoped that layoffs will be reduced because workers will be better prepared to face changes in the labor market and technology.

d. Reducing Poverty and Inequality

The Golden Indonesia Vision also encompasses reducing poverty and social inequality, which can be exacerbated by layoffs. The adaptive social protection and community empowerment strategies outlined in the RPJPN aim to mitigate the socioeconomic impacts of layoffs.

Furthermore, the role of law in addressing mass layoffs in Indonesia's long-term plans, including those related to the Golden Indonesia 2045 vision, includes the following main approaches:¹⁵

a. Wage Subsidies and Financial Incentives for Companies

The government is providing wage subsidies and financial incentives to help companies retain workers and prevent mass layoffs, as implemented during the COVID-19 pandemic and continuing in 2024 with subsidies distributed to millions of workers.

¹⁴ Amelia Rahima Sari, *Pemerintah Tetapkan 5 Industri Prioritas dalam RPJPN 2025-2045, Apa Saja?*, <https://www.tempo.co/ekonomi/pemerintah-tetapkan-5-industri-prioritas-dalam-rpjpn-2025-2045-apa-saja--180157>

¹⁵ Rumah Politik Kesejahteraan, Riset & Analisis Singkat: Mencegah PHK Massal, Briefing RPK I No VI/Agustus 2024, page 4.

- b. **Employment Regulatory Reform and Strengthening Worker Protection**
Optimizing employment policies, including reviewing regulations related to layoffs, strengthening social security programs, and increasing legal protection for workers to ensure a more stable and productive work environment.
- c. **Training, Skills Development, and Human Resource Upgrading**
Providing vocational training, upskilling, and reskilling programs for workers affected by layoffs to improve their adaptability to changes in the labor market and technology, while supporting the digital and green economic transformation outlined in the RPJPN.
- d. **Employment Diversification and Employee Redeployment**
Companies are encouraged to diversify their work and redeploy employees to other positions or departments to reduce the need for mass layoffs.
- e. **Strengthening the Early Warning System and Industrial Monitoring**
The government is developing a monitoring and early warning system for industries at risk of slowdown to allow for preventative measures before mass layoffs occur.
- f. **Development of Labor-Intensive Projects and Industrial Revitalization**
Investment in labor-intensive projects and the revitalization of the domestic manufacturing industry, focusing on priority sectors, to create new jobs and reduce the risk of layoffs.
- g. **Performance-Based Incentive Policy**
Incentives such as reduced BPJS contributions or partial wage subsidies are provided to companies that do not lay off employees within a specified period, thereby encouraging corporate social responsibility in maintaining employment stability.

This overall strategy is part of the government and development actors' efforts to realize the vision of Golden Indonesia 2045 which emphasizes the development of quality human resources, an inclusive economy, and strong socio-economic resilience, so as to minimize the negative impact of mass layoffs in the future, as well as realizing a welfare state that cannot be denied that the welfare state is the goal and ideal of the Indonesian state, where the state is actively responsible for ensuring the economic and social welfare of all its citizens through various public programs and services. This concept aims to create social justice, reduce poverty, and ensure that all citizens can live decently and with dignity.¹⁶

4. Conclusion

The 2025–2045 National Medium-Term Development Plan (RPJPN) serves as Indonesia's roadmap towards becoming a developed, just, prosperous, and sustainable nation by 2045. This document demands cross-sector synergy, profound transformation, and the active participation of all elements of the nation in every stage of development. The Golden Indonesia 2045 Vision and the 2025–2045 RPJPN directly address the issue of layoffs through inclusive and sustainable economic development, improving human resource quality, digital and industrial transformation, and adaptive employment policies. The goal is to create productive jobs and reduce the risk of layoffs that could hinder Indonesia's economic and social progress by 2045.

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¹⁶ Lab Ilmu Pemerintahan, *Op.Cit.*

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