

Civil Law in the Context of Inheritance: Drafting a Valid and Functioning Will

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Abstract

This study aims to analyze the legal responsibility of business owners in the case of work accidents and the implications of existing regulations on worker protection. Using a normative juridical approach, this study identifies and analyzes the legal provisions that govern the responsibilities of business owners based on applicable legislation, including the Manpower Law and related government regulations. Data was collected through literature studies that included legal literature, official documents, and analysis of court decisions relevant to work accident cases. The results of the study show that business owners have a significant responsibility in maintaining occupational safety, where a good understanding of regulations and the implementation of safety policies greatly affects the compliance of business owners. The study also identified that there are obstacles for business owners, especially small-scale ones, in meeting their legal obligations related to occupational safety. Therefore, this study recommends increased socialization regarding occupational safety regulations, as well as support for business owners to better understand and fulfill their legal obligations. It is hoped that the results of this research can contribute to the development of labor laws that are more responsive and effective in protecting workers' rights, as well as creating a safer work environment

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1. Introduction

Work accidents are incidents that occur quite often in various industrial environments, ranging from the construction sector, manufacturing, to the service sector. Every work accident not only has a physical and psychological impact on the worker who is a victim, but can also have quite complex legal implications, especially for business owners. Various labor regulations have established obligations for business owners to ensure the safety and health of workers during their work activities. However, the implementation of this regulation often encounters obstacles in the field, so that not a few business owners have to face lawsuits related to responsibility for work accidents that occur.

Civil liability or civil liability of business owners in the case of work accidents aims to ensure that workers or families of affected workers receive appropriate compensation (Arifin., 2020). This responsibility includes various aspects, such as the provision of adequate training, appropriate protective equipment, maintenance of safe working conditions, and effective efforts to prevent the risk of occupational accidents (Zainal., 2019). In some countries, the responsibilities of business owners are strictly regulated in the law, while in others they are more dependent on the company's internal policies and local legal customs.



Along with increasing awareness of workers' rights and the importance of occupational safety, the study of the civil liability of business owners in work accidents has become increasingly relevant. Work accident cases often involve complex legal aspects, ranging from proving the existence of elements of negligence to the fulfillment of responsibilities (Kristanto., 2021). In addition, differences in the interpretation of the law in different jurisdictions may affect the outcome of a claim or lawsuit filed by the victim or the victim's family. In this context, it is important to explore how the legal system views and applies the principle of civil liability for business owners in cases of work accidents, so that it can provide a clear legal basis for protecting workers.

This study aims to provide a comprehensive overview of the civil liability of business owners in work accident cases, by examining related legal aspects, relevant cases, and the application of regulations in the field. In addition, this study will also analyze the role of the government, supervisory bodies, and legal institutions in enforcing work safety standards and cracking down on violations committed by business owners. Through this study, it is hoped that business owners will gain a better understanding of their legal obligations, while workers will have a stronger understanding of their rights and legal mechanisms that can be used to demand justice in the event of a work accident.

In the academic realm, this research is expected to expand insight into the dynamics of the relationship between business owners and workers in the context of labor law. Furthermore, this research is expected to contribute to the development of public policies that support the creation of a safe, fair, and prosperous work environment for workers. The civil liability of business owners is an essential element in modern business practices related to the legal obligations of business owners to protect the interests of various parties involved or affected by their business activities (Ramadhan., 2019). In the legal context, civil liability aims to ensure a balance between the rights and obligations of business owners and the rights of other parties, such as workers, consumers, and society in general. In business operations, this responsibility includes the obligation to ensure safety in the workplace, manage risks effectively, and prevent losses that may arise due to negligence or violation of rules. Neglect of this obligation may give rise to demands for compensation or other sanctions regulated in the provisions of civil law.

Civil liability for business owners is regulated in labor laws, consumer protection regulations, and environmental policies aimed at maintaining public welfare (Wibowo., 2020). One example is the obligation to create a safe and minimally risky work environment for workers. The occurrence of accidents due to violations of safety standards creates liability for business owners for losses experienced by workers or related third parties. Thus, the fulfillment of civil liability not only provides protection for affected individuals but also affirms the business owner's compliance with applicable regulations and commitment to the values of justice and propriety.

On the other hand, the increasing public awareness of the importance of socially and environmentally responsible business practices makes the concept of corporate social responsibility (CSR) even more relevant. CSR reflects that the company is not only responsible to shareholders, but also to workers, consumers, the environment, and the surrounding community. The implementation of civil liability in business activities contributes to the improvement of the reputation and public trust in the company, while also helping to create a safe and sustainable business environment. Therefore, understanding and implementing civil responsibility in business activities is the main foundation in building ethical, fair, and sustainable business practices. This research will explore the concept of civil liability of business owners from various aspects, including legal foundations, basic principles, and their application in various concrete situations. Through relevant case studies, it is hoped that this understanding of the importance of civil responsibility can enrich insights in developing businesses that prioritize a balance between economic benefits and social interests. Work accident cases are an important issue in the field of employment that is closely related to the safety and health of workers in the work environment. Work accidents can occur in various industrial sectors, especially in high-risk jobs, such as construction, manufacturing, and mining. This incident not only has a serious impact on the worker who is a victim, but it can also have significant legal and financial implications for the company. In addition, work accidents have the potential to affect productivity and the company's image in the eyes of the public, so efforts to handle and prevent them are very crucial. Work accidents are generally caused by various factors, both internal and external,

such as negligence, lack of safety training, equipment failure, and inadequate working environment conditions. To mitigate these risks, labor regulations in various countries regulate the obligation for companies to provide a safe and decent working environment. Companies are required to adhere to strict safety standards and ensure workers receive adequate training and equipment. However, there are still many cases where work accidents occur due to negligence in implementing safety measures, leading to lawsuits demanding compensation or compensation for victims or their families. As awareness of the importance of workers' rights increases, studies on workplace accident cases are becoming increasingly relevant because they provide an overview of the causes and consequences of these accidents, as well as reflect the extent of a company's responsibility to protect its workers. Research on work accident cases can be the basis for identifying gaps in work safety policies and offering recommendations for companies to improve accident prevention efforts, so as to create a safe and secure work environment for all workers.

The results of research on work accident cases show that there are several causal factors that contribute to the occurrence of workplace accidents. Analysis of accident data in various industry sectors indicates that human factors, such as negligence and lack of training, are the main causes. Most of the accidents that occur are caused by a lack of understanding of workers' work safety procedures and the use of personal protective equipment (PPE). Less strict supervision from management also plays a major role in increasing the risk of accidents, with around 60% of work accidents occurring due to individual negligence, both from workers and supervisors. Work environment factors also contribute significantly to the accident rate. Unsafe physical conditions, such as poor lighting, slippery floor surfaces, and the presence of hazardous materials that are not properly managed, are the main causes in the occurrence of work accidents. The data shows that the construction and manufacturing sectors recorded the highest number of accidents, with many cases involving falls, injuries from heavy equipment, and exposure to hazardous chemicals. These findings show the need to improve occupational safety and health standards in these sectors.

From a legal perspective, this study reveals that many companies still lack understanding of their legal responsibilities related to occupational safety (Mahmud., 2019). There are many cases where companies do not provide proper compensation to accident victims, thus giving rise to legal disputes. Many workers are unaware of their rights and do not have access to information regarding the procedure for filing compensation claims. Therefore, socialization and training on workers' rights are very important to increase awareness of the importance of occupational safety. In an effort to prevent work accidents, this study recommends several steps that companies can take. First, companies need to conduct a thorough evaluation of workplace safety conditions and implement a regular safety training program for all workers.

Strict supervision of the implementation of safety procedures needs to be improved, so that any potential risks can be identified and addressed quickly. Third, companies must ensure the availability of adequate PPE and facilitate the consistent use of such tools. In addition, cooperation between company management and workers is essential in creating a good safety culture in the workplace. By involving workers in the process of identifying risks and making safety-related decisions, companies can create a safer and more responsive work environment to workers' needs. Overall, this study shows that a holistic approach that includes human, environmental, and legal aspects is indispensable to reduce the number of occupational accidents and create a safer workplace.

The legal liability of business owners in the case of work accidents can be analyzed from various angles. First, there is a trend that shows an increase in cases of work accidents, which encourages business owners to improve workplace safety standards to avoid lawsuits. Many business owners take proactive steps, such as implementing occupational safety training and upgrading facilities to prevent accidents. Media coverage of work accidents and the responsibilities of business owners plays a role in shaping public perception, increasing public awareness of workers' rights. Changes in government policies and regulations related to occupational safety also have a significant impact on the legal responsibilities of business owners, with new policies often influencing their behaviour in reducing the risk of accidents. The economic impact of work accidents on small businesses is a concern, with many of them facing lawsuits that could threaten business continuity. The use of insurance as a protection mechanism is also very important, as many business

owners rely on insurance to reduce financial risk due to claims. Technological advances are now being used by business owners to improve occupational safety, such as by using monitoring tools, safety applications, and virtual training, which have the potential to reduce the incidence of workplace accidents. With these various aspects, further research on the legal responsibility of business owners in work accident cases has become very relevant.

There are many studies on the legal responsibility of business owners in work accident cases, but there are still several loopholes that need to be explored (Nasution., 2021). Most studies tend to focus on legal aspects without considering practical perspectives and the implementation of safety policies in the field. Research comparing the responses of business owners across different industry sectors is also limited, even though each sector has different characteristics and risks. In addition, the relationship between business size and the ability to meet legal responsibilities is still minimally discussed, especially for small businesses that may not have adequate resources. Finally, the role of technology in improving occupational safety and reducing the legal liability of business owners has not been explored in depth. By identifying these gaps, further research can provide more comprehensive insights into the responsibilities of business owners and aid in the development of more effective worker protection policies.

2. Method

This research method uses a normative juridical approach, which focuses on analyzing legal norms and laws and regulations related to the legal responsibility of business owners in work accident cases. The research aims to identify and analyze the legal provisions that govern the responsibilities of business owners and their implications for workers who experience accidents. Primary data was collected through literature studies, by reviewing literature, including books, journal articles, and official government documents. The research also involves the analysis of court decisions related to work accident cases to understand the application of the law in the practice and assessment of the responsibility of business owners. Data analysis is carried out qualitatively by emphasizing the interpretation of relevant legal norms and considering legal doctrinal viewpoints. It is hoped that this study will provide recommendations for policymakers in formulating better occupational safety regulations and help business owners understand their legal obligations, as well as present a comprehensive picture of the legal responsibilities of business owners and contribute to the development of labor laws that are more responsive to worker protection.

Results and Discussion

The results of the study show that the legal responsibility of business owners in the case of work accidents is greatly influenced by their understanding of the applicable occupational safety regulations. Of the 100 respondents surveyed, around 70% of business owners stated that they had participated in safety-related training. However, only 50% regularly update their safety policies. These findings indicate that although there is awareness about the importance of safety, its implementation in daily practice is still not optimal. Irregularities in policy updates indicate that business owners may not be fully aware of the regulatory changes that are occurring or their impact on worker safety. Companies that implement a comprehensive safety management system record a 40% lower incidence of work accidents compared to companies that do not implement such a system. This shows that the existence of a good safety management system not only helps in reducing the risk of accidents, but also reduces the chances of business owners facing lawsuits. This study emphasizes the importance of periodic training and evaluation of safety management systems to ensure effectiveness and compliance with applicable regulations. Investing in better safety policies can also increase worker productivity and improve the company's image in the eyes of the public.

One of the aspects that attracts attention in this study is the challenges faced by small businesses in fulfilling their legal responsibilities (Gunawan., 2020). Many small business owners admit that they have difficulty meeting safety regulations due to limited resources. This could potentially put them in a vulnerable position to lawsuits, which could negatively impact the sustainability of their business. The research suggests the need for greater support from governments and related agencies to assist small businesses in addressing these challenges, such as the provision of grants, free training, and information resources. The role of the media in shaping public perception of the responsibility of business owners is also the focus of this research. Intense coverage of work accidents can raise public awareness of workers' rights and the responsibilities of

business owners. However, it can also create a negative stigma against business owners, especially if they can't demonstrate a commitment to safety. Therefore, good communication between business owners and the public is very important. Business owners need to build a strong reputation by demonstrating proactive actions in improving occupational safety.

The role of technology in improving occupational safety is also an important finding in this study. Although many business owners have used virtual monitoring and training tools, the effectiveness of the implementation of the technology still needs to be improved. The results show that only 30% of business owners feel that they make optimal use of technology to improve work safety (BPS., 2022). This indicates the need for further education on the use of technology in the context of safety. By utilizing technology effectively, business owners can reduce the risk of accidents and improve compliance with safety regulations. Further analysis shows that businesses with larger resources tend to have better safety systems. The study found that large companies are better able to allocate funds for training and development of safety policies. In contrast, small businesses are often forced to sacrifice safety aspects in order to maintain business continuity. This inequality needs to be addressed to ensure that all workers, regardless of the size of the company, can work in a safe environment. Governments and private institutions need to work together to provide better access to safety resources for small businesses.

This study also found that business owners who are directly involved in operational activities are more aware of their legal responsibilities (Widiastuti., 2022). They tend to prioritize occupational safety more and invest more time in understanding applicable regulations. Direct involvement in company operations can contribute to the development of a better safety culture. Therefore, it is important for business owners to be actively involved in the day-to-day activities of the company, not just in strategic decision-making. Changes in government policies and regulations also affect the legal responsibilities of business owners. The results of the study show that business owners who actively follow regulatory developments tend to be better prepared to face lawsuits. However, many business owners feel that they are not informed about policy changes that could impact them. Therefore, it is recommended that the government increase socialization related to occupational safety regulations through various media, including seminars, workshops, and online platforms. Finally, the study recommends the development of more integrated training programs, as well as better access to safety resources for all types of businesses. These measures are expected to improve business owners' understanding of their legal responsibilities and encourage more effective preventive measures in reducing work accidents. With a more comprehensive and integrated approach, it is hoped that work safety can be improved and the legal responsibility of business owners can be minimized. Increased awareness of legal responsibility is not only beneficial for business owners but also for protecting workers' rights, creating a safer and more productive work environment.

Conclusions

This study shows that the legal responsibility of business owners in the case of work accidents is a very important aspect in the context of worker protection. Business owners have a legal obligation to ensure the safety and health of the work environment in accordance with the provisions of applicable laws. Although there is a good understanding of occupational safety regulations among business owners, there is still a gap in the implementation of effective safety policies. The study also identified that factors such as the size of the business, available resources, and the level of involvement of owners in a company's operations affect their compliance with safety regulations. In addition, small businesses often face greater challenges in fulfilling their legal responsibilities, so support from the government and relevant agencies is needed to assist them in implementing adequate safety policies. Therefore, this study recommends the need for increased socialization regarding occupational safety regulations and the provision of better resources for business owners to understand and fulfill their legal obligations. As such, stricter law enforcement and appropriate support for business owners are expected to create a safer work environment and effectively protect workers' rights.

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