2025, 10(53s) e-ISSN: 2468-4376

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## **Research Article**

# When Profit Meets Exploitation: Corporate Criminal Liability in Child Labor Cases

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#### **ARTICLE INFO**

#### **ABSTRACT**

Received: 30 Dec 2024 Revised: 12 Feb 2025 Accepted: 26 Feb 2025 The employment of minors is prohibited under labor law, with certain exceptions for training and educational purposes—exceptions that create regulatory gaps and inconsistencies in enforcement. This research explores the disconnect between legal provisions and real-world practices, particularly in the context of corporate accountability. Factors such as limited government resources, cultural norms, and low levels of education hinder efforts to effectively address child labor. This study adopts a doctrinal legal research method to examine corporate criminal liability in cases involving the employment of minors. Although existing regulations impose criminal sanctions and fines for violations, enforcement remains inconsistent due to legal ambiguities and loopholes. Companies that engage in child labor practices must not only face criminal penalties but also assume social responsibility by providing compensation and rehabilitation for the affected children. The overarching goal of these measures is to prevent exploitation and safeguard the long-term well-being of minors.

**Keywords:** Corporate Liability, Child Labor, Criminal Sanctions, Legal Enforcement, Social Responsibility.

## **INTRODUCTION**

The study was carried out by Repiana Andani Hasan and Qinthara Faiz Taqiyyanfa Meliana [1] in 2024. The research titled "The Validity of Work Agreements in Legal Certainty for Minor Workers" elucidates that despite the Manpower Law's prohibition against the employment of underage workers, certain exceptions exist that allow for the employment of minors. Employers are permitted to engage children under the stipulations outlined in Articles 68 to 75 of Law Number 13 of 2003 regarding Manpower, provided that the intent is for training and educational purposes. The legal relationship between children and institutions is fundamentally grounded in an employment framework, wherein parents or legal guardians act on behalf of children under the stipulations of a work contract. This indicates a discrepancy between the established regulations and their practical implementation.

Research conducted by Cornelia Selan [2] in 2024 provides relevant insights related to the topics discussed in this article. The study, titled "Protection of Child Workers According to Law Number 13 of 2003 concerning Manpower in Pasar Kasih Naikoten 1 Kupang," aims to analyze the obstacles faced by the government in addressing the issue of child labor employment. The factors include constrained APBD funds, economic conditions, cultural traditions and customs, and education. Considering these factors, it remains evident that the government has not succeeded in addressing the issue of underage labor employment.

In 2024, a study was carried out by Ulfa Rezza Ramadhanti and Bastian Yunariono [3]. The study titled "Prime Minister Narendra Damodardas Modi's Policy in Handling Child Labor in India (2014-2023)" outlines the existence of policies in India aimed at addressing the issue of child labor. The Narendra Modi administration employs authoritative measures by implementing the 2015 Amendment to the Juvenile Justice (Care and Protection of Children) Act. The implementation of incentive tools involves the establishment of sanctions directed at individuals who contravene the stipulations outlined in the Juvenile Justice Act Amendment and the Child and Adolescent Labor Act Amendment. The two instruments work in conjunction, yielding effective outcomes. The government aims to oversee the execution of child labor policies by utilizing multiple instruments and engaging various ministries

2025, 10(53s) e-ISSN: 2468-4376

https://www.jisem-journal.com/

#### **Research Article**

alongside international organizations. The child labor policy has demonstrated advancement through the implementation of more sophisticated policy instruments, alongside a reported decrease in the incidence of child labor cases in India compared to prior years.

In 2024, Gunardi Lie [4] conducted research. The study titled "Application of Employer Responsibility to Underage Workers Who Experience Work Accidents" indicates that the employer holds responsibility in the event of a work accident. This is based on various factors, including the employer's obligation for accidents that happen to workers while performing their assigned tasks and the fact that underage workers lack the full capacity to safeguard themselves. In the context of accountability for work-related accidents, the employer must offer compensation that includes coverage for medical expenses and guarantees for education. The employer is required to conduct a review of the employment agreement that has been established. Should it be demonstrated that the work delivered fails to meet the established standards, workers will be prohibited from resuming their duties. Every employer needs to comprehend labor law and their ethical obligations regarding minors. Employers must adhere to age, licensing, wages, and safety standards.

This article seeks to examine the criminal liability of companies concerning the remediation of employed minors, distinguishing itself from the perspectives of some prior authors. Researching to uncover and comprehend the diverse practices that negatively impact children in the work environment is essential.

## **METHODS**

This article presents a doctrinal legal research study. This research initiates an examination of corporate responsibility regarding child labor in Indonesia in comparison to other nations. Utilize a comparative method alongside legislation and employ conceptual and analytical frameworks. This research utilizes primary, secondary, and tertiary legal materials as its sources of legal information. This research employs a methodical approach to gather legal materials through literature studies, encompassing primary, secondary, tertiary, and non-legal materials.

## RESULTS AND DISCUSSION

Regardless of the minimal involvement of child laborers, they must receive appropriate attention and safeguarding measures. The government's responsibility includes ensuring work safety for child workers, which is essential for their optimal growth and development [5]. Executing occupational safety and health within a company requires a collaborative effort between the managing director or head of the company and all employees.

The issue of child labor, as a component of the labor force, necessitates focused attention from both the government and Indonesian society. Under highly constrained circumstances, they encounter pressures to meet their requirements. The occurrence of child labor persists. The state ensures comprehensive protection of children's rights, and the government must systematically tackle issues concerning children engaged in work outside formal employment frameworks, necessitating organized efforts and collaboration with pertinent stakeholders.

Children participating in the production process exhibit capabilities that are significantly constrained when compared to those of adult workers. They need safeguards in place, both from governmental entities and employers, while performing their duties. Labor protection encompasses multiple dimensions, such as ensuring safety and health, fostering work morale, and adhering to procedures that respect dignity, ethics, and religious beliefs [6]. It incorporates specific safeguards for child workers, acknowledging the distinct physical and mental disparities between children and adults in the workforce.

A variety of factors influence child labor. The interrelation of these factors exhibits a range that spans from small to significant levels. Several interrelated factors influence child labor, including poverty, urbanization, socio-cultural dynamics, educational access, and the absence of effective oversight and rehabilitation institutions [7].

Poverty is frequently identified as the primary factor driving children into the workforce. Parents often find themselves in a position where they must permit their children to work to support the family's financial situation. This presents potential hazards for children who contribute to household income. Furthermore, child labor may result in future "impoverishment," as children who engage in work without pursuing their education are likely to remain trapped in a cycle of poverty.

2025, 10(53s) e-ISSN: 2468-4376

https://www.jisem-journal.com/

## **Research Article**

The urbanization factor and the origin of child laborers predominantly from rural areas significantly contribute to the persistence of child labor. The phenomenon of urbanization frequently contributes to the employment of minors, as the migration of individuals from rural to urban settings tends to introduce various economic pressures. Families migrating to urban areas frequently encounter challenges in financial stability, leading to situations where children must work to contribute to the household income. Furthermore, the scarcity of job prospects for adults may lead families to resort to employing children to ensure economic stability.

Socio-cultural factors reveal that child labor is intricately connected to entrenched societal beliefs, wherein children are perceived to be responsible for fulfilling their parents' obligations. In specific communities, there is a prevailing expectation that children support the family through financial contributions and participation in household tasks. This tradition frequently neglects to recognize the significance of children's education while placing undue emphasis on their obligations towards family welfare. These perspectives contribute to the continuation of child labor, particularly in economically disadvantaged communities.

The primary reason contributing to children's engagement in work is the postponement of their access to education [8]. The presence of educational facilities, alongside accessibility, plays a crucial role in ensuring that children can exercise their right to learn. Nonetheless, the financial burden of education and the prevailing economic circumstances of families frequently lead children to choose employment over pursuing their studies.

The restricted availability of rehabilitation institutions contributes to the employment of minors [9]. The absence of adequate facilities to offer support and recovery for children engaged in work hinders their ability to escape their circumstances. Consequently, in the absence of sufficient rehabilitation, children are likely to remain ensnared in a continuous cycle of labor to sustain the family economy, lacking both protection and viable alternatives.

The elements contributing to the elevation of labor age pertain to the optimal strategies that ought to be implemented to tackle and mitigate this issue. Governments and institutions need to enhance the effectiveness of poverty alleviation programs. It is essential to implement improved urbanization policies and to actively work towards transforming the conventional perception of children as mere economic assets for the family. The government must ensure that education is accessible and enhance the capabilities of rehabilitation facilities for children engaged in work. Stricter monitoring of child labor practices is essential, including the implementation of policies that clearly define sanctions for companies or parties that employ minors to effectively reduce child labor.

The significance of corporations as social entities is expanding, paralleling society's increasing complexity and advancement. Nonetheless, a frequent issue is the ambiguity surrounding the definition of a corporation as a subject within criminal law and the specific entities that may be held liable under such legal frameworks. It is understood that crimes perpetrated by corporations result not only in financial losses but also in various other forms of detriment.

Crimes perpetrated by corporations within the framework of law enforcement frequently seem ambiguous, leading to a situation where the embodiment of justice, once vigilant, now appears less discerning. Corporate crimes exert a broader influence, affecting more individuals, even if they are not direct victims in the traditional sense. A work accident can occur due to the employer's failure to effectively implement employee safety measures.

A corporation is a legally recognized business entity that aims to create employment opportunities for workers based on their expertise **[10]**. This definition indicates that corporations extend beyond the mere classification of legal entities within civil law. It is accurate to assert that every legal entity qualifies as a corporation; however, the reverse is not universally true, as certain corporations do not meet the criteria of legal entities. This includes organized groups of individuals or assets that lack legal entity status, such as firms.

The authors in India articulate their comprehension and acknowledgment of the prevalence and severity of child labor as a significant societal issue [11]. Children can acknowledge the adverse circumstances they are compelled to endure while concurrently striving to transform those conditions into a more favorable state. Public interest lawsuits subsequently highlight the issue of child labor.

Child labor negatively impacts the nation's welfare, as the potential of children as human resources is crucial for the country's growth and development. The Constitution of India stipulates that the state is responsible for providing free and essential education to all children until age 14. However, the State does not meet its constitutional obligation,

2025, 10(53s) e-ISSN: 2468-4376

https://www.jisem-journal.com/

#### **Research Article**

as it remains unfulfilled. Consequently, many children discontinue their education and engage in commercial, domestic, and industrial activities.

The Supreme Court in India highlighted the necessity for the state to allocate resources and create opportunities aimed at preventing the exploitation of children stemming from poverty. The Court's decision acknowledges that children's right to education is a fundamental aspect of their right to life and personal liberty, both of which are safeguarded. The Supreme Court in India has called for thorough actions to eradicate child labor and enhance child welfare by this essential directive.

The Court proposed that violators create a Child Labor Rehabilitation and Welfare Fund, designated for the payment of dues, with the funds allocated to benefit affected children. The court proposed measures such as mandating that employers of child labor hire their adult family members and offering financial support to the households impacted. Individuals who engage or permit children and adolescents to undertake work that contravenes the established regulations will face a prison sentence of 6 months to 2 years or incur a financial penalty between INR 20,000 and 50,000. If the convicted offender reoffends, the duration of incarceration will be elevated to a minimum of 1 year and a maximum of 3 years. In cases where the offender is identified as the child's parent or guardian, a financial penalty of INR 10,000 will be enforced [12].

Child labor is a multifaceted issue driven by economic, social, and regulatory deficiencies. Corporations, commonly called companies, leverage these factors to generate profit. Corporations utilize child labor for several reasons, including reduced labor expenses, the potential for exploitation, and insufficient law enforcement measures.

Low labor costs are evident as children frequently receive significantly lower wages than adult workers, enabling companies to decrease production expenses by hiring them. Because of their developmental stage and inherent vulnerabilities, children frequently receive lower compensation than adult workers. This enables organizations to reduce labor expenses, particularly in sectors that rely heavily on manual labor, including manufacturing, agriculture, and textiles. Reducing costs enables companies to enhance their competitiveness in the global market by offering lower prices [13].

Children frequently do not recognize their worker rights and cannot advocate for equitable working conditions. This creates opportunities for companies to capitalize on their susceptibility. Children may be compelled to labor under substandard conditions characterized by extended hours, hazardous environments, and insufficient safety measures.

Poverty often serves as the primary catalyst for children entering the workforce. Families experiencing economic hardship frequently find themselves compelled to have their children engage in work to contribute to the household income. Organizations exploit this scenario by employing children as inexpensive labor, who can be engaged with minimal opposition.

Many countries, particularly in developing areas, exhibit insufficient regulatory frameworks concerning child labor. Despite the existence of child labor protection laws, inadequate enforcement, and insufficient oversight enable companies to persist in employing children without facing significant repercussions. Certain companies function in remote regions or within the informal sector, where government oversight is more challenging to implement.

Most of the labor force comprises children in certain regions, particularly those with lower educational attainment. The absence of educational opportunities and alternative job options for adults creates a situation where children become a readily available source of labor. Organizations, particularly in industries characterized by low-skill demands, frequently opt to hire children due to perceptions of increased compliance and the ability to perform basic tasks at lower wage costs.

In certain cultures, the involvement of children in work is viewed as an integral aspect of the social framework, with the expectation that they contribute to the family's financial stability. This conventional perspective suggests that child labor is perceived not as exploitation but as an integral aspect of familial duty. Organizations within these contexts frequently leverage cultural norms to engage in child labor, encountering minimal opposition from surrounding communities.

2025, 10(53s) e-ISSN: 2468-4376

https://www.jisem-journal.com/

## **Research Article**

The demands of a globalized economy necessitate the efficient and cost-effective production of goods within tight timeframes. Organizations engaged in international supply chains, particularly within labor-intensive sectors like textiles, agriculture, and electronics, frequently encounter stringent timelines. In response to these demands, child labor could accelerate production while minimizing costs.

Organizations leverage economic disparities, cultural dynamics, and gaps in law enforcement to minimize expenses and enhance output. This situation adversely affects the futures of children who find themselves ensnared in a cycle of poverty and exploitation, leading to significant long-term consequences for their education, health, and overall development as individuals. Governments, the international community, and human rights organizations must collaborate effectively to halt this practice and safeguard children's rights.

Children exhibit inherent physical and psychological vulnerabilities when compared to adults. They lack the mental and emotional resilience to advocate for themselves or comprehend their rights as employees. This facilitates their compliance with directives from superiors, often without objection, even in hazardous or inequitable circumstances. The capacity of companies to utilize child labor is grounded in various factors that facilitate this practice despite its frequent contravention of legal and ethical standards.

Children typically receive much lower wages than adult workers, leading to a notable decrease in the company's labor expenses. Organizations that engage in child labor frequently do so without offering essential benefits, including health care, safety measures, or pension plans, reducing operational expenses.

Children, particularly in isolated regions or nations with restricted access to information, frequently lack awareness of their worker rights. There is a lack of awareness regarding the legal protections against exploitation and the entitlements to fair wages and safe working conditions. Organizations exploit this lack of awareness to engage in unjust practices.

Implementing laws prohibiting child labor is often inadequate or ineffective in certain countries or sectors. The absence of adequate inspection and oversight regarding working conditions allows companies to take advantage of children, as they face minimal risk of significant legal repercussions. This observation holds particularly in the informal sector or remote areas lacking government oversight.

In numerous low-income households, children are compelled to work to contribute to the family's financial stability. Organizations that recognize this circumstance frequently engage in the recruitment of minors, fully aware that their families are in urgent need of supplementary financial support. This situation results in children and their families perceiving a lack of alternatives, compelling them to accept employment under substandard conditions.

Children exhibit more impressionability and are likelier to adhere to adult directives, particularly in work-related environments. Individuals often refrain from asserting their rights or voicing objections to unjust working conditions due to concerns about job security or a lack of awareness regarding the inappropriateness of their circumstances. Organizations exploit this compliant disposition to exert stringent oversight over child labor practices.

Many occupations, including factory positions, agriculture, or the service industry, demand minimal or no skills. Organizations frequently employ children for tasks that, while straightforward, demand significant labor input. By employing children, companies can minimize training expenses and secure a readily available workforce for low-skilled positions.

Organizations frequently face minimizing production costs to remain competitive in global markets. To address the significant market demand while maintaining low prices, certain companies resort to employing child labor to lower production costs and enhance profit margins. In many developing countries, this scenario frequently occurs as they function as production hubs for the global market.

The capacity of companies to utilize child labor is influenced by a complex interplay of economic, social, and legal factors that establish an environment conducive to the exploitation of children. Organizations exploit the vulnerabilities of children, including their lack of knowledge, economic reliance, and insufficient oversight, to minimize expenses and maximize profits. There is an immediate necessity for enhanced oversight, more robust law

2025, 10(53s) e-ISSN: 2468-4376

https://www.jisem-journal.com/

## **Research Article**

enforcement, and campaigns to raise awareness about child rights in order to effectively address and eliminate this exploitative practice.

The insufficient enforcement of laws about child labor by companies significantly contributes to the ongoing issue of child exploitation. Despite the ratification of international laws and conventions against child labor by numerous countries, various substantial challenges impede effective implementation.

Developing countries lack sufficient resources to effectively oversee child labor practices. Workplace inspections frequently lack regularity and are often confined to specific areas, which enables companies employing children to function undetected. Insufficient labor inspectors and constrained government budgets for oversight represent prevalent issues.

Most child laborers operate within the informal sector, including agriculture, domestic work, or unregistered small enterprises. The government faces challenges in monitoring these sectors due to the absence of formal regulations. In remote or rural areas, the lack of supervision significantly increases the risk of child exploitation.

The effectiveness of law enforcement is diminished by insufficient public awareness regarding children's rights and the ban on child labor. In specific communities, particularly in rural regions or those with a cultural acceptance of child labor, there may be a lack of recognition regarding the issues associated with child labor. Without community pressure, the government might not perceive a strong necessity to rigorously uphold the law.

Numerous governments encounter economic and social pressures regarding the regulation of child labor, whether to permit it or enforce stricter controls. In certain instances, governments might prioritize economic growth by permitting companies to employ child labor to lower production expenses. Furthermore, substantial corporations with significant political clout may lobby to persuade governments to ease regulations concerning child labor practices.

When companies are discovered to be utilizing child labor, the consequences frequently lack the severity necessary to deter such practices. Minor fines or warnings fail to deter companies from committing repeat offenses. The leniency of these penalties conveys the impression that child labor law breaches are not considered a significant issue.

Companies' enforcement of laws against child labor is hindered by several factors, such as insufficient resources, corruption, the challenges posed by an informal sector that is difficult to regulate, and the ineffectiveness of existing sanctions. To effectively tackle these issues, it is essential to implement reforms in supervision and enforcement systems, enhance community awareness, and strengthen international cooperation. A comprehensive approach is essential for effectively addressing the problem of child labor exploitation.

The factors contributing to the exploitation of child labor are multifaceted, encompassing various economic influences and deficiencies in regulatory frameworks. Organizations often engage in child labor to minimize labor costs, thereby enabling them to cut expenses and enhance profitability. Furthermore, the susceptibility of children renders them more susceptible to exploitation with minimal opposition, while ineffective law enforcement, particularly in developing nations, perpetuates this issue without sufficient penalties. This entire scenario establishes an environment that enables the organized exploitation of child labor.

Child labor regulations often exhibit ambiguity or contain legal loopholes that facilitate exploitation. For instance, legislation may permit children to work within specific sectors or under restricted hours; however, businesses frequently exploit these regulations. The absence of clarity complicates the consistent enforcement of the law.

Labor Law 13 of 2003 establishes regulations concerning protecting children in employment. This legislation delineates the specific types of work and the requisite conditions that must be satisfied for the employment of children within a business context. The legal definition of a child is an individual who is under the age of 18 years.

The legal framework established by Law Number 35 of 2014, in conjunction with Law Number 23 of 2002 regarding Child Protection, delineates the criminalization of individuals or corporations that engage minors in employment. It underscores that any entity that unlawfully employs minors, particularly in hazardous or high-risk environments or in violation of established regulations, may face criminal penalties. This legislation establishes robust legal safeguards for children, specifying that individuals or corporations guilty of violations may face imprisonment and/or financial

2025, 10(53s) e-ISSN: 2468-4376

https://www.jisem-journal.com/

## **Research Article**

penalties. These sanctions aim to create a deterrent effect, aiming to prevent exploitation and working conditions that could endanger their physical and psychological well-being.

According to Article 88 of Law No. 35/2014, which amends Law No. 23/2002 concerning Child Protection, any parties found to engage in child labor or exploit children economically will face criminal penalties. The penalty may consist of imprisonment for a maximum duration of 10 years, a fine reaching up to IDR 200,000,000, or a combination of both, specifically imprisonment for a maximum of 10 years alongside a fine of IDR 200,000,000.

The recent updates to the Criminal Code (KUHP) highlight the significance of corporate crime. Law No. 1 of 2023 regarding the Criminal Code establishes that legal entities or corporations may be held accountable and face criminal sanctions. Corporations may face severe penalties for offenses, including the death penalty, life imprisonment, imprisonment for up to 20 years, or substantial fines.

A behavior qualifies as criminal when an employer engages children in hazardous occupations, including prostitution venues and drug manufacturing, unilaterally ends employment, fails to provide severance pay, neglects to pay overtime wages, or hires foreign workers without the necessary permits. Implementing criminal sanctions within labor law is highly probable for those who violate regulations or engage in unlawful labor-related activities. Applying this criminal sanction occurs only after civil and administrative sanctions have been deemed ineffective or disregarded.

Work and business ethics should inherently encompass a commitment to human rights, particularly children's rights. Employers that hire minors breach fundamental ethical standards and human values. They exploit children's susceptibility for monetary benefit, neglecting the enduring consequences on their overall well-being. Hiring minors contravenes fundamental human rights and ethical standards while also adversely affecting the organization's overall performance. Children engaged in work frequently do not possess the requisite capabilities to execute specific tasks, including technical skills, knowledge, and experience. This deficiency can ultimately influence the productivity and efficiency of the organization.

Employers that hire minors engage in violations of human rights, as the rights of children are not adequately upheld. The action may incur criminal penalties, including a maximum prison term of 4 years and a minimum of 1 year, alongside fines ranging from Rp100,000,000 to Rp400,000,000, as outlined in article 76 (I) of the Manpower Law. Hiring minors raises significant ethical concerns and infringes upon the fundamental human rights of children. Children in a critical phase of growth and development are subjected to conditions akin to those of adult workers.

The employment of minors may negatively impact their long-term development by disrupting their educational pursuits. Children engaged in work frequently lack time to pursue their education and develop cognitive skills. They also forfeit the chance to engage comprehensively in the education and development process, ultimately impeding their entitlement to an improved quality of life.

A corporation that engages in criminal activity should be held accountable under criminal law, considering the significant harm it has inflicted. Corporations must be held accountable for restoring rights for children in their workforce. It implements criminal sanctions and must provide evidence of its obligations. The company can undertake several initiatives, including;

Organizations could face criminal penalties, such as fines or other sanctions if they are determined to be in breach of laws against child labor. These sanctions aim to establish a deterrent effect and avert the recurrence of similar practices in the future. The government can enforce the law via its labor department or other regulatory agencies, conducting regular inspections and investigations into company practices. Legal proceedings may commence without delay upon the discovery of violations, encompassing summonses, investigations, and trials. This legal framework aims to safeguard children's rights and impose stringent penalties on companies that violate regulations, thereby working to eliminate child labor in the future.

The concept of criminal liability for damages in corporations employing children indicates that these entities are accountable not only for the illegal hiring of minors but also for any harm resulting from such employment practices. This liability could encompass criminal penalties as well as the responsibility to provide compensation to the impacted children.

2025, 10(53s) e-ISSN: 2468-4376

https://www.jisem-journal.com/

#### **Research Article**

Organizations that utilize child labor could face substantial financial penalties as a component of criminal sanctions. The purpose of these fines is to impose penalties on the company and discourage any future unlawful employment of minors. Compensation within a Criminal Sentence In certain jurisdictions, it is possible for compensation to be mandated for victims, including minors, as an element of a criminal sentence. This aims to offer direct financial compensation for the damages incurred due to unlawful employment practices. Compensation serves as a responsibility focused on the restoration of the victim. Compensation encompasses wage replacement, remuneration for lost opportunities, and restitution for exploitation or harm inflicted upon the child. This type of compensation is distinct from punitive measures, emphasizing restoring the child's rights and welfare as its primary objective.

Corporations have specific rehabilitation and remediation responsibilities regarding employed children, which encompass several critical measures designed to address the adverse effects of exploitation and promote the well-being of these children. Corporations must guarantee that children impacted by their actions receive comprehensive access to educational opportunities. This may encompass the payment of school fees, the provision of teaching materials, or assistance for engagement in the formal education system. Alongside fundamental education, children need skills training suitable for their age, enabling them to cultivate valuable competencies for their future.

Children engaged in exploitative work are likely to face trauma or various psychological consequences. Corporations hold the obligation to ensure access to counseling and therapy services, facilitating recovery from these experiences. Facilitate continuous emotional and psychological assistance to aid children in adapting to social and educational settings.

Corporations ought to collaborate with social and government agencies to enhance the social reintegration of impacted children, ensuring their placement in secure environments and providing necessary social support. Whenever feasible, extend assistance to the families of children to enhance their living conditions and mitigate the necessity for child labor. Through the execution of these responsibilities, corporations meet their legal obligations while simultaneously aiding in the recovery and well-being of children impacted by child labor.

## **CONCLUSION**

Regulations prohibit child labor; however, the implementation and enforcement of these laws frequently suffer from inconsistencies, mainly attributable to legal loopholes and ambiguities within the regulations. The Labor Law and Child Protection Law establish a robust legal framework aimed at preventing child exploitation, imposing criminal penalties and fines on both individuals and corporations that violate these regulations. The execution of the law frequently depends on a thorough process of investigation and oversight conducted by the government. Corporations found to be in violation must face accountability measures that encompass both criminal repercussions and social responsibilities, including rehabilitation and support for the children impacted. Implementing stringent sanctions, including fines and imprisonment, and the obligation to offer compensation and rehabilitation, is designed to safeguard children from exploitation and secure their future welfare.

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