



LEGAL PROTECTION OF BARISTA WAGES AND SOCIAL SECURITY AT CIREBON COFFEE SHOP

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Abstract

Background. The rapid growth of coffee shops in Cirebon has increased the demand for baristas, many of whom are employed as freelance daily workers under precarious employment arrangements. Despite their growing contribution to the service sector, these workers often experience inadequate legal protection regarding wages and employment social security.

Aims. This study aims to analyze the implementation of legal protection for the wage and social security rights of freelance daily baristas in coffee shops in Cirebon under the framework of **Law Number 6 of 2023** concerning Job Creation and related labor regulations.

Methods. An empirical juridical approach was employed using qualitative methods. Primary data were collected through semi-structured interviews with officials from the Cirebon City Manpower Office, coffee shop managers, and freelance daily baristas, while secondary data were obtained from legislation, legal literature, and relevant scholarly publications.

Result. The findings reveal that the implementation of labor protection remains inadequate. Many baristas work without written employment agreements, receive wages below the applicable regional minimum wage, and are excluded from the BPJS Employment social security program.

Conclusion. These conditions are primarily attributed to limited employer compliance, insufficient awareness of labor rights among workers, financial constraints of small businesses, and weak governmental supervision. Consequently, a significant gap persists between statutory labor protections and their practical implementation.

Implication. The study recommends strengthening labor inspections, expanding legal awareness programs, facilitating BPJS Employment registration for freelance workers, and promoting standardized written employment agreements to enhance legal certainty and social protection for freelance daily baristas in Indonesia's growing coffee shop industry.

Keywords: *legal protection; freelance daily workers; baristas; wages; employment social security.*

I. Introduction

Labor is one of the important aspects in Indonesia's economic development because it has a very strategic role in national economic development for every production activity of goods and services (Kusuma et al., 2020). The existence of workers is not limited to being a driving factor in business, but also as legal subjects in employment relations who must obtain protection for their basic rights during the employment relationship. Based on the mandate of the NRI Law through Article 27 paragraph (2) and Article 28D paragraph (2), it has guaranteed the right of every citizen to obtain a decent job and livelihood and to receive fair and decent treatment in employment relations. The constitutional guarantee shows that the state is obliged to provide legal protection to workers, including the fulfillment of the right to wages and social security.

The development of the industry that has been running very rapidly in the past decade is the food and beverage industry; in recent years, it has encouraged business growth, one of which is the coffee shop business in various regions in Indonesia (Stuart et al., 2024). The phenomenon of increasing coffee consumption culture, changes in people's lifestyles, and the development of the creative economy have caused the number of coffee shops to increase significantly. These business activities not only create new business opportunities, but also create jobs for the community, especially the younger generation. One of the workers who has an important role in coffee shop operations is a barista. Baristas are responsible for serving drinks, providing customer service, managing raw materials, and maintaining the quality of products produced by coffee shops.

The operational needs of coffee shops, which tend to be flexible, cause many business actors to choose to use freelance daily workers as baristas. Freelance daily work systems are considered more efficient because they can adjust the number of workers to fluctuating levels of customer visits. The use of freelance daily workers is also often chosen to reduce the burden of the company's operational costs. This condition causes many baristas to be recruited without a permanent employment relationship and only work based on business needs for a certain period of time. The practice of using freelance daily workers is increasingly found in small and medium-scale coffee shop businesses spread across various regions of Indonesia.

The existence of freelance daily workers is generally considered to fall within the category of workers who have an employment relationship with their employer, as long as there are elements

of work, wages, and orders. The employment relationship gives rise to rights and obligations that must be fulfilled by each party. Workers' rights are not only limited to receiving wages, but also include protection of work safety, social security, and fair treatment in accordance with the provisions of laws and regulations. However, employment relations with freelance daily workers often show an imbalance in bargaining power between workers and employers, which raises various legal problems.

A common problem in freelance daily worker employment relationships is the low certainty of wage payments. This problem occurs in almost all coffee shops in Indonesia, including in Cirebon City, which is one of the most developed cities and has many coffee shops. Many freelance day workers in coffee shops in Cirebon receive wages based on the number of working days without a clear written work agreement. This condition has the potential to cause uncertainty regarding the amount of wages received, payment times, and other rights that workers should get. Such a situation becomes even more vulnerable when workers do not have the ability to claim their rights due to their economic position that depends on the work. As a result, the protection of the right to wages is often not optimally implemented (Agnes Salim, 2020).

The right to wages is a fundamental right of workers because it is directly related to the fulfillment of the needs of a decent life. Wages are not only seen as a reward for the work done, but also as an instrument of protection for the welfare of workers and their families. Wage regulations in Indonesia's labor system aim to ensure that workers earn an income that meets a decent standard of living. Therefore, every form of employment relationship, including freelance day laborers, should still obtain legal protection of the right to wages in accordance with applicable provisions

In addition to the issue of wages, another problem that is often experienced by freelance daily workers is the non-fulfillment of the right to employment social security. Many employers still think that freelance day laborers are not required to be enrolled in social security programs because their employment status is not fixed. This assumption causes many freelance daily workers to work without protection against the risk of work accidents, death, job loss, or old age insurance. Work risks can still occur at any time, regardless of the worker's employment relationship status. Social security has a very important function in realizing worker welfare. The social security system provides protection against various social and economic risks that can reduce workers' ability to meet their living needs. The absence of social security protection will

put workers in a vulnerable position when they have a work accident or lose their source of income. The situation becomes more complex for freelance daily workers who generally have unstable income levels and lack certainty of job sustainability.

Changes in employment regulations through Law Number 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law have brought a number of changes in the labor relations system and labor protection in Indonesia. The law is the legal basis that regulates various aspects of employment, including employment relations, fixed-time work agreements, wages, and social protection for workers. The arrangement is intended to create a balance between investment interests and the protection of workers' rights.

Nevertheless, the implementation of legal protection for workers remains an debated issue. Various views show that the flexibility of employment relations that is increasingly developing after the enactment of the regulation has the potential to cause vulnerabilities in the fulfillment of workers' rights, especially for workers with irregular status such as freelance daily workers. Several public discussions also show that there are still complaints about the fulfillment of workers' rights related to compensation, employment status, and labor protection that have not been implemented optimally.

This condition shows a gap between the legal norms governing worker protection and the reality of labor relations in practice. Freelance daily baristas in coffee shops are a group of workers who are vulnerable to violations of their rights due to their flexible employment relationships, limited levels of supervision, and lack of understanding of labor rights. This vulnerability has the potential to cause injustice if the right to wages and social security is not given as it should.

The urgency of this research is even more important considering the increasing number of coffee shop businesses that employ freelance daily workers without the certainty of adequate legal protection. A study on the legal protection of wages and social security for freelance daily baristas is needed to determine the extent to which the provisions in Law Number 6 of 2023 have provided guarantees for the protection of these workers' rights. An analysis of the applicable legal arrangements is also needed to identify the forms of protection available as well as the obstacles that arise in their implementation.

Based on this description, research entitled "Legal Protection of Wages and Social Security for Freelance Daily Worker Baristas in Coffee Shops Based on Law Number 6 of 2023" is

important to be carried out. This research is expected to provide a deeper understanding of the legal position of baristas as freelance daily workers, the form of legal protection provided to the right to wages and social security, and the relevance of the regulations in Law Number 6 of 2023 in realizing the protection and welfare of workers in the coffee shop business sector.

II. Literature Review

The theory of legal protection in the context of the Dutch government is known as *rechtsbescherming van de burgers tegen de overheid*, which means legal protection for citizens against the government. This concept emphasizes that citizens' rights are guaranteed from government legal actions (*bestuursrechtelijke handelingen*) that violate laws and regulations as well as the general principles of good governance (*AAUPB*). This principle emphasizes that the government must act in accordance with the law and prioritize the principles of good governance, so that any action that is contrary to the rule of law or the principle of justice can be opposed by citizens. This aims to ensure the protection of individual rights and avoid abuse of power by the government in the performance of public duties (Soekanto, 2002).

In the context of the Indonesian state, according to Philipus M. Hadjon, the appropriate term is "legal protection for the people", not "legal protection for the people against the government" as the concept in the Netherlands. This argument is based on two things: first, the term "people" already includes the opposite meaning of "government." Second, adding the phrase "against the government" or "against the actions of the government" can create the impression of a confrontation between the people and the government, which is contrary to Pancasila. Pancasila considers the people and the government as partners in realizing the ideals of the state. Legal protection in this framework is based on respect for human dignity and is grounded in the principles of the Pancasila State of Law. Legal protection in Indonesia includes two forms: preventive protection, which aims to prevent violations of the law, and repressive protection, which serves to deal with violations of the law that have already occurred (Ayu, 2024)i.

Meanwhile, Satjipto Rahardjo explained that legal protection is an effort to protect the interests of individuals by providing human rights to everyone, so that they can act in accordance with those interests. This protection involves the recognition and enforcement of human rights, both in personal and social contexts. This means that everyone has the space to exercise their rights safely and guaranteed by the law. This protection not only protects the rights of individuals, but

also ensures that those rights are recognized and respected in social relationships and interactions with others. It can be concluded that the theory of legal protection is an attempt to guarantee individuals' rights from unlawful actions, both by the government and by other parties. This protection aims to protect a person's interests by recognizing and upholding human rights, both in individual and social contexts. In it, there are two main aspects, namely preventive protection aimed at preventing violations, and repressive protection to deal with violations that have occurred. This legal protection creates justice and balance in the relationship between citizens and the government

Previous Research

The thesis by Putrei Oktaviani, Faculty of Law, Sriwijaya University, is entitled Legal Protection for Workers Who Exceed Working Hours. This thesis will be published in 2026 and has similarities in discussing the rights of coffee shop workers, especially related to information on decent working hours and decent wages based on legal provisions. This thesis concludes that coffee shop workers work long hours without proper wages and/or overtime wages. The difference in the research that will be carried out by the author is referring to the variables of social security and the location of the coffee shop, which is focused on the city of Cirebon

Thesis by Khansa Niyotama, Faculty of Law, Syarif Hidayatullah State Islamic University, Sriwijaya, entitled Legal Protection of Social Security for Workers with PKWT Status in Indonesia: A Case Study of Coffee Farmers. This thesis will be published in 2024, with similarities in discussing the rights of coffee shop workers, especially to get decent social security and decent wages based on legal certainty. This thesis concludes that coffee shop workers have not received proper social security. The difference in the research that will be conducted by the author is referring to the variables of social security and the location of the coffee shop, which is focused on the city of Cirebon

III. Research Methods

The research method used in this study is qualitative research, which aims to understand and analyze social phenomena and legal events that occur in society in depth (Muhaimin, 2020). This research focuses on legal protection of wages and social security for freelance daily baristas who work in coffee shops in Cirebon City. A qualitative approach was chosen because it can provide a comprehensive overview of the implementation of legal protection for freelance daily

workers, based on field facts and its conformity with applicable labor law provisions. The data obtained will be presented descriptively to explain the implementation of legal protection of wage rights and social security for freelance daily workers and the various obstacles faced in its implementation (Sugiyono, 2020).

The research approach used is an empirical juridical approach. The empirical juridical approach is a legal research method that examines how legal provisions are applied in people's daily lives. This approach is carried out by examining the legal provisions that govern the protection of wages and social security for workers, then comparing them with empirical facts found in coffee shops in Cirebon City. The focus of this research is on the implementation of Law Number 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law and other laws and regulations related to wages and employment social security.

The data sources in this study consist of primary data and secondary data. Primary data was obtained through in-depth interviews with coffee shop owners or managers in Cirebon City, baristas and freelance daily workers, and other parties related to the object of the research. The interviews were conducted to obtain information about the wage system, the provision of employment social security, the form of legal protection provided to freelance daily workers, and the obstacles faced in its implementation. Secondary data was obtained through literature studies that included primary, secondary, and tertiary legal materials. The primary legal material consists of the 1945 Constitution of the Republic of Indonesia, Law Number 6 of 2023, Law Number 24 of 2011 concerning the Social Security Administration Agency, Government Regulations, Regulation of the Minister of Manpower, and other relevant regulations. Secondary legal materials include law books, scientific journals, results of previous research, scientific articles, and various literature related to employment law. Tertiary legal materials are legal dictionaries, encyclopedias, and other sources that support research.

The data collection techniques used in this study include interviews, documentation, and literature studies (Moleong, 2017). Interviews are conducted in a structured or semi-structured manner using interview guidelines to obtain in-depth information about the implementation of legal protection of wages and social security for freelance daily worker baristas. Documentation is carried out by collecting documents related to employment relations, wage systems, employment

agreements, and other documents that support the research. Literature studies are carried out to obtain a theoretical and juridical basis for analyzing the problems being studied.

The data obtained are then analyzed using qualitative analysis methods. The analysis is carried out through the process of data reduction, data presentation, and drawing conclusions. Data from interviews, documentation, and literature studies will be classified according to the research focus, then analyzed to determine the compatibility between applicable legal provisions and the practice of wage protection and social security applied to coffee shops in Cirebon City. The results of the analysis were then used to answer the formulation of research problems regarding the implementation of legal protection of wages and social security for freelance daily baristas and the factors that affect the effectiveness of their implementation.

IV. Results and Discussion

Legal protection of wage rights for freelance daily baristas at coffee shops in Cirebon.

Workers' basic rights to wages are sourced from Articles 88 to 90 of Law Number 13 of 2003 concerning Manpower, as amended through Law Number 6 of 2023 concerning Job Creation. The provision affirms that every worker has the right to earn an income that meets a decent livelihood for humanity, and that wage policies, including the establishment of minimum wages, are an obligation imposed by the government to protect the position of workers who are economically weaker than employers. The provisions regarding the form of employment relationship for freelance daily workers are based on Articles 56 to 61 of the Manpower Law, which have also been revised through the Job Creation Law.

Implementing provisions regarding wages are further regulated in Government Regulation Number 36 of 2021 concerning Wages. Article 3 of this regulation emphasizes that the right of the worker/laborer to wages arises from the occurrence of the employment relationship with the employer and only ends at the time of termination of the employment relationship, so that the status of "daily freelance" does not automatically remove the right as long as the employment relationship is still ongoing. The next article in the same regulation also affirms the right of workers/laborers to obtain equal wages for work of equal value, a principle that is relevant to assess the fairness of determining the amount of wages that is entirely left to the discretion of each business owner. As for the form and timing of payment, Chapter VII of Government Regulation Number 36 of 2021 concerning Wage Protection emphasizes that wages can be paid daily, weekly,

or monthly, provided that the payment period by employers must not exceed 1 (one) month. The employment relationship status of freelance daily workers is specifically regulated in Article 10 of Government Regulation Number 35 of 2021 concerning Fixed-Time Work Agreements, Outsourcing, Working Time and Rest Time, and Termination of Employment. This provision states that work that is not permanent, with its variable time and volume of work and its wages based on attendance, can be bound by a daily work agreement, provided that the worker works less than 21 (twenty-one) days in 1 (one) month. If the worker works 21 days or more for 3 (three) consecutive months, then the daily work agreement becomes invalid, and the employment relationship for the sake of the law changes to an Indefinite Time Work Agreement (PKWTT).

Article 10 of Government Regulation Number 35 of 2021 also requires employers to make daily work agreements in writing and continue to fulfill workers' rights, including wages, religious holiday allowances, rest, leave, and employment social security programs. The implementation of legal protection of wage rights for baristas of freelance daily workers in several coffee shops in Cirebon City shows differences in practices in providing wages to workers. The results of interviews conducted with a number of baristas, freelance daily workers, and coffee shop managers show that the wage system implemented generally uses a daily wage system that is paid based on the number of workers present in one working month. The amount of wages received by workers is determined by each business owner and has not been fully based on calculations that refer to the applicable minimum wage provisions.

The research findings show that most freelance day job baristas work without a written employment agreement. Employment relationships are more based on verbal agreements between workers and coffee shop owners. The agreement generally only contains the amount of daily wages, work schedules, and tasks that must be carried out by workers. This condition results in workers not having strong legal certainty in the event of a dispute related to wage payment and other labor rights.

The results of the study also show that wage payments are carried out on a weekly and monthly basis, in accordance with the policy of each coffee shop. Some baristas stated that wages were paid on time according to the agreement. However, there were also several cases of late wage payments caused by unstable business financial conditions, especially in small-scale coffee shops. This situation creates uncertainty for workers because wages are the main source of daily living.

Based on interviews with baristas at Cofe Shop Cirebon, it was found that some workers have not fully understood their rights in the field of employment, especially related to wage protection. This low understanding of the law causes workers to tend to accept the working conditions set by the employer without raising objections, even though there are practices that have the potential to harm them. The relatively weak bargaining position of workers is also a factor that affects the lack of efforts to demand the fulfillment of wage rights in accordance with the provisions of laws and regulations.

"We don't understand the rights that we should get as a daily worker; we just think that we will only get a salary with no other benefits"

From a legal perspective, the protection of workers' wage rights is regulated in Law Number 6 of 2023 concerning the Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation, which amends several provisions in Law Number 13 of 2003 concerning Manpower. The arrangement affirms that every worker is entitled to a wage in return for the work that has been done. Wages are a basic right of workers that must be fulfilled by employers as a consequence of the existence of an employment relationship that contains elements of work, wages, and orders.

The existence of freelance daily baristas in coffee shops still fulfills the elements of employment relations as stipulated in laws and regulations. Workers perform certain jobs ordered by employers and receive rewards in the form of wages for the work. Therefore, even though the status of a worker is a freelance daily worker, the right to wage protection is still inherent and must be provided by the employer in accordance with the provisions of the applicable law.

The results of the study show that the implementation of legal protection of wage rights for baristas of freelance daily workers in Cirebon City has not been fully optimal. This condition is evident in employment relationships that are not supported by written employment agreements, the absence of uniform wage standards, and delays in wage payments in several coffee shops. This situation shows a gap between legal provisions that guarantee wage protection to workers and labor relations practices in the field.

Factors that affect these conditions include the characteristics of coffee shop businesses, which are mostly micro and small businesses; limited financial capabilities of entrepreneurs; low workers' understanding of labor rights; and a lack of supervision from authorized agencies. These

factors cause the implementation of legal protection for the wage rights of daily freelance workers not to run effectively.

The implementation of legal protection of wage rights for freelance daily baristas in coffee shops in Cirebon City needs to be analyzed based on the provisions of applicable labor law to determine the extent to which workers' rights have been fulfilled. Wage protection is a form of legal protection provided by the state to workers as parties who are economically in a weaker position compared to employers. The right to wages is not only seen as a reward for the work that has been done, but also as a means to ensure the fulfillment of the needs of a decent life for workers and their families.

The results of the study show that most coffee shops in Cirebon City implement a daily wage system that is paid based on the number of working days worked by baristas. The system basically does not contradict the provisions of laws and regulations because freelance daily workers can indeed receive wages based on a certain unit of time. However, problems arise when the amount of wages given is fully determined by the business owner without paying attention to the wage standards set by the government. This condition has the potential to cause injustice for workers because there is no clear measure of the feasibility of the wages received.

Provisions regarding wages are regulated in Law Number 6 of 2023, which amends several provisions in Law Number 13 of 2003 concerning Manpower. The regulation affirms that every worker has the right to earn an income that meets a decent livelihood for humanity. This norm shows that the state places wages as a basic right of workers that must be fulfilled by employers. This right applies to all workers regardless of their employment relationship status, including freelance daily workers who work in coffee shops.

The existence of freelance daily worker baristas in this study shows that the elements of employment relations as regulated in the labor law have been fulfilled, namely the existence of work, wages, and orders. Baristas carry out work ordered by the owner or manager of the coffee shop and receive wages for the work. The fulfillment of these elements causes the legal relationship that occurs cannot be seen as a partnership relationship or a voluntary relationship, but as a working relationship that gives rise to rights and obligations for both parties. Consequently, employers have an obligation to protect workers' wage rights in accordance with the provisions of applicable law.

Research findings show that many freelance day laborers still work without a written employment agreement, indicating that the legal protection provided by employers is not optimal.

Employment agreements have an important function as a legal protection instrument because they are the basis for determining the rights and obligations of the parties. The absence of a written employment agreement causes the employment relationship to be based only on a verbal agreement that is difficult to prove in the event of a future dispute. This condition results in workers being in a vulnerable position because they do not have strong evidence to claim their rights in the event of a violation by the employer.

Implementation of legal protection of social security rights for freelance daily baristas at coffee shops in Cirebon

Employment social security is one of the basic rights of workers that is provided as a form of protection against various social and economic risks that can occur during and after the employment relationship. The existence of social security programs plays an important role in providing a sense of security to workers because it can protect against the risks of work accidents, death, job loss, and old age. In the context of employment relations, fulfilling the right to social security is an obligation that must be carried out by employers as part of protecting workers' welfare.

Research conducted on several coffee shops in Cirebon City shows that legal protection of social security rights for freelance daily baristas has not been implemented optimally. Based on interviews with a number of freelance daily worker baristas, it was found that most workers have not been registered as participants in the employment social security program. This condition shows that workers' rights to obtain social protection are still not fully fulfilled by employers.

The findings of the study show that most coffee shop owners have not registered freelance daily workers in the social security program organized by BPJS Ketenagakerjaan. Employers generally assume that freelance day laborers do not have a permanent employment relationship, so they are not included among workers who are required to be enrolled in the social security program. This understanding causes many freelance daily workers to work without protection against the risk of work accidents and other social risks that can occur during work.

Based on the results of an interview with one of the coffee shop managers in Cirebon City, information was obtained that BPJS Employment registration has only been given to permanent workers with a longer working period. Freelance day workers are not registered because they are considered to have erratic working hours and a relatively high turnover rate. This condition shows

a difference in treatment between permanent workers and freelance daily workers in obtaining social protection.

Interviews with freelance daily baristas also show that most workers do not know that they are entitled to employment social security protection. Some workers even consider that the BPJS Employment program is only intended for permanent workers who work in large companies. This lack of knowledge causes workers to never question or demand the fulfillment of social security rights from employers. One of the baristas interviewed stated:

"While working in a coffee shop, I have never been registered with BPJS Ketenagakerjaan. I also don't know whether daily workers like me are actually entitled to BPJS or not. So far, I have only received wages according to the number of working days."

The statement shows that there are still limitations in workers' understanding of labor rights that should be obtained in employment relations. This low legal awareness results in workers tending to accept existing working conditions without knowing the existence of social protection rights guaranteed by laws and regulations. The results of the study also show that several coffee shops have provided certain protection to workers who have minor work accidents. This form of protection is generally in the form of providing direct medical assistance by business owners. However, the assistance is provided based on the entrepreneur's policies and good faith, not as a form of implementation of the social security program regulated in the provisions of laws and regulations. As a result, there is no certainty about the form or amount of protection that workers will receive if there is a greater occupational risk.

"Regarding the guarantee, we don't have it, but when I had an accident when I wanted to go to the café, thank God the café gave me permission to go on vacation and gave me a little money to repay"

The research findings show that the risk of work accidents is actually quite possible in the job as a barista. Work activities that involve the use of high-pressure coffee machines, hot water, electrical appliances, sharp objects, and standing activities for long periods of time can pose various risks of work accidents. Some respondents admitted that they had suffered minor burns due to exposure to hot steam from a coffee machine, splashed hot water, or minor injuries while working. However, these incidents have not received protection through the employment social security program.

The implementation of social security protection that is not optimal can also be seen from the absence of adequate socialization regarding labor rights and obligations both to workers and business owners. Most of the respondents stated that they had never received counseling or information regarding BPJS Employment membership obligations for freelance daily workers. This condition causes a misunderstanding of the status and rights of freelance daily workers in the Indonesian labor system, which is still developing.

From a legal perspective, freelance daily workers are still included in the category of workers who have an employment relationship as long as there are elements of work, wages, and orders. Therefore, freelance day workers in coffee shops have the same right to social security protection as other workers. These rights are part of the legal protection provided by the state to ensure the welfare and safety of workers in carrying out work activities.

The results of the study show that the implementation of legal protection of social security rights for freelancing daily baristas in coffee shops in Cirebon City still faces various obstacles. These obstacles include low employer understanding of the obligation to register workers in the social security program, limited business financial capabilities, high worker turnover, low workers' knowledge of labor rights, and lack of supervision from authorized agencies.

This condition results in a gap between the legal provisions that provide social protection guarantees for all workers and the practices that occur in the field. Although normatively freelance daily workers have the right to employment social security, its implementation in coffee shops in Cirebon City has not fully run as mandated in laws and regulations.

Based on the results of the research, it can be concluded that the implementation of legal protection of social security rights for freelancing daily baristas in coffee shops in Cirebon City is still not optimal. Most workers have not been registered in the BPJS Employment program and still depend on each employer's policies in the event of work risks. This situation shows that social protection for freelance daily workers still needs more serious attention through increased legal awareness, labor socialization, and more effective supervision from relevant agencies to ensure the fulfillment of workers' rights as a whole.

V. Conclusion

Based on the discussion, freelance daily coffee shop workers in Cirebon City have not received a decent wage. The wage provision based on Government Regulation No. 36 of 2021 is

the lowest wage according to regional regulations, namely in Cirebon of IDR 2,700,000. However, many get wages below that. In addition, baristas with freelance daily worker status do not have company health insurance or employment guarantees. Legal protection of workers' rights should be optimized through the local labor office with wage monitoring and social security rights.

Implementation

Based on this problem, efforts to protect the right to wages and social security for freelance daily baristas in coffee shop businesses in Cirebon City require a collaborative approach involving the government, business actors, workers, and related institutions. The Manpower Office needs to prioritize the coaching function through data collection of micro and small businesses, the implementation of employment clinics, and the provision of a coaching period before the implementation of administrative sanctions. On the other hand, BPJS Ketenagakerjaan membership needs to be optimized through the use of a Non-Wage Recipient (BPU) scheme that is more suitable for freelance daily workers, accompanied by socialization and facilitation of collective registration to ease the burden on business actors. Compliance with labor norms can also be strengthened through the establishment of a forum or association of coffee shop entrepreneurs who play a role in compiling labor practice standards, sharing legal information, and collaborating with BPJS Ketenagakerjaan. In addition, providing a simple daily work agreement template in accordance with the provisions of laws and regulations will make it easier for business actors to fulfill administrative obligations while providing legal certainty for workers. Improving employment law literacy also needs to be integrated into barista training and certification, and supported by technology through a digital attendance recording system and wage payment as evidence of employment relations. To increase compliance, local governments can provide incentives for business actors who meet employment obligations, such as worker-friendly business certification or easier access to licensing and financing programs. Finally, the settlement of industrial relations disputes needs to be optimized through mediation mechanisms at the Manpower Office and the provision of easily accessible legal aid services, so that freelance daily workers obtain effective legal protection without having to go through a litigation process that requires relatively high costs and time.

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