

Economic Existence of Home Industry Worker Families in A Positive Law Perspective

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Abstract

The employment absorption by the Sukarasa Keripik Kaca home industry in Tenjolaya Hamlet, Kertayasa Village, Cijulang District, Pangandaran Regency needs to be further examined from the perspective of positive law. The aim is to understand the existence of the Sukarasa Keripik Kaca home industry in absorbing local labor and to review the positive legal perspective on the employment absorption system in enhancing community income in Kertayasa Village, Cijulang District, Pangandaran Regency. This research is classified as qualitative research, and the data collection techniques used were interviews, observation, and documentation. The research results show that the Sukarasa Keripik Kaca home industry continues to operate to this day. A total of 8 workers have been absorbed. Based on the review of Law Number 13 of 2003 concerning Manpower, the employment absorption system is appropriate as there is no discriminatory treatment. The application of the Regional Minimum Wage applies to companies with a minimum of 20 workers. Since the Sukarasa Keripik Kaca home industry only has 8 workers, the wages provided are appropriate.

Keywords: Family Economy, Home Industry, Sukarasa Keripik Kaca, Positive Law.

Abstrak

Penyerapan tenaga kerja home industry Sukarasa Keripik Kaca Dusun Tenjolaya Desa Kertayasa Kecamatan Cijulang Kabupaten Pangandaran perlu dikaji lebih lanjut dalam perspektif hukum positif, yang bertujuan untuk mengetahui eksistensi home industry Sukarasa Keripik Kaca dalam menyerap tenaga kerja masyarakat dan tinjauan hukum positif terhadap sistem penyerapan tenaga kerja dalam meningkatkan pendapatan masyarakat di Desa Kertayasa Kecamatan Cijulang Kabupaten Pangandaran. Penelitian ini tergolong dalam penelitian kualitatif, sehingga dalam teknik pencarian data digunakan metode wawancara, observasi dan dokumentasi. Dari hasil penelitian diperoleh eksistensi home industry Sukarasa Keripik Kaca terus berjalan hingga sekarang. Tenaga kerja yang terserap adalah sebanyak 8 orang. Berdasarkan tinjauan Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan sistem penyerapan tenaganya sudah sesuai, karena tidak ada perlakuan diskriminasi. Adapun penerapan Upah Minimum Regional berlaku bagi perusahaan yang mempunyai pekerja minimal 20 orang. Sedangkan home industry Sukarasa Keripik Kaca hanya memiliki 8 pekerja, sehingga upah yang diterapkan sudah sesuai.

Kata Kunci: Ekonomi Keluarga, Home Industry, Sukarasa Keripik Kaca, Hukum Positif.

Introduction

The problem of unemployment is one of the problems that is difficult to solve. Because the population continues to increase every year, this will lead to an increase in the number of job seekers, which will simultaneously increase the quantity of labor. And if the workforce is

not absorbed by employment opportunities, then they can be said to be unemployed (Ishak, 2018).

One of the economic sectors that has an influence on overcoming unemployment is the industrial sector (Puntillo, 2023). Industry is an activity where humans change materials into products that have higher economic value (Fitriana et al., 2014). Its because the industrial sector plays a role in providing expanded employment opportunities.

One of the industries that can contribute to employment is small industry. Even though it is classified as a small industry, it can absorb labor, as is the case in the Sukarasa Keripik Kaca home industry located in Tenjolaya Hamlet, Kertayasa Village, Cijulang District, Pangandaran Regency, which has greatly influenced the absorption of workers. Where the workers in the home industry are people who live near the home industry.

In Kertayasa Village itself, there are several home industries, but the home industry that absorbs many workers is the Sukarasa Keripik Kaca home industry. The existence of the Sukarasa Keripik Kaca home industry has a role in reducing unemployment and increasing people's income in Tenjolaya Hamlet, Kertayasa Village by absorbing labor from the surrounding community. This home industry was founded on October 16, 2021, initially only having 3 workers. However, along with increasing market demand, this home industry is increasing its workforce to produce keripik kaca

The labor absorption system in the Sukarasa Keripik Kaca home industry makes it easy to absorb the workforce. There are no troublesome requirements such as requiring an educational background or work experience. However, they limit the age qualification for applicants to no more than 60 years. From the data above, workers are people who are of productive working age (15-60 years old) (Sali, 2020). In this case, of course, those aged 60-64 are still considered workers, as stated in Article 5 of Law Number 13 of 2003 concerning Employment, namely that every worker has the same opportunity to get a job without discrimination (Bustam, 2016).

The wage system given to workers uses a piece rate system, namely according to the production output produced by the workforce. If they produce in large quantities, then the income they receive will also be more, so it is directly proportional to if they produce in small quantities, then the income they receive will also be small (Kuheba, Dumais, & Pangemanan, 2016). The amount of wages given to workers is the same, even though others are persistent in doing their work.

The wages paid to workers are IDR. 1,000,000.- to 1,200,000.- in a month. Such wages show that they are still below Pangandaran's UMK (Regency/City Minimum Wage). This is

following the Decree of the Governor of West Java Number: 561.7/Kep.776-Kesra/2022 concerning Regency/City Minimum Wages in West Java Province in 2023, the Pangandaran Regency Minimum Wage (UMK) is set at IDR. 2,018,389.00,-.

Taking into account the background previously explained, further review must be undertaken regarding workforce absorption. Based on this, the researcher feels it is necessary to conduct a more in-depth study on 1) How does the Sukarasa Keripik Kaca home industry exist in absorbing labor from the people of Kertayasa Village, Cijulang District, Pangandaran Regency? 2) What is the labor absorption system for the Sukarasa Keripik Kaca home industry in Kertayasa Village, Cijulang District, Pangandaran Regency? 3) How is the review of Law Number 13 of 2003 concerning Employment regarding the labor absorption system in increasing people's income in Kertayasa Village, Cijulang District, Pangandaran Regency?

Research regarding the existence of the home industry on labor absorption in improving the community's economy is not new research. This is proven by the existence of several previous studies which have similarities and differences with this research, including: *First*, research was conducted by Machin, Arim Irsyadulloh Albin Jaya, and Betty Rahayu regarding "The Existence of Small Industries on Labor Absorption in Perak District, Jombang Regency". This research revealed that based on regression analysis and hypothesis testing results, it was found that small industry influenced labor absorption in Perak District, Jombang Regency (Jaya & Rahayu, 2022). *Second*, research conducted by Putri Wahyu Utami on "Home Industry Bags in the Absorption of Labor in Janggan Hamlet, Pomahan Village, Janggan Turi Lamongan from an Islamic Economic Perspective". This research reveals that the absorption of labor in the Tas Dusun Jenis home industry is by Islamic law. The home industry applies the concept of human resource management with three main principles: awareness of Allah SWT, fair attitude, siddiq, amanah, fathanah, and tabligh (FirmanSyah & Fauzy, 2017). This practice is by the teachings of the Prophet Muhammad SAW. Home industry owners recruit employees intending to help people who have difficulty finding work (Utami, 2019). *Third*, research was conducted by Mayasari Septiana on "The Role of the Tempe Home Industry in Increasing Community Income and Labor Absorption (Case Study of Tanjungtani Village, Prambanan District, Nganjuk Regency)". This research shows that the tempe home industry in Tanjungtani Village, Prambon District, Nganjuk Regency plays a role in increasing the income of entrepreneurs and their workforce. Apart from that, the tempeh home industry absorbs 2.92% of the total workforce in the village, with 112 of the 3,826 workforce working in this industry (Septiana, 2019).

Of the three research topics above, no specific review has been found regarding the worker absorption system in improving the community economy in the home industry from the

perspective of Law Number 13 of 2003 concerning Employment. By using this legal approach, apart from describing the system of absorption of workers, the wage system will also be described from the perspective of the law (Hadjon, 1994). This is where this research differs from previous research.

Methods

The type of research used in this research is qualitative with a descriptive approach (Creswell, 2009). Qualitative research is a research method used to produce descriptive data through interviews, observation, documentation, and other forms of writing or speech and the behavior of the people being observed so that it will produce objective information and data needed by researchers. Descriptive research aims to describe, explain, and accurately describe the characteristics of certain individuals or groups, regarding the conditions and symptoms found in society (Lailam, 2014). In this case, the researcher went directly to the Sukarasa Keripik Kaca home industry to obtain the required data from the home industry owner and his employees.

This research also utilizes two types of data sources, namely primary data and secondary data (Ørngreen & Levinsen, 2017). Primary data was obtained from direct interviews with the owner of the Sukarasa Keripik Kaca home industry, workers, direct observation, and documentation. Secondary data was obtained from various literature that is relevant to this research, such as journals, books, and other sources that are related to this research.

The data collection technique that the researcher used included interviews conducted by asking several prepared questions, then carrying out a question and answer process with the owner and workers at the Sukarasa Keripik Kaca home industry in Kertayasa Village. The next data collection technique is observation, which is carried out through direct observation to find out exactly how labor is absorbed in the Sukarasa Keripik Kaca home industry (Ayudia, Suryanto, & Waluyo, 2017). The final technique is documentation, namely collecting data by looking for documents or files related to the Sukarasa Keripik Kaca home industry in Kertayasa Village, Cijulang District, Pangandaran Regency.

This research applies data analysis techniques from Milles and Huberman, namely data reduction, data presentation, and conclusion. Data reduction is the process of selecting, focusing, simplifying, abstracting, and changing raw data obtained from field notes (Anggito & Setiawan, 2018). After carrying out data reduction, the next step is to present the data. In qualitative research, data can be presented in the form of short descriptions, diagrams,

relationships between categories, flowcharts, etc (Sugiyono, 2013). Finally, conclusions are drawn by concluding the analysis stages carried out previously.

To check the validity of this research data, researchers applied triangulation techniques (Bachri, 2010), namely source triangulation used to test the credibility of the data by examining data obtained from various sources (Sugiyono, 2013). In this study, researchers obtained data from home industry owners and workers. The triangulation technique is used to check the credibility of the data by checking data from the same source using various techniques (Sugiyono, 2013). In this research, researchers collected data by interviewing the owner of the Sukarasa Keripik Kaca home industry and workers, making observations at the Sukarasa Keripik Kaca home industry, and looking at business documents owned by the Sukarasa Keripik Kaca home industry.

Home Industry Concept

The home industry consists of two words: "home," which means a house or place to live, and "industry," which refers to production activities, while industry means the goods or craft products produced (Ningsih & Abdullah, 2021). The home industry can also be interpreted as an industry that operates within a household or home industry. It is said that because the home industry is a small business managed by the family (Barnawi, 2020). A home industry or home industry is a residence that is also a place for business activities, be it service businesses, offices, or trade (Suminartini & Susilawati, 2020). Even though it is a home industry, its existence can absorb workers and empower the surrounding community.

Article 1 of Law of the Republic of Indonesia Number 20 of 2008 states that a home industry is a productive business owned by an individual or individual business entity that meets the standards of a micro business by applicable regulations. Meanwhile, according to Haymans, the home industry is a small economic activity that is traditional and informal, which has not been registered, is not officially recorded, and does not have a legal entity (Hamdi & Yadewani, 2019).

The conclusion from the explanation above is that a home industry is a small-scale business unit whose economic activity center is carried out at home and is managed by individuals or members of the household themselves.

Employment Absorption Concept

According to Wahyudi, as mentioned by Ganie, labor absorption is a process where individuals are accepted to do work or fill job opportunities available for job seekers. This

concept is related to the balance between the demand and supply of labor in the market, which determines the level of wages and overall use of labor (Ganie, 2017).

According to Sudarsono, quoted by Ratnasari, labor absorption means the number of individuals available to work in an area. Labor demand is related to the need for labor by certain companies or institutions. The number of workers required by a company reflects the number of workers that will be employed by the company (Ratnasari, 2013).

In contrast to the theory above, according to Kuncoro, quoted by Effendi, labor absorption indicates the number of jobs filled, reflecting the number of people currently working. The active working population is spread across various economic sectors because of the demand for labor. Thus, labor absorption can be considered as labor demand in the economic context (Effendi, 2014).

In an economic context, demand is the maximum amount of goods or services that buyers want to buy at various prices within a certain period. When talking about labor demand, this reflects the relationship between wage levels and the number of workers that employers want to employ (Wihastuti & Rahmatullah, 2018).

From the definitions above, it can be concluded that labor absorption is the number of individuals available to work. In this case, the number of workers absorbed depends on the demand for labor (Priyono, 2018). Thus, when the demand for labor is high, many of the workforce will be employed by that job market.

Social Economy Concept

Before explaining the economy of society, you must first understand the meaning of the economy itself. The general definition of economics is the scientific discipline of activities that include the production, distribution, and consumption of goods and services. Economics is often associated with household financial management because the origins of word "economics" come from Greek, namely "oikos" which means family or household, and "nomos" which means law or rule. Thus, economics can be understood as rules or management in the household context (Tindangen et al., 2020).

According to Abraham Maslow, economics is a scientific discipline that focuses on solving the problems of human life by making maximum use of all existing economic resources, based on theories and principles in an economic system that is considered efficient and effective. Meanwhile, according to Robbins, economics is the study of how humans direct their goals by considering the availability of existing resources to achieve these goals (Tindangen et al., 2020).

Meanwhile, the general definition of society is a group of individuals who live together, with a focus on social interaction, changes in social structures, and a sense of unity between them (Zaini, 2011). Society comes from Latin, namely "socius" which means friend, and "society" in Arabic, which refers to taking part and participating. Conceptually, society is considered a complex structure undergoing development and organization, often with economic tensions between groups, as proposed by Karl Marx. According to Emile Durkheim, society is an objective entity that exists independently of the individuals who are part of it. Society is explained as a group of people who live together, mingle, and realize their membership as a unit in a shared life system that lasts for a long period (Prasetyo & Irwansyah, 2019).

Society is a group of people who live together in a social order that is formed through interactions and relationships that last for a long period. According to Mac Iver and Page, society is a system consisting of habits, norms, and authority, as well as cooperation between various groups, classification, and supervision of human behavior. Ralph Linton describes society as any group of people who have lived together for a long period formed customs, and considered themselves to be a social unit with clear boundaries. According to Selo Soemardjan, society is people who live together, produce culture, and have a common territory and identity, which are bound by habits, traditions, attitudes, and feelings of unity. Thus, society can be defined as a collection of people who interact in social relations with a common culture, region, and identity, and have habits, traditions, and feelings of unity that bind them (Prasetyo & Irwansyah, 2019).

From the above definitions regarding the economy and society, researchers can conclude that the community economy is an activity carried out by a group of individuals/people related to the production, distribution, and consumption of goods and services by utilizing existing resources and to improve economic prosperity in life.

The Existence of the Home Industry Sukarasa Keripik Kaca in Absorbing Labor in the Community of Kertayasa Village, Cijulang District, Pangandaran Regency

The existence or existence of Sukarasa Keripik Kaca home industry still exists today and is still running or operating and its existence is recognized (Ramayani, Firman, & Rusdinal, 2019). The Sukarasa Keripik Kaca home industry was founded because of the motivation of the owner of the Sukarasa Keripik Kaca home industry in establishing his business, namely because he saw that the situation around the people of Kertayasa Village was that there were still many who were unemployed. Based on observations, it is known that the majority of the people of Kertayasa Village are farmers, construction workers, and fish breeders. However, not all people

have agricultural land, most of them are just sharecroppers. Of course, they can only work when the harvest season arrives, and the same goes for construction workers who are only needed when there is a construction project, the rest of the time they are unemployed. There are quite a lot of fish farmers, but they don't need workers, because their business is only managed by their own families. Due to these conditions, the owner of the Sukarasa Keripik Kaca home industry wants to help local people who need work.

All workers in this home industry come from the community around the home industry. All the workers live in Tenjolaya Hamlet, RT 001 RW 012, Kertayasa Village, Cijulang District, Pangandaran Regency, which is the address of the Sukarasa Keripik Kaca home industry. Where in this case the owner of the home industry in absorbing labor prioritizes the community around the home industry. This is because the main aim of establishing this home industry is to help the community's economy.

The absorption of labor in the Sukarasa Keripik Kaca Home Industry has increased from year to year, although in small numbers. However, in 2023 they will not add any more workers because the land and facilities for their production are only sufficient for a capacity of 8 people. Apart from that, judging from the available work, it is not possible to add more workers. In this case, all workers become part of production. Meanwhile, the procurement, marketing, and finance departments are managed by the nuclear family of the home industry owner Sukarasa Keripik Kaca,

As for the efforts made to maintain the existence of the Sukarasa Keripik Kaca home industry so that it continues to survive, namely by carrying out product innovation, namely by making new products, namely rengginang, and moring. As stated by the owner of the Sukarasa Keripik Kaca home industry, there are obstacles in the manufacturing process, namely the difficulty of finding the main raw materials in the production of keripik kaca, so the manufacturing process becomes hampered. With the existence of new products, the production and sales process will continue, so that workers have a share of wages every day because if this home industry does not produce for one day, it will have an impact on the workers, namely not getting wages on that day because wages are low. given according to the results achieved.

Home Industry Sukarasa Keripik Kaca Workforce Absorption System in Kertayasa Village, Cijulang District, Pangandaran Regency

The labor absorption system is a process or way of absorbing labor absorbed in a business (Redyanto, 2020), namely in the Sukarasa Keripik Kaca home industry. The system for absorbing labor in the home industry can be said to be quite easy, the most important thing

is that there is intention and willingness to work. So there are no special criteria for all workers, both men and women, in the sense that they do not differentiate between position and gender (Goolam, 2001).

In absorbing labor, the Sukarasa Keripik Kaca home industry applies several criteria, including: serious intention to work and maximum age 60 years. Every prospective worker who wants to work in the Sukarasa Keripik Kaca home industry must have a serious intention to work. The owner of the Sukarasa Keripik Kaca home industry wants those who work in this home industry to have a serious intention to work because it is this intention that will determine the worker's performance. Therefore, serious intention to work is the main criterion that prospective applicants must have. Apart from the intention of seriousness in working, in the Sukarasa Keripik Kaca home industry there are criteria for prospective workers not to exceed the maximum age of 60 years. This is because the age of 60 years and over is vulnerable, as stated in the interview above, working in the Sukarasa Keripik Kaca home industry does not require special skills, but what is needed is energy. Because according to home industry owners, those aged 60 years and over have a different energy from those aged 60 years and under, of course, this will have an impact on the performance quality. The following is a table of workers in the Sukarasa Keripik Kaca home industry:

Table 1 Workers of Sukarasa Keripik Kaca Home Industry in 2023

No	Name	Gender	Age	Position
1.	Yoyoh Komariah	Female	50	Worker
2.	Esih Sukaesih	Female	38	Worker
3.	Neni Royani	Female	48	Worker
4.	Nik Suparnika	Female	47	Worker
5.	Jumiati	Female	48	Worker
6.	Nurbaeti	Female	45	Worker
7.	Karsidin	Male	49	Worker
8.	Rizwan	Male	33	Worker

Source: Een Kurniasih (2023)

The table above shows the total number of workers in the Sukarasa Keripik Kaca home industry. The average age of workers in this home industry is 50 years and under. All of the home industry workers live around the Sukarasa Keripik Kaca home industry because those recruited by this home industry are the people around the home industry in Kertayasa Village.

The Sukarasa Keripik Kaca home industry wage system applies a piece rate system, namely wages received based on the production produced by the workers. All workers receive the same wage, even though the work they do is different, this is because they use a family system in providing wages. However, if a worker does not come in, the wages that must be received by that worker are distributed to other workers who came in that day. The wages given

are based on a collective agreement involving the home industry owner and the workers, but are not done in writing, but only verbally. The wages received by workers if calculated for 1 month is IDR. 1,000,000,- up to Rp1,200,000,-. This wage can meet their needs, because after working in this home industry their income increases.

Judging from the amount of workers' wages, such wages are indeed not by Pangandaran's UMK (Regency/City Minimum Wage), as based on the Decree of the Governor of West Java Number: 561.7/Kep.776-Kesra/2022 concerning Regency/City Minimum Wages in the Province West Java in 2023 states that the Pangandaran Regency Minimum Wage (UMK) is IDR. 2,018,389.00.-. However, for them, with the absorption of labor in the Sukarasa Keripik Kaca home industry, the wages they earn, as well as the cost of living in the village, are deemed to be sufficient for the workers' needs.

Review of Law Number 13 of 2003 concerning Manpower on the Workforce Absorption System in Increasing Community Income in Kertayasa Village, Cijulang District, Pangandaran Regency

Labor can be defined as residents of working age who are ready to do work, in Chapter I General Provisions, article 1 paragraph (2) of Law Number 13 of 2003 concerning Employment which in essence states that labor refers to individuals who can do work which produces goods or services (Amin, Rumagit, & Katiandagho, 2015), either to meet personal needs or for interests.

In Law Number 13 of 2003 concerning Employment, some provisions or regulations explain that every worker has the same right to obtain work, which is part of human rights (Wijayanti, 2009). This right must be guaranteed, implemented, and protected in all aspects of life, especially in the field of employment, by applicable laws and regulations (Leronita & Nugroho, 2016). Article 27 paragraph (2) of the 1945 Constitution of the Republic of Indonesia emphasizes that every citizen has the right to work and a decent living by human dignity. This is detailed in Article 5 of Law Number 13 of 2003 concerning Employment, which guarantees that every worker has the same opportunity to obtain work without any discrimination based on gender, religion, race, age, and ethnicity. Implementation of this article does not only mean that companies must employ employees regardless of these differences, but also involves fair treatment of prospective employees in the recruitment and selection process.

In the process of absorbing labor in the Sukarasa Keripik Kaca home industry, there is a maximum age limit of 60 years. This assessment limit reduces the opportunity to get a job because age 60 is still considered a productive period. According to the Central Statistics

Agency, the population with potential for development is the population of productive age or those aged 15-64 years (Hasudungan, 2017). In this case, it can be said that ages 60-64 are still considered productive ages and it does not rule out the possibility that many people of that age still need work.

The response from the Manpower Service regarding the labor absorption system in the Sukarasa Keripik Kaca home industry is that it is by statutory regulations. Because every company in absorbing workers certainly has special qualifications, because this is the company's prerogative. The purpose of these qualifications is so that the workers recruited are truly productive. Because those who should be restricted are workers under the age of 17, as stated in Law Number 13 of 2003 which states that the minimum age for working is 18 years.

In Law Number 13 of 2003 concerning Employment there are no provisions that explicitly regulate the prohibition of age restrictions. Besides that, in the private sector or for workers, there are no provisions that specifically regulate the Retirement Age Limit (BUP). This is usually regulated in the Employment Agreement (PK), Company Regulations (PP), Collective Labor Agreement (PKB), or related laws and regulations. Article 154 letter (c) of the Manpower Law states that the retirement age for workers or laborers is determined based on an agreement in the work agreement, company regulations, collective work agreement, or applicable laws and regulations (Triwulandari & Zaidah, 2019).

Based on the response from the Department of Industry and Employment Law, it is not justified to have an age limit for prospective workers, as stated in Article 5 which states that every worker has the same opportunities. However, this does not constitute discrimination because every company or home industry certainly has special qualifications to get competent workers. Moreover, in the Employment Law, there are no specific provisions governing the maximum working age limit. Likewise, the retirement age limit is not specifically explained, but it is only stated that one of the reasons for terminating an employment relationship is because the worker has reached retirement age. Apart from that, the existence of this age limit is due to the clear reason that the Sukarasa Keripik Kaca Home Industry wants to find workers whose strength is still strong, as the type of work carried out is work that requires energy. Apart from that, those aged 60 years and over are worried about their work safety, where their energy has started to decline and of course, this will hinder the continuity of the production process (Ridwan, 2013).

The wages in the Sukarasa Keripik Kaca home industry are still below the UMK (Regency/City Minimum Wage). Article 90 paragraph (1) states: "Employers are prohibited from paying wages lower than the minimum wage as intended in Article 89." In paragraph (2)

it states: "for entrepreneurs who are unable to pay the minimum wage as intended in Article 89, a suspension can be carried out." The statutory regulations explain that every entrepreneur must not pay wages below the minimum wage. Meanwhile, in reality, in the Sukarasa Keripik Kaca home industry, the wages received by workers are below the Regency/City Minimum Wage (UMK). As Pangandaran's UMK is IDR. 2,018,389,- while the wages received by Sukarasa Keripik Kaca home industry workers are at most Rp1,200,000,- of course, this wage is still far from the Pangandaran MSE.

The Manpower Department's response regarding the wage system in the Sukarasa Keripik Kaca home industry is appropriate. This is because companies that must follow the district/city minimum wage (UMK) are companies that already have a minimum of 20 workers. In this case, if it is related to the Sukarasa Keripik Kaca home industry, it is not yet included in the company category, where this home industry only has 8 workers, so it is very far if the Sukarasa Keripik Kaca home industry is said to be a company. Researchers in this case agree with what was conveyed by the labor department. This is because if the Sukarasa Keripik Kaca home industry insists on giving wages to workers according to the UMK (Regency/City Minimum Wage), then it will have an impact on the existence of the Sukarasa Keripik Kaca home industry, where the capital that should be used for production is instead used up to be given to workers. Of course, wages in this case must be adjusted to the profits obtained, so that the existence of the Sukarasa Keripik Kaca home industry remains. Apart from that, the wages given are by the agreement between the owner and the workers, and there is no objection from the workers, so the wages are considered sufficient.

Thus, the wages provided by the Sukarasa Keripik Kaca home industry are by statutory regulations. This is because the implementation of the UMR (Regional Minimum Wage) applies to companies that have a minimum of 20 employees. Meanwhile, the Sukarasa Keripik Kaca home industry only has 8 workers, so it is not yet included in the company category. Because this home industry provides wages following the UMR (Regional Minimum Wage), it is feared that it will have an impact on the existence of the home industry. If the capital that should be used for operational costs of the home industry is given to all workers, it is feared that the existence of the home industry will be lost. Apart from that, the wages given are by the agreement between the owner and the workers and there is no objection from the workers, so the wages are considered sufficient.

Conclusion

Based on the discussion above, it can be concluded that first, the workforce employed in the Sukarasa Keripik Kaca home industry is 8 people. This home industry continues to run

until now, even though there are obstacles in the production process, namely raw materials that are difficult to obtain. The efforts made to maintain the existence of the keripik kaca home industry so that it continues to exist are by carrying out innovations, namely by making new products whose ingredients are easy to obtain, such as making rengginang and yeast. This product is a distraction from keripik kaca when the raw materials for making keripik kaca are hard to find. Second, the labor absorption system in the Sukarasa Keripik Kaca home industry is quite easy, namely, there is a serious intention to work for prospective workers and the maximum age is 60 years. The wages earned by workers do not meet the Pangandaran Regency/City Minimum Wage (UMK) as based on the Decree of the Governor of West Java Number: 561.7/Kep.776-Kesra/2022 concerning the Pangandaran UMK, which is IDR. 2,018,389.00.-. while the wages received by workers each month are at most Rp1,200,000,-. Third, a review of Law Number 13 of 2003 concerning Employment regarding the labor absorption system in increasing people's income in Kertayasa Village, Cijulang District, Pangandaran Regency, namely that the labor absorption system in the Sukarasa Keripik Kaca home industry is by applicable regulations. This is because in the Employment Law, there are no specific provisions governing the maximum working age limit. The existence of this age restriction is because the Sukarasa Keripik Kaca home industry wants to look for workers whose strength is still strong, as the type of work carried out is work that requires energy. Another reason is that those aged 60 years and over are worried about their work safety, where their energy is starting to decline and of course, this will hinder the continuity of the production process.

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