

ENVIRONMENTAL DAMAGE AND GLOBAL WARMING ARE LABOR LAW ISSUES: A REFLECTION

Nindry Sulistya Widiastiani

Faculty of Law, Universitas Atma Jaya Yogyakarta
Jalan Mrican Baru 28 Yogyakarta, Indonesia

E-mail: nindry.widiastiani@uajy.ac.id

Article	Abstract
<p>Article History: Submitted: July 2023 Reviewed: March 2024 Accepted: April 2024 Published: April 2024</p> <p>Keywords: <i>Environmental Law; Labor Law; Environmental Damage; Global Warming.</i></p>	<p><i>This article aims to reflect on whether labor law relates to handling environmental damage and global warming issues, also becoming an alternative tool to solve those issues. The main reason for the reflection is that labor law and environmental law have the same actor, entrepreneurs as employers, with their companies. This article is written with a conceptual approach to employers and their companies' activities in both labor and environmental law concepts. The reflection shows that labor law has a strategic position in economic activities, which could be a way to solve environmental damage and global warming issues because of employers and their companies' production process. Labor law could solve the issues: First, laws about environmental protection and occupational health and security management systems should be integrated. Second, the authorization of the Company Regulation and Compulsory Company Manpower Report mechanism should be used to control whether employers obey and fulfil environmental protection laws. Third, the Workers' Union/Laborers' Union's voice and movement in environmental protection relating to companies as workplaces should be utilized. Fourth, support work-from-home and digital workplace trends as an alternative choice that is environmentally friendly because it decreases traffic for workers who use their personal vehicles to go to and back from their workplaces.</i></p>

A. Introduction

Human activities will always correlate with everything around them. Likewise, with the environment, human activities will affect the surrounding environment. On the other hand, the surrounding environment will also influence human activities. This is because the environment is where humans carry out their activities and where humans' homes are located. Human activity is dynamic; it will change and develop according to changing eras and times. As a result, the relationship of influence between human activities and the environment is also dynamic. The more complex and varied human activities are, the more complex and varied their environmental effects.

Economic activity is one of the human activities that has been carried out continuously until now. It is human nature always to develop economic conditions, making the scope of this activity carried out on all lines, from a simple scope at the economic level of each individual, as well as on a large scale related to industrialization at the level of state or global economic

interests. Inevitably, this economic activity also affects the condition of the environment. The problem is, as time and era develop, this economic activity gives rise to the possibility of a more significant negative impact on the environment.¹

Based on what has happened so far, there is an assumption that economic growth will always be inversely proportional to environmental protection. Environmental protection is often put aside to achieve a country's economic growth targets. The majority of economic activity scenarios are based on the jargon "grow first, clean up later", which ultimately worsens environmental conditions.²

First, this economic activity's real negative impact is massive environmental damage. The drive for development and industrialization underlies deforestation for large-scale land conversion. As a result, environmental conditions are no longer maintained, and the potential for natural disasters increases. Environmental damage is also exacerbated by poor management of industrial waste disposal. Garbage and waste from companies and industries containing hazardous materials are thrown into the surrounding environment, eventually becoming an environmental problem that has not been resolved. The majority of water sources in the world are currently recorded as being polluted by various pollutants.³ Second, the domino effect of environmental damage is climate change due to global warming.

The average temperature in the atmosphere and the earth's surface has increased drastically. Data The Intergovernmental Panel on Climate Change states that natural changes do not just cause global warming, but rather a result of human activity.⁴ The increasing presence of emission gases in the air due to human activities causes thinning of the ozone layer so that extreme increases in temperature cannot be avoided.⁵ If these two things are not addressed, they will disrupt human activities not only at the level of specific regions but also throughout the world.

Significant contributors to environmental damage and global warming are industrial players, who are none other than entrepreneurs. Through activities carried out by their

¹ S.G. Prakoso, *et al.*, "Analisis Diplomasi Soft Power Denmark Terhadap Indonesia (Studi Tentang Kerja Sama Pengelolaan Lingkungan di Indonesia)", *Jurnal Politica* 10, no. 1 (2019): 57-75, 10.22212/jp.v10i1.1317.

² International Labor Organization, *Sustainable Development, Decent Work, and Green Jobs* (Geneva: International Labor Organization, 2013), 77.

³ Meei-shia Chen & Chang-Ling Huang, "Industrial Workers' Health and Environmental Pollution Under The New International Division of Labor: The Taiwan Experience", *American Journal of Public Health* 87, no. 1 (1997): 1223-1231, <https://doi.org/10.2105/AJPH.87.7.1223>, p. 114.

⁴ Zauhar Latifah, *The Role of the International Labor Organization (ILO) Through the Green Jobs Program as an Effort to Overcome Climate Change in Bangladesh* (Malang: Muhammadiyah University of Malang, 2018), 32.

⁵ Isma Hadid, "Perubahan Iklim dan Pembangunan Berkelanjutan", *Prisma: Majalah Pemikiran Sosial Ekonomi*, April 2010, 16.

companies that do not prioritize environmental mitigation and sustainable ecology, entrepreneurs are the main actors causing these two negative impacts. Therefore, within the scope of environmental law, various environmental protection and management regulations are aimed specifically at entrepreneurs as the main actors in industrial production processes. The aim is to minimize environmental losses, but the entrepreneur's production process continues. However, violations of environmental protection regulations were still found in its implementation.

Entrepreneurs are also the main actors in labor law. In employment relations, entrepreneurs are the employers who run the company, while the employees are the parties who do the work. Labor law also has a scope in terms of creating game rules for the company's production process. However, until now, labor law has rarely touched on the issue of environmental protection resulting from needs to entrepreneurs' activities. So far, labor law still revolves around protecting and fulfilling workers' rights alone. A good and healthy environment is the human right of every human being, including workers and entrepreneurs themselves. Starting from the existence of entrepreneurs as the main actors, it is interesting to study whether labor law is related to handling the issue of environmental damage and global warming and can be a means of answering these two problems.

Thus, there are similarities in the main actors in the issue of environmental damage and global warming in environmental law and labor law, namely entrepreneurs. So, the problem used as a basis for reflection in this article is how labor law is related to handling the issue of environmental damage and global warming. Secondly, labor law can offer specific steps to resolve environmental damage and global warming problems.

B. Method

This research is conceptual normative research conducted through a literature study using secondary data on Indonesian Labor Law and Environmental Law. The secondary data used are primary legal materials, which are laws and regulations, international conventions, and other binding rules related to the problem, and secondary legal materials sourced from books, journals, and doctrines related to the problem. The findings in the literature study were analyzed using a conceptual approach related to Indonesian Labor Law and Environmental Law. The analysis results and conclusions are then presented descriptively in this article.

C. Analysis and Discussion

Global warming is an environmental problem that has long been the focus of world attention. In 1992, the United Nations Framework Convention on Climate Change (UNFCCC) was formed as a form of concern for countries in the world in their efforts to find solutions to global warming.⁶ Global warming is said to be part of an extreme form of climate change in which the composition of the atmosphere changes and the temperature increases.⁷ The majority of this extreme increase in temperature originates from human activities in the economic sphere. The use of fossil fuels in vehicles and industry, massive deforestation for industrial needs, and improper disposal of rubbish and industrial waste have caused environmental conditions to no longer be maintained.⁸ As many as 40% of global industry still uses fossil fuels as the primary energy in the production process.⁹ 21% still do not carry out proper waste management.¹⁰ Waste containing hazardous materials is still treated as ordinary rubbish, and is sometimes even left in open areas near roads and water sources. The majority of water sources throughout the world have been recorded as being polluted by various industrial pollutants.

If it is allowed to continue without any efforts to deal with it, the quality of the environment globally will continue to decline. The increasing risk of natural disasters, rising sea levels, land subsidence and disruption of soil fertility haunt humans everywhere.¹¹ Disturbances to human health are also increasing, for example due to increasingly poor air quality and frequent extreme changes in temperature and climate. As a result, human activities will be disrupted, because the earth is a place for humans to do their activities, a place where humans can shelter. On a macro scale, environmental damage and global warming can also disrupt the political, economic and social stability of a country. In essence, if not handled properly, these two things can cause difficulties in human life.¹²

⁶ United Nations, United Nations Framework Convention on Climate Change 1992.

⁷ Shih-Yu Lee, *et al.*, "Northern Hemisphere Urban Heat Stress and Associated Labor Hour Hazard from ERA5 Reanalysis", *International Journal of Environmental Research and Public Health* 19, no. 13 (2022): 8163, <https://doi.org/10.3390/ijerph19138163>.

⁸ Herpita Wahyuni & Suranto, "Dampak Deforestasi Hutan Skala Besar Terhadap Pemanasan Global di Indonesia", *Jurnal Ilmiah Ilmu Pemerintahan* 6, No. 1 (2021): 148-162, <https://doi.org/10.14710/jiip.v6i1.10083>.

⁹ Meei-shia Chen & Chang-Ling Huang, *Loc. Cit.*

¹⁰ *Ibid.*

¹¹ The World Bank, *Country Environmental Analysis* (Jakarta: The World Bank, 2009), 49.

¹² Shakeel Ahmad Ibne Mahmood, "Impact of Climate Change in Bangladesh: The Role of Public Administration and Government's Integrity", *Journal Ecology and The Natural Environment* 4, no. 8 (2012):147-156, https://www.researchgate.net/publication/307638029_Impact_of_Policy_and_Programs_of_Climate_Change_in_Bangladesh_Measuring_Effectiveness.

Environmental damage and global warming are also challenges for Indonesia. Geographically, Indonesia, which is in the shade of the equator, will be very vulnerable to the risks of these two things.¹³ Its position on the equator will increase extreme weather and climate, including the possibility of natural disasters. Therefore, for a long time in Indonesia, various environmental observers have championed efforts to handle these two environmental issues.

In Indonesia, the right to a healthy environment is a human right in the constitution. Article 28H paragraph (1) of the 1945 Constitution of the Republic of Indonesia (1945 Constitution of the Republic of Indonesia) states that: "Every person has the right to live in physical and spiritual prosperity, to have a place to live, and to have a good and healthy living environment and has the right to receive health services." The 1945 Constitution of the Republic of Indonesia is included in the category of the green constitution, where environmental aspects are one of the things regulated.¹⁴ As a consequence of Article 28H paragraph (1), the right to a good and healthy environment is a constitutional right, so the Indonesian state must guarantee the fulfilment of this right. This then becomes the basis for the formation of legislation in the field of environmental law.

The umbrella rules for Indonesian environmental law are contained in Law Number 32 of 2009 concerning Environmental Protection and Management (EPM Law). Following up on the state's obligation to guarantee a good and healthy environment in the 1945 Constitution of the Republic of Indonesia.¹⁵ Article 13 paragraph (3) of the EPM Law regulates that: "The government carries out control of pollution and environmental damage, regional governments and those responsible for businesses and activities with their respective authorities, roles and responsibilities." Referring to this article, the substance of the EPM Law is further directed to become a reference for regulating activities that can impact the environment.

The EPM Law adopts the principles put forward in the 1992 Rio Declaration on Environment and Development, including the principle of state responsibility in protecting the environment and ensuring a good and healthy environment for every citizen. Another important principle that has been included in the EPM Law is the polluter pays principle, which means that every activity or business actor that causes pollution must be responsible for the costs

¹³ Wandu & Ahmad Rifa'i, "Green Jobs dalam Pembangunan Hukum Ketenagakerjaan di Indonesia", *Journal of Social Transformation and Regional Development* 2, no. 3 (2020): 1-10, 10.30880/jstard.2020.02.03.001.

¹⁴ *Ibid.*

¹⁵ Nyoman Mudara, "Penegakan Hukum Lingkungan Ditinjau Dari Perspektif Hukum Administratif", 20 June 2022, https://dlh.bulelengkab.go.id/informasi/detail/artikel/98_penegakan-hukum-lingkungan-ditinjau-dari-perspektif-hukum-administratif, accessed on 27 August 2022.

resulting from the impact of pollution.¹⁶ The EPM Law also lays the foundation for providing legal protection for parties fighting for the environment from possible prosecution. [2] This is referred to as Anti Strategic Legal Action Against Public Participation (Anti SLAPP) Regulation as regulated in Article 66 of the EPM Law. Not only does it protect with Anti-SLAPP Regulation, but the EPM Law also gives environmental organizations the right to file civil lawsuits against perpetrators of environmental damage.¹⁷ This right to sue is called NGO Legal Standing.

Referring to the EPM Law in Article 116 and Article 118, three parties can be sentenced and prosecuted both civilly and criminally for violations of environmental law, namely:

1. Business entity/company
2. The person who gives orders or who acts as a leader
3. Manager

Reflecting on the EPM Law above, most environmental law enforcement in human activities centres on activities carried out by companies and entrepreneurs. This does not seem to be without reason; data from the Intergovernmental Panel on Climate Change (IPCC) states that major contributors to environmental damage and global warming are industrial players, who are none other than entrepreneurs.¹⁸ Entrepreneurs carry out their company's production and operational processes. However, they are not accompanied by a management system that prioritizes environmental mitigation and sustainable ecology.¹⁹ Therefore, entrepreneurs are one of the main actors in environmental law.

Entrepreneurs are often the main legal actors in various legal fields, including Indonesia. The activities carried out by entrepreneurs focus on economic activities that, at a macro level, can intersect with various other aspects of life. However, these economic activities are centred within the scope of carrying out the company's production and operational processes. Labor law also has an everyday basis, with entrepreneurs as the main actors. Labor law, in general, is the law that regulates events where someone works for another person for wages—the role of workers in the labor law as an employer to workers. Article 1, Number 5 of Law 13 of 2003 concerning Employment (Employment Law), defines an entrepreneur as a party who runs a

¹⁶ Takdir Rahmadi, “Perkembangan Hukum Lingkungan di Indonesia”, April 15, 2022, <http://pn-ponorogo.go.id/joomla/index.php/artikel-umum/49-perkembangan-hukum-lingkungan-di-Indonesia>.

¹⁷ *Ibid.*

¹⁸ Zauhar Latifah, *Loc. Cit.*

¹⁹ Jun Yang & Lan Xu, “How Does China’s Air Pollution Influence Its Labor Wage Distortions? Theoretical and Empirical Analysis From The Perspective of Spatial Spillover Effects”, *Science of the Total Environment* 745, (2020): 102, <https://doi.org/10.1016/j.scitotenv.2020.140843>.

company, whether owned by themselves or another party. In other words, the actual scope of labor law is also at the level of the rules of the game in the implementation of production processes and company operations by entrepreneurs.

Even though it has main actors and coverage that often intersect, environmental law and labor law still operate independently. These two areas of law are considered to have conflicting interests with each other.²⁰ Environmental law is considered to focus solely on regulations that prevent and repair environmental damage. Meanwhile, labor law is only interpreted as regulating workers' rights. These two areas of law are at odds when it comes to environmental damage and global warming. Environmental law has been trying to slow down production processes and industrialists to reduce negative environmental impacts. A slowdown in the entrepreneur's process will increase the costs required to run his company,²¹ including workers' wages, which can ultimately lead to termination of employment. This will disrupt the balance of the employment relationship situation in labor law. On the other hand, there is also a general opinion that efforts to develop the economic situation will always be inversely proportional to environmental protection. The company's operational activities are a form of economic activity, known by the jargon "grow first" and clean up later".²² This situation widens the gap between environmental law and labor law.

Not to mention the green jobs campaign efforts carried out by environmentalists, where companies and industries are required to use the latest technological developments that can reduce emissions and energy efficiency.²³ Such technological developments could threaten the elimination of many jobs which would disrupt the balance of labor law.²⁴ Once again, these things seem to provide further confirmation of the existence of different interests between environmental law and labor law.

The issue of environmental damage and global warming is complex. It often intersects with various fields of law.²⁵ Including the context of environmental law and labor law, both of

²⁰ David J Doorey, "Just Transitions Law: Putting Labor Law to Work on Climate Change", *Journal of Environmental Law and Practice* 30, no. 2 (2017): 201-239, https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2938590.

²¹ *Ibid.*

²² International Labor Organization, *Loc. Cit.*

²³ International Labor Organization, *Green Jobs Fast and Figures: UNite to Combat Climate Change* (Geneva: International Labor Organization, 2008), 56. See also, Dave Bennet, "Labor and Pollution Prevention in Canada", *New Solutions: A Journal of Environmental and Occupational Health Policy* 22, no. 1 (2012): 19-35, <https://doi.org/10.2190/NS.22.1.c>.

²⁴ Jeremy Brecher, *et al*, "Global Warming Is a Labor Issue", *New Labor Forum* 16, no. 3 (2007): 92-96, 10.10180/10957960701636703.

²⁵ David J Doorey, *Loc. Cit.*

which focus on complex social and economic problems in society.²⁶ If they can go hand in hand, then environmental law and labor law can provide positive possibilities in efforts to resolve the issue of environmental damage and global warming. Labor law, which focuses on fulfilling workers' rights related to decent work, can be linked to environmental law because decent work is safe from systems and materials that are dangerous for the worker and the environment around the worker. The right to a clean and healthy environment can be applied in the work environment with workers as the rights holders.

The view that the existence of green jobs, which is an initiative of the United Nations (UN), is that it will harm workers and disrupt the balance in labor law, which is incorrect.²⁷ It cannot be denied that efforts to adapt and mitigate low-pollutant production processes and efficient energy technology will cause massive changes in labor law. However, the loss of specific jobs due to fulfilling green jobs requirements will certainly be replaced by new types of jobs. For example, in Germany, there is an industrial application where the application of technology that utilizes wind energy as a form of energy efficiency has been proven to be able to absorb 40,000 workers.²⁸ This means that the view that environmental law and labor law are opposing fields of law is a view that is outdated and should be abandoned.

Looking at their characteristics, both environmental law and labor law are also fields of law that display an extensive process of government intervention in their implementation. These two fields of law provide opportunities for the government to implement social processes and stand on two different feet, namely the private and public aspects. Reflecting on the significant involvement of the state through the government in these two fields of law, logically, there is a vast opportunity to harmonize the regulation of the two in order to find a solution to the issues of environmental damage and global warming.²⁹ As stated by Ruhl and Salzman, environmental damage and global warming are global issues that can radically affect socio-economic conditions, so to deal with them, it is necessary to adapt in the legal field in a structured and massive manner.³⁰ This adaptation can be made by minimizing the gap between environmental law and labor law.

²⁶ Paolo Tomassetti, "Labor Law and Environmental Sustainability", *Comparative Labor Law and Policy Journal* 40, (2019): 177.

²⁷ International Labor Organization, *Loc.Cit.* See also, Zauhar Latifah, *Loc.Cit.*

²⁸ Jeremy Brecher, *et al.*, *Loc.Cit.*

²⁹ Laura T Raynolds, "Fair Trade Flowers: Global Certification, Environmental Sustainability, and Labor Standards", *Rural Sociology* 77, no. 4 (2012): 493-519, 10.1111/j.154W)831.2012.00090.x.

³⁰ J.B Ruhl. & James Salzman, "Climate Change Meets Law of The Horse", *Duke Law Journal* 62, no. 5 (2013): 975-1027, <https://scholarship.law.duke.edu/cgi/viewcontent.cgi?article=3376&context=dlj>.

Labor law has a great opportunity to include aspects of environmental protection in its substance. The most obvious thing namely in terms of occupational safety and health (OSH).³¹ In the company's production process, it is not uncommon for companies to use systems, tools and materials that, apart from being environmentally unfriendly, also pose a danger to workers. Arrangement regarding the OSH management system in terms of prohibiting the use of materials and tools that can create industrial waste that is dangerous for the environment also needs to be implemented. Apart from that, the OSH management system also covers how waste is managed and disposed of.

Integrating the green jobs concept with OSH about the efficient use of alternative energy and the application of sustainable ecological concepts also needs to be considered more carefully. So far, energy efficiency has been interpreted as an effort to slow down the production process because most of the production process still uses fossil fuels, which cause high emissions.³² With current technological developments, the use of alternative energy based on the concept of sustainable ecology has been proven not to slow down the production process.³³ The existence of various new technologies actually creates the possibility of new types of work in work relationships.³⁴ These things need to be integrated into the company's OSH management system.

Furthermore, more than establishing regulations is required if they are accompanied by control and supervision. So far, labor law has a systematic control and supervision system. Taking the example of the government's efforts to eradicate the practice of minimum wages as standard wages, companies must develop a wage scale structure. This obligation is accompanied by a control and supervision mechanism, namely when employers ratify the Company Regulation document once every two years; now, they are also required to attach a wage scale structure document. The Company Regulation approval will not be processed if it is not attached. Such a mechanism can control and supervise fulfilling requirements and procedures for implementing production processes based on environmental protection. All conditions and procedures previously determined can also be attached to the ratification of the Company Regulation every two years. The aim is the same as the wage structure and scale, ensuring employers comply with and implement existing regulations.

³¹ Todd S Aagaard, "Environmental Law as a Legal Field: An Inquiry in Legal Taxonomy", *Cornell Law Review* 95, no. 2 (2010): 221-282, https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1401455.

³² Martins Olugbenga Apinran, *et al*, "The Role of Electricity Consumption, Capital, Labor Force, Carbon Emissions on Economic Growth: Implication for Environmental Sustainability Targets in Nigeria", *Environmental Science and Pollution Research* 29, (2022): 165, 10.1007/s11356-021-16584-6.

³³ International Labor Organization, *Loc. Cit.*

³⁴ Jeremy Brecher, *et al*, *Loc. Cit.*

Suppose it is felt that integration in the Company Regulation ratification procedures still needs to be improved. In that case, another opportunity can be used to exercise control and supervision over entrepreneurs in relation to implementing environmental protection regulations. Labor law has another reporting mechanism that has existed previously, namely the Mandatory Company Employment Report (WLKP). WLKP is based on Minister of Manpower Regulation Number 18 of 2017, which is used as a control mechanism for compliance with existing labor regulations. Once a year, entrepreneurs carry out WLKP by reporting employment information within their company, such as social security provisions, wages, and existing job vacancies. This WLKP can also be used as a means of control and supervision regarding entrepreneurs' compliance with environmental protection regulations, adding points for fulfilling environmental protection in filling out the WLKP. In other words, not only employment information is input during the WLKP every year. This can help, especially now that WLKP can be done online.

The voices and movements of Trade Unions/Labor Unions (TU/LU) can also be used to encourage employers' compliance with operational policies for environmentally friendly production processes. So far, TU/LU movements and voices have proven effective in increasing the possibility of fulfilling workers' rights in companies. The power possessed by TU/LU has, on various occasions, been proven to be able to balance the bargaining position of subordinate workers. This potential power can be used in the context of environmental protection at the corporate level,³⁵ for example, by encouraging entrepreneurs to implement an environmentally friendly OSH management system, as well as demanding that the use of hazardous materials be replaced in the production process which can damage the environment and threaten workers' health. TU/LU can collaborate with environmental observers by providing education regarding environmental protection efforts.³⁶ Or, at the highest level, it could also be possible to have the right to sue/legal standing against entrepreneurs regarding this environmental issue. In the realm of labor law, based on Act Number 2 of 2004 concerning Settlement of Industrial Relations Disputes (SIRD Law), it can be integrated into the classification of rights or interest disputes.

Another way can also be related to the direction of the development of labor law after the Covid-19 pandemic. The existence of mandatory physical distancing during the pandemic

³⁵ Katherine H Regan, "The Case for Enhancing Climate Change Negotiations with a Labor Rights Perspective", *Columbia Journal of Environmental Law* 35, (2010): 249-284, https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1592018.

³⁶ Wahyu Eka Setyawan, "Buruh Harus Menjadi Bagian Dari Gerakan Melawan Krisis Ekologi", 8 May 2022, <https://majalahsedane.org/buruh-harus-menjadi-bagian-dari-gerakan-melawan-krisis-ekologi>.

has created a new culture and model for implementing work relations. A work-from-home (WFH) trend is still being maintained even though the COVID-19 pandemic is starting to come under control. This trend is because WFH creates significant time and cost efficiencies when implementing work relations in various sectors. Just as offline and online activities transform educational institutions, the implementation of work relationships is also experiencing disruption and adaptation. The latest is implementing a new working relations model known as the digital workplace. This new model enriches the WFH trend. However, in the digital workplace, all operational processes are carried out online using various platforms such as cloud, email, social media and online meeting tools. The company does not even have a physical office building because everything can be done with the help of this communication technology platform. In other words, workers' workplaces are in the digital world, no longer physically in a particular office.

The WFH and digital workplace trends can support environmental protection within the scope of labor law. Work that can be done from home, without having to go to the office daily, can reduce the emissions and air pollution caused by workers' daily routine of going to and from work. As we all know, the use of public transportation when going to and from work in Indonesia is not as high as in developed countries such as Singapore, Japan and South Korea. Workers still rely on their transportation. Thus, government support for implementing WFH and digital workplace can also be used as an environmentally friendly policy.

Looking at the reflection above, labor law has great potential to contribute to steps to overcome the issue of environmental damage and global warming. Labor law, which plays a role in the flow of economic activity, is related to handling issues of environmental damage and global warming, most of which are caused by the company's production process activities with entrepreneurs as the main actors. This vast and strategic potential must be utilized as well as possible by the government to handle these two issues. At the same time, we are reducing the gap between labor law and environmental law, which are often interpreted as having opposing interests.

Moreover, the main legal basis for labor law and environmental law, namely the Employment Law and the EPM Law, are both targets of change by Law Number 6 of 2023 concerning Job Creation. Article 44 of the EPM Law states, "Every drafting of legislation at the national and regional levels must pay attention to the protection of environmental functions and the principles of environmental protection and management." So every rule and policy set by the government in any field of law, including labor law, must also have an environmental

nuance (green legislation). Such efforts are made solely to protect the environment, which is a place of shelter, which is the home of all humanity.³⁷

D. Conclusion

The reflection results show that labor law, which basically has a portion in the flow of economic activity, is actually related to handling issues of environmental damage and global warming, the majority of which are caused by company production process activities with entrepreneurs as the main actors. Labor law has great potential to contribute to steps to overcome the issue of environmental damage and global warming. This vast and strategic potential must be utilized as well as possible by the government to handle these two issues. At the same time, it reduces the gap between labor law and environmental law, which are often interpreted as having opposing interests.

Labor law can offer several steps that can be used as answers to resolve environmental damage and global warming, first, by integrating environmental protection rules into the occupational safety and health (OSH) management system. Second, expanding the scope of labor control and supervision through ratification of Company Regulations and Mandatory Company Employment Report (WLKP) accompanied by attachment of information on fulfilment and compliance with environmental protection regulations and third, utilizing the voices and movements of the Trade Unions/Labor Unions (TU/LU) in matters related to environmental protection within the scope of the company as a workplace. Fourth, it supports the Work From Home (WFH) trend and the digital workplace work relationship model as an alternative form of environmentally friendly activity because it reduces the rhythm of workers going to and from work using private vehicles.

The issue of environmental damage and global warming is a complex global problem and intersects with various fields. Including in the legal field, it is actually not only the scope of environmental law that can regulate environmental protection efforts. Article 44 of Law Number 32 of 2009 concerning Environmental Protection and Management (UU EPM) states “Every drafting of legislation at the national and regional levels must pay attention to the protection of environmental functions and the principles of environmental protection and management”. So, every rule and policy set by the government in any legal field must be nuanced and oriented towards the environment (green legislation). Thus, efforts to deal with

³⁷ Paus Fransiskus, *Enklisik Laudato Si' Tentang Perawatan Rumah Kita Bersama* (Jakarta: Obor, 2015), 209.

environmental damage and global warming rely not only on environmental law alone but are also integrated into other legal fields.

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