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Strategies of Omnibus Law Under the Hierarchical Legislation Framework: A Review of Theoretical and Practical Implications

Ihsanul Maarif¹¹Universitas Pasundan, Bandung, Indonesia, ihsanul.maarif@unpas.ac.id.Corresponding Author: ihsanul.maarif@unpas.ac.id¹

Abstract: The implementation of the Omnibus Law in Indonesia, particularly the Job Creation Omnibus Law, has raised several challenges related to the principles of the hierarchy of legislation and legal certainty. The Omnibus Law, which combines various regulations from different levels of law without regard to hierarchical order, has the potential to create legal uncertainty, undermine the legal order, and reduce protections for workers' rights and the environment. This study aims to examine the compatibility of the Omnibus Law method with the principles of Indonesia's hierarchy of legislation and identify its impact on legal certainty. This research employs a normative legal method with approaches that include legislation, conceptual analysis, and comparison, as well as analyzing data from various primary and secondary legal sources. The research findings indicate that the Omnibus Law does not fully align with the principles of the hierarchy of legislation outlined by Hans Kelsen and Hans Nawiasky, and it creates regulatory overlaps that disrupt the legal system's stability. The implications of this research emphasize the importance of adjusting the Omnibus Law concept to better align with Indonesia's legal framework, as well as the need for more detailed implementing regulations to minimize legal uncertainty across various sectors.

Keyword: Omnibus Law, Legal Hierarchy, Legal Certainty, Indonesian Law, Regulatory Overlap.

INTRODUCTION

To address issues of overlapping laws and simplify the legislative process, Indonesia introduced the Omnibus Law, a legislative approach that streamlines various regulations into a single master law. Indonesia introduced this method to tackle the complex bureaucracy that frequently impedes the implementation of policies. However, this method presents numerous challenges, particularly in relation to the current hierarchy of legislation. Law Number 12 of 2011 concerning the Formation of Legislation clearly regulates the hierarchy of legislation in Indonesia, establishing the priorities and order of various types of legal regulations. Implementing the Omnibus Law without disrupting these fundamental principles raises theoretical and practical questions. Some legal experts emphasize the importance of maintaining the hierarchy of legislation to ensure legal certainty (Marbun, 2011). Therefore, a

critical analysis of the relationship between the Omnibus Law and the hierarchy of legislation in Indonesia becomes very important.

Although the Omnibus Law aims to simplify the legislative process, its implementation in Indonesia has raised several questions about its compatibility with the principles of the hierarchy of legislation. In Indonesian law, lower regulations must comply with higher regulations, as stipulated in Article 7 of Law Number 12 of 2011 (Chandranegara, 2020). However, the Omnibus Law merges various regulations from different levels into a single law, frequently causing confusion about the legal status of the amended or merged regulations. This threatens legal certainty and creates the potential for conflicts between regulations. For example, in the Job Creation Omnibus Law adopted in 2020, various regulations from different sectors were amended simultaneously, leading to confusion regarding the position of these regulations within the legal hierarchy (Wira Perdana et al., 2022). This issue highlights the gap between the implementation of the Omnibus Law and the principles of the hierarchy of legislation that apply in Indonesia.

This study aims to critically analyze the Omnibus Law method in the context of Indonesia's legislation hierarchy, focusing on how it affects legal certainty and regulatory consistency. The main goal of this study is to find out how well implementing the Omnibus Law can solve problems with regulatory overlap while also making sure that this approach doesn't go against the basic principles of the Indonesian legal system. The study also looks at what the practical effects of implementing the Omnibus Law will be, especially when it comes to bringing together different regulations that are at odds with each other. Therefore, we anticipate that this research will offer pertinent suggestions to policymakers for crafting a legislative framework that is both adaptable and aligned with fundamental legal principles.

Several countries have implemented the Omnibus Law method, but studies on its application in Indonesia are still very limited, particularly concerning the relationship between this method and the hierarchy of legislation. There is a lot of literature discussing the Omnibus Law from political or economic perspectives, but there are not many studies examining its impact on the legal system. Existing research tends to discuss the application of the Omnibus Law in countries with different legal systems, such as the United States and Canada, which do not have a hierarchical structure of legislation as regulated in the Indonesian legal system (Ramadhan, 2020). Therefore, there is a significant research gap regarding the relationship between the Omnibus Law and the hierarchy of legislation in Indonesia.

This research presents a novel analysis of the relationship between the Omnibus Law method and the principles of the hierarchy of legislation, a topic not extensively explored in Indonesian legal literature. By combining a deep theoretical approach and empirical analysis of the cases of the implementation of the Omnibus Law in Indonesia, this research makes a significant contribution to the development of national legal theory. This research takes a novel approach by emphasizing the need for consistency between the Omnibus Law and the hierarchy of legislation's legal certainty principle. The justification for this research also lies in the urgency to ensure that the implementation of the Omnibus Law is not only effective in simplifying regulations but also consistent with existing fundamental legal principles. Policymakers, academics, and legal practitioners expect this research to offer deeper insights into the long-term impact of the Omnibus Law on the stability of Indonesia's legal system. Furthermore, this study will examine the challenges faced in the implementation of the Omnibus Law, including resistance from various parties who feel threatened by the regulatory changes. Thus, the analysis of these aspects becomes crucial for formulating recommendations that can support the success of implementation and reduce the potential conflicts that may arise.

METHOD

This research uses a normative legal method with a legislative, conceptual, and comparative approach (Negara, 2023). We apply the legislative approach to examine Law Number 12 of 2011 and its related regulations, while the conceptual approach analyzes legal theories related to the hierarchy of legislation, legal certainty, and fundamental legal principles. We use the comparative approach to compare the application of the Omnibus Law in other countries with the conditions in Indonesia, aiming to gain relevant insights in addressing legal issues related to the harmonization of regulations.

We collected data through a literature review that included primary legal sources like legislation and court decisions, as well as secondary sources like books and scholarly journal articles. We qualitatively analyzed the obtained data using a descriptive-analytical method to assess the alignment of the Omnibus Law's implementation with the principles of the hierarchy of legislation and its impact on legal certainty in Indonesia. We also conducted a comparative analysis to identify more effective solutions for the implementation of the Omnibus Law.

RESULTS AND DISCUSSION

The Implementation of the Omnibus Law in the Hierarchy of Legislation in Indonesia

According to Indonesian legal theory, the hierarchy of legislation is strictly regulated by Law Number 12 of 2011 concerning the Formation of Legislation. This hierarchy explains the order of legal priorities that must be followed, starting with the constitution as the highest rule, followed by laws, government regulations, and finally regional regulations. This principle is based on the need to maintain legal consistency and certainty in the application of regulations across various sectors. The hierarchy of law aims to ensure that each regulation has a clear position within the legal framework, preventing conflicts between higher and lower regulations (Siagian, 2021).

Hans Kelsen's thoughts in *The Pure Theory of Law* are also relevant to discussing the hierarchy of laws. Kelsen developed the concept of *Stufenbau*, or hierarchical structure in law, which indicates that every legal norm must derive from a higher norm, with the constitution as the highest norm (Schmill, 2010). According to Kelsen, the legal order must be structured hierarchically, where lower regulations derive their legal force from higher regulations (Mahita Paksi, 2022). In the context of the Omnibus Law, the application of this method in Indonesia has sparked debate because the merging of various regulations from different levels has led to confusion regarding the legal status of the combined regulations. The lack of clarity regarding which norms should take precedence in the event of a conflict between combined regulations can disrupt the stability of the legal system, as outlined in Kelsen's theory.

Furthermore, Hans Nawiasky's viewpoint on the Theory of the Hierarchical Structure of the Legal Order enhances our comprehension of the legislative hierarchy in Indonesia, complementing Kelsen's theory. In constitutional nations, Nawiasky developed a concept of the hierarchy of legal norms called *Stufenordnung* (tiered arrangement), which resembles Kelsen's theory but with a greater emphasis on law enforcement (Suparman, 2023). Nawiasky argues that each legal norm must conform to a hierarchy of higher standards, and any breaches of this hierarchy will result in legal ambiguity. The Omnibus Law in Indonesia consolidates legislative measures from several levels, including laws and government regulations, without considering a distinct hierarchy. This could disturb the established order based on the notion of legal hierarchy (Azhar, 2019). This aligns with Nawiasky's perspective that uneven regulation of standards by the existing hierarchy would generate ambiguity in law enforcement. From an empirical perspective, implementing the Omnibus Law in the Job Creation case shows significant issues in its execution. Empirical studies on this law show that merging various sectors into a single law often worsens legal harmonization. Instead of simplifying regulations, the Omnibus Law in Indonesia needs clarification about the legal status of the combined

regulations, which theoretically contradicts the principle of the hierarchy of legislation. Thus, the Omnibus Law on Job Creation involves changes to labor, environment, and investment; however, its implementation has led to overlapping technical regulations and inconsistent legal interpretations (Wira Perdana et al., 2022).

The results of the comparative analysis also show that in countries like the United States and Canada, implementing the Omnibus Law tends to be more flexible due to the absence of a strict legal hierarchy. For instance, the United States applies this method to permit regulatory changes in various sectors without the need to modify the entire legal structure (Chandranegara, 2020). On the contrary, in Indonesia, the more rigid and hierarchical legal structure leads to the application of this method, causing more severe regulatory conflicts. Combining the theories of Kelsen and Nawiasky with the empirical realities of implementing the Omnibus Law, it is clear that this method is not in line with the principles of the hierarchy of legislation regulated in the Indonesian legal system. Kelsen and Nawiasky warn that this inconsistency necessitates further adjustments to implement the Omnibus Law without increasing legal uncertainty.

The Application of the Omnibus Law in the Context of the Hierarchy of Legislation in Indonesia

The findings of this research suggest that the execution of the Omnibus Law in Indonesia should align more closely with the principles delineated in the legislative hierarchy, as elucidated in Law Number 12 of 2011. The notion of hierarchy, wherein the constitution is positioned as the supreme standard, with regulations proceeding below it, serves to preserve uniformity and legal clarity. The Omnibus Law consolidates distinct rules from many levels into a unified legislation, resulting in overlaps that challenge the concept of legal hierarchy. According to Hans Kelsen's 1967 book, *The Pure Theory of Law*, each legal norm must be valid from a superior standard within a hierarchical structure known as the *Stufenbau*. Implementing the Omnibus Law in Indonesia has contravened this concept by amalgamating lower and higher legal standards without considering coherence within the legal hierarchy (Anggono, 2020).

Hans Nawiasky's theory, which developed the Theory of the Hierarchical Structure of Legal Order, also reinforces this interpretation. Nawiasky asserts that we must arrange legal norms hierarchically, clearly distinguishing fundamental norms (the constitution) from those below them. Legal uncertainty can arise when the Omnibus Law combines regulations from various levels without clear organization, as demonstrated by the implementation of the Job Creation Omnibus Law. According to Nawiasky, violations of the hierarchy of norms will disrupt the legal order and diminish public trust in legal certainty (Shelton, 2006). This finding indicates that the implementation of the Omnibus Law is not only practically problematic but also theoretically violates the fundamental concept of the hierarchy of laws accepted in Indonesia. To accelerate regulatory changes in many areas, including labor, investment, and the environment, Indonesia has enacted the Omnibus Law. Nevertheless, this extensive regulatory consolidation leads to ambiguity in applying technical measures. For example, the modifications made in the Job Creation Omnibus Law to labor regulations result in legal uncertainties, particularly regarding the legal standing of employment agreements and safeguarding workers' rights, previously regulated by distinct legislation. Adopting the Omnibus Law, although intended to streamline rules, may compromise the expected legal clarity. A comparative analysis also demonstrates that implementing the Omnibus Law is more adaptable in nations such as the United States and Canada, as a strict hierarchy of provisions does not constrain it. For example, the United States may employ the Omnibus Law to simplify laws across many sectors without adversely affecting the general legal framework (Bar-Siman-Tov, 2021).

These nations lack a legal hierarchy as stringent as that of Indonesia, where every rule must adhere to a well-defined hierarchical framework. In contrast to Indonesia, where a strict legal framework impedes its efficacy, the flexibility seen in other nations allows the Omnibus Law to accomplish its objectives with more success. Within the framework of Indonesian legal theory, the lack of coherence between the Omnibus Law and the hierarchy of legislation poses a substantial obstacle to the norm of legal certainty, a critical component of the rule of law (Putri dan Ridwan, 2019).

The random combination of lesser and higher regulations, without consideration for hierarchy, poses a danger to legal certainty as it creates difficulties for the public and state apparatus in determining the scope of applicable laws. The present scenario not only erodes the confidence of the general people in the legal system but also disturbs the overall stability of the legal regime. The explanation above elucidates the need for further modifications to synchronize the execution of the Omnibus Law in Indonesia with essential legal concepts, namely the hierarchy of law. Significant enhancements to the implementation will further provide legal clarity for the government, law enforcement agencies, and society. Effective legal reform requires the implementation of more precise rules and modifications to the Omnibus Law idea in accordance with the legal theories offered by Kelsen and Nawiasky.

The Contribution of the Omnibus Law to Indonesian Law and Its Implications in Practice

The study results on implementing the Omnibus Law in Indonesia provide a substantial contribution to advancing legal theory, particularly in relation to the hierarchy of law and the assurance of legal certainty. Based on theoretical analysis, this study demonstrates that the Omnibus Law, in its present state, contradicts the hierarchy of legislation theory as outlined in the writings of Hans Kelsen and Hans Nawiasky. According to Kelsen's *The Pure Theory of Law* (1967), the legal system should be structured hierarchically, where each legal norm obtains legitimacy from a superior standard. Within this particular framework, the execution of the Omnibus Law, which amalgamates diverse legislative measures from many tiers, contravenes Kelsen's core tenet of *Stufenbau* since subordinate legal standards might intersect with superior ones, engendering legal ambiguity.

The relevance of Hans Nawiasky's thesis on the *Stufenbau* of Legal Order to the critique of the Omnibus Law lies in its demonstration of the need to establish a distinct hierarchy between fundamental legal principles and subsequent laws. According to this view, Nawiasky asserts that any breach of the hierarchical structure would lead to legislative ambiguity. The results of this study validate that the incorporation of rules from different levels in the Omnibus Law, namely in the context of the Job Creation Law, has deviated from the anticipated legal coherence of the hierarchical legislative structure in Indonesia. For example, a unified regulatory framework now includes legislation concerning labor and the environment, formerly regulated by separate statutes, without explicitly clarifying their precedence within the legal hierarchy.

Furthermore, this study uncovers the essential consequences of enforcing the Omnibus Law on the stability of Indonesia's judicial system. Similar to the Omnibus Law on Job Creation, the Omnibus Law governs several legal domains inside a single overarching legislation, restricting the opportunity for extensive legislative deliberations about those domains. This approach could worsen legal ambiguity, particularly among corporate entities, members of the public, and law enforcement personnel. The extensive consolidation of rules leads to uncertainty in compliance, particularly with safeguarding workers' rights and environmental policies (Chistyakova, 2019). For example, the Omnibus Law, which combines many rules from different sectors, may not sufficiently account for environmental requirements previously governed independently by Law No. 32 of 2009 on Environmental Protection and Management. This conclusion also has ramifications for legal practice since law enforcement

personnel have challenges determining the hierarchy of laws when disputes emerge among several provisions within a single Omnibus Law. A fundamental aspect of the rule of law concept is legal certainty, and the presence of overlapping laws resulting from implementing the Omnibus Law creates uncertainty in enforcing those rules (Umbara et al., 2020). Practically, this impacts the stability of the law and undermines the validity of the legal system in the perception of the general public, as ambiguity in rules may erode public confidence in the law and the government.

Furthermore, the findings of this study also enhance the formulation of more effective legislative measures in Indonesia. The theoretical implications of this discovery need a revision of the Omnibus Law idea to more closely conform to the Indonesian legal system, which strictly follows a hierarchical structure. Establishing a more explicit process to ascertain the priorities of the consolidated rules in the Omnibus Law may effectively maintain legal certainty. In practical terms, it is necessary to establish more comprehensive and precise implementation rules to prevent the Omnibus legislation from weakening the current legal framework. This will guarantee that every area this legislation covers gets enough attention and uniform execution.

Moreover, this research underscores the need for increased participation from civil society and legal professionals in formulating the Omnibus Law. One prominent critique is the insufficient involvement of the general people in developing the Omnibus Law on Job Creation. Implementing a more open and inclusive legislative procedure may effectively reduce the potential for legal ambiguity and guarantee that every rule included in the Omnibus Law upholds the integrity of Indonesia's legal framework.

Advanced Study on the Implementation of the Omnibus Law in the Indonesian Legal System

The findings indicate several potential research themes to improve our comprehension of implementing the Omnibus Law in the Indonesian legal system. Firstly, it is necessary to conduct further studies to scrutinize the Omnibus Law's precise effects on labor law, the environment, and investment. Despite identifying numerous significant concerns about legal ambiguity and regulatory overlap in this research, a more thorough and sector-specific investigation might provide a more complete understanding of the impact of the Omnibus Law on legal certainty in different industries. An analysis of the implementation of the Omnibus Law in the environmental domain might provide us with a more comprehensive understanding of potential conflicts that may arise between current environmental legislation, such as Law No. 32 of 2009 on Environmental Protection and Management, and the newly introduced regulations created by the Omnibus Law. The significance of this matter lies in the fact that rules within the environmental sector play a crucial role in preserving the sustainability of natural resources and ecological equilibrium.

Furthermore, a comprehensive study must examine the correlation between the Omnibus Law and Indonesia's international legal commitments. As a member of the World Trade Organization (W.T.O.) and ASEAN, Indonesia must comply with certain international norms in commerce, investment, and the environment. Conducting a comprehensive analysis of the potential consequences of implementing the Omnibus Law on these international commitments is crucial, given its influence on Indonesia's standing and adherence to international legal norms. For instance, within the domains of human rights and environmental preservation, there were apprehensions that some clauses of the Omnibus Law contradict the values delineated in established international accords like the Paris Agreement. Further investigation may deepen the comprehension of how Indonesia effectively manages the enforcement of the Omnibus Law while upholding its international obligations.

Furthermore, it is recommended that future studies focus on conducting more extensive empirical investigations on the technical application of Omnibus Law in the field. The study's results suggest that the absence of comprehensive implementing rules is the root cause of certain legal ambiguities that emerge following the enactment of the Omnibus Law. Hence, it is crucial to conduct research that examines explicitly the difficulties encountered by law enforcement practitioners, corporate entities, and civil society in implementing the Omnibus Law. Undertaking this field study may provide a thorough understanding of the technological and legal obstacles faced and practical recommendations for modifying rules to minimize legal ambiguity. Studies on the application of labor rules after the enactment of the Omnibus Law provide valuable insights into the impact of these regulatory changes on the interaction between workers and employers in both the official and informal sectors.

Additionally, these studies can help law enforcement agencies adjust to these transformative changes. Potential future study proposals include comparative studies on using the Omnibus Law in other nations, particularly those with more adaptable legal frameworks like the United States and Canada. The present study provides evidence that the lack of a rigid legislative hierarchy in the mentioned nations results in a more efficient execution of the Omnibus Law. A comprehensive comparative analysis might provide Indonesia with valuable insights on modifying the Omnibus Law to the current legal framework while ensuring compatibility with core legal concepts, as proposed by Kelsen (1967) and Nawiasky (1934). This comparison analysis provides valuable insights into optimal strategies for formulating and executing legislation that more effectively facilitates the practical application of the Omnibus Law. Finally, it is recommended that future studies prioritize examining public involvement in the formulation process of the Omnibus Law. An essential component of a democratic rule of law is a legislative process that is both transparent and inclusive. An analysis of the writing process of the Omnibus Law on Job Creation reveals that it needs more participation from the public, therefore limiting their ability to contribute to the design of this law. Hence, to guarantee the inclusion of the concerns of different parties and that the final legislation accurately represents the requirements and ambitions of the society, further study should investigate methods to enhance public engagement mechanisms in the legislative process of the Omnibus Law.

The Impact of the Implementation of the Omnibus Law on Law and Society in Indonesia

The implementation of the Omnibus Law in Indonesia, namely the Job Creation Omnibus Law, has substantial social and ethical consequences, notably with regard to the core concepts of legal certainty, social fairness, and human rights. A prominent social consequence is the legal ambiguity that emerges from implementing the Omnibus Law approach, which has the potential to adversely affect the broader society (Arifin et al., 2022). Legal certainty is a fundamental component of a legal system that ensures the safeguarding of the basic rights of individuals. Nevertheless, the consolidation of many rules from several sectors into a unified legislation via the Omnibus Law, without taking into account a well-defined hierarchy of legislation, has resulted in ambiguity in the enforcement and implementation of the law in real-world scenarios (Rijadi et al., 2023). This has a direct effect on society, particularly on vulnerable groups such as informal sector workers and communities that depend on wildlife conservation.

Another noteworthy societal consequence is to the rights of workers, particularly with regard to the modifications in labor legislation brought about by the Omnibus Law on Job Creation. Certain aspects within the Omnibus Law are seen to diminish the safeguarding of worker rights, including the lowering of severance compensation, alterations in employment contract conditions, and the granting of flexibility in determining the minimum wage. This phenomenon has the potential to exacerbate socioeconomic disparities, since those employed in the official

sector may enjoy superior safeguards compared to those in the informal sector, who are already susceptible to exploitation.

In this context, the policy contradicts the principles of social justice outlined in Article 33 of the 1945 Constitution, which emphasizes social justice for all Indonesians. Research indicates that implementing the Omnibus Law has sparked resistance from labor unions and civil society groups, who view it as detrimental to workers' positions in the labor market (Suntoro & Nureda, 2022). In addition, severe ethical implications arise about the drafting and implementation process of the Omnibus Law, which is considered to need more transparency and participation. The rapid legislative process and the minimal involvement of the public in drafting this law have sparked criticism that the process does not fully reflect the principles of deliberative democracy.

In the Theory of Communicative Action, Habermas argues that the policy-making process should include extensive public involvement in order to guarantee legitimacy and legal responsibility (Oktavia, 2022). Nevertheless, with the Omnibus Law, some stakeholders, particularly civil society and environmental groups, believed that they required sufficient participation in the deliberations pertaining to the law. This undermines the social validity of the Omnibus Law, since the community perceives a lack of representation in the legislative process, which has a substantial influence on their lives. Furthermore, there are ethical concerns associated with the unequal distribution of knowledge and the process of making decisions. A significant number of individuals, particularly those residing in rural or isolated regions, may need increased availability of information pertaining to the regulatory modifications associated with the Omnibus Law.

The existing discrepancy worsens social inequity and has the potential to generate systemic injustices, wherein less knowledgeable populations are more susceptible to prosecution. In this regard, the government has an ethical responsibility to ensure that all citizens have equal access to legal information, as emphasized by the rule of law in a legal state. Implementing the Omnibus Law in Indonesia brings several social and ethical implications that require serious attention from policymakers and the wider community. In order to mitigate these adverse effects, the government should reassess several clauses in the Omnibus Law, including those pertaining to safeguarding workers' rights and protection of the environment. Moreover, it is necessary to make changes in the legislative process, with a focus on openness and public involvement, in order to guarantee the social acceptance and equitable implementation of the Omnibus Law. In the Pure Theory of Law, Kelsen (1967) elucidated that legal legitimacy arises from the normative system and societal acceptability, therefore guaranteeing the rational and equitable implementation of the law in society.

CONCLUSION

This research concludes that implementing the Omnibus Law method in Indonesia, mainly through the Job Creation Omnibus Law, presents several significant challenges regarding the hierarchy of legislation and legal certainty. Theoretically, applying the Omnibus Law contradicts the principles outlined in Hans Kelsen and Hans Nawiasky's theories, emphasizing the importance of a hierarchical and consistent legal order. This inconsistency leads to legal uncertainty, as the regulations combined in the Omnibus Law frequently need clarification regarding the status and priority of those regulations. Empirical studies show that, although aimed at simplifying rules, the Omnibus Law worsens legal harmonization and disrupts certainty in the application of law across various sectors, such as labor and the environment.

In addition to the challenges in legal theory, implementing the Omnibus Law also impacts social and ethical aspects. The Omnibus Law creates legal uncertainty that affects workers' rights, environmental protection, and social justice, particularly for vulnerable groups. The less transparent legislative process and minimal public participation also raise questions about the

Omnibus Law's social legitimacy. Overall, this research indicates that implementing the Omnibus Law requires profound adjustments to align with the fundamental principles of Indonesian law and not undermine the existing legal order.

This research suggests that the government should review the Omnibus Law's implementing regulations, especially in the most affected sectors like labor and the environment. It is essential to ensure that the combined rules remain consistent with the principles of the applicable hierarchy of legislation to minimize potential overlaps and legal uncertainties. Furthermore, the future legislative process of the Omnibus Law must be more transparent and involve broader public participation, including civil society, academics, and other stakeholders, so that the resulting laws genuinely reflect the public's interests and aspirations. On the other hand, to gain a more comprehensive understanding of the challenges and required solutions, we need to conduct further research to explore the specific impacts of the Omnibus Law across various sectors and assess its technical implementation in the field. Finally, the government and policymakers must consider adjustments to the Omnibus Law concept to better align with the legal order of Indonesia, which is based on the principle of legal hierarchy, while also learning from the best practices of other countries that have implemented this method more flexibly and effectively.

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