E-Business and the Problems of the World of Work During the Covid-19 Pandemic

Alexander Williams¹, Petrus Sokibi², Oscar Jayanagara³
Queensland University¹, Catur Insan Cendekia University², Pelita Harapan University³
St Lucia QLD 4072¹, Jl. Kesambi No.202, Drajet, Kota Cirebon², MH Thamrin Boulevard Kota Tangerang³
Australia¹, Indonesia²³

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Abstract

The Covid-19 Pandemic era that has so far been ongoing has had a significant influence on many industries. It also covers other areas including politics, the economics, and the tourism industry. Its interaction with workers' civil rights affects how much money they make or even whether they get fired (Termination of Employment). Prior to the Covid-19 epidemic, the workplace had its own set of concerns relating to workers' rights, including those pertaining to pay, security, health, and even justice-related matters, which were constantly sought because of conflicts of competing interests. On the one hand, business people perceive justice from their perspective, and employees see justice from their perspective as well. E-business, particularly B2C, is a way to help businesses in the present environment and ensure their survival (Business to Consument). E-business is a type of commercial activity that runs automatically across computer networks and the internet. In today's world (during the Covid-19 epidemic), e-business is crucial to the community's economy and microbusinesses. Therefore, in this study, the authors attempt to employ an economic, social, and legal approach.

Keywords: E-Business, Covid-19, Workers.

1. Introduction

Since the WHO China Country Office reported a case of pneumonia of unknown etiology in Wuhan City, Hubei Province, China. On January 7, 2020, China identified pneumonia of unknown etiology as a new type of coronavirus (novel coronavirus, 2019-nCoV). Data as of August 24, 2020 at 15:05 WIB from the Indonesian Ministry of Health and WHO increasingly shows the development of positive cases of Covid-19 in Indonesia which has reached 155, 412 cases and for the whole world is 23, 447, 224 cases [1]. The problem of workers' civil rights being hampered due to the Covid-19 pandemic, has in fact added to a series of problems (difficulties) for workers, who previously had their own problems related to the development of the times in the modern era, or (in the development of globalization and

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digitalization) who did not. not only covers economic issues, but also includes issues of security, health, values and propriety [2].

The impact of the Covid-19 pandemic has affected various sectors, even almost all sectors, and not only the health sector. The economic sector has also been seriously affected by the coronavirus pandemic [3]. Restrictions on community activities affect business activities which then have an impact on the economy. The current weakening economic performance also has an impact on the employment situation in Indonesia. On the one hand, it is also hoped that there will be businesses that can help the economy of the community in general, not only for consumptive needs but can also be allocated for productive activities. To assist efforts to improve the community's economy, one solution is to support internet-based businesses, especially in the type of B2C (Business to Consumer) E-Business [4]. The aim is to help workers who have experienced layoffs in opening new businesses, especially if they are supported by LAZ (Lembaga Amil Zakat) which offers assistance from productive zakat. In this situation and condition, E-Business is a solution to continue to support the business so that it continues to exist. E-Business is a business activity that is carried out automatically by utilizing computer networks and internet technology [5].

2. Method

2.2 Research Approach

The methodological approach in this study uses two main approaches related to the research title, namely:

1. Conceptual Approach
   In this case, the conceptual approach departs from the opinions of economic and social experts by studying matters that are relevant to the issues at hand. An understanding of the rules regarding workers' civil rights, the rules for handling the Covid-19 pandemic and the role of productive zakat in supporting B2C E-Business (Business to Consumers) becomes the basis for building an argument in solving or looking for alternatives to issues or problems encountered in practice community life [6].

2. Statute Approach
   The legal approach referred to in this research is to study whether there is consistency and conformity between one law and another or between the basic law or between regulations and laws. In this study, the civil rights of workers as stipulated in Law Number 13 of 2003 concerning Manpower are part of the research because they are directly related to the implementation of workers' civil rights. Thus, the problem of workers' civil rights that are not in accordance with the rules/which are not applied in accordance with the demands of the law, and or because of an emergency due to the pandemic/epidemic period, will be the focus of the study in this research [7].

2.3 Research methodology

1. Method of collecting data
   In data collection, the methods used include:
   a. Study of literature
      Literature studies are carried out by studying written materials both from books, journals or articles on the internet in accordance with related problems.
   b. Interview and Observation
In this method, researchers search for and collect data that is relevant and related to E-Business and the problems of the world of work during the Covid-19 pandemic, especially in Medan.

3. Results

3.1 Covid-19 and Pandemic Period

Coronaviruses (CoV) are a diverse family of viruses that can cause mild to severe sickness. Middle East Respiratory Syndrome (MERS-CoV) and Severe Acute Respiratory Syndrome are just two of the severe symptoms that can be caused by at least two different strains of coronavirus (SARS-CoV) [8]. The 2019-nCoV is a novel coronavirus, a virus type that has never before been seen in humans. The corona virus is contagious (transmitted between animals and humans). According to research, people can get MERS-CoV from camels and SARS-CoV from civet cats. However, it has not been demonstrated that any of the known coronaviruses may infect people. Clinical symptoms often show up 2 to 14 days after exposure. The acute respiratory distress symptoms of a coronavirus infection commonly include fever, coughing, and shortness of breath. In extreme cases, it may result in kidney failure, acute respiratory syndrome, pneumonia, and even death [9].

A case of pneumonia with an unknown cause was reported on December 31, 2019, by the WHO China Country Office in Wuhan City, Hubei Province, China. China recognized a brand-new coronavirus as the cause of the pneumonia with an unknown etiology on January 7, 2020. (novel coronavirus, 2019-nCoV). The number of 2019-nCoV cases increased rather fast, and it had moved beyond the Wuhan region and into other nations. On January 26, 2020, there were 41 fatalities (CFR 3.1%), 1,320 confirmed cases across 10 countries [10], Japan (3 cases), Thailand (4 cases), Korea South (2 cases), Vietnam (2 cases), Singapore (3 cases), USA (2 cases), Nepal (1 case), France (3 cases), Australia, and 1297 confirmed cases in China (including Hong Kong, Taiwan, and Macau), with 41 deaths (39 deaths in Hubei Province, 1 death in Hebei Province, and 1 death in Heilongjiang Province) (3 cases). Several contaminated health care professionals have been recorded among these instances.

According to WHO data as of January 24, 2020, the majority of Wuhan City, China and other nations have proven little human-to-human transmission (to family contact). The majority of the clinical signs and symptoms were fever, with some individuals also reporting breathing difficulties. X-rays revealed significant pneumonia infiltrates in both lungs. The majority of the patients in Wuhan had a history of working at, handling at, or often visiting the Huanan Seafood Wholesale Market, according to the findings of a preliminary epidemiological examination. The exact cause of transmission has not yet been determined. It is customary advice to wash hands often, use proper coughing and sneezing technique, and properly prepare meat and eggs to prevent the transmission of illness [11].

Many nations are still concerned about the Covid-19 virus’s spread, particularly those where there have been verified cases of infection. These instances are increasing, according to the live website Coronavirus COVID-19 Global Cases [12]. According to information from the Indonesian Ministry of Health and the WHO as of August 24, 2020 at 3:05 pm, there are 23, 447, 224 confirmed cases of Covid-19 worldwide and 155, 412 cases in Indonesia. According to estimates, there were 6, 759 fatalities in Indonesia and 809, 106 worldwide.

3.2 Workers' Civil Rights and Its Problems

Human rights are universal for all people, but civil rights or (rights as citizens) are derived from each nation's constitution or laws. Civil rights vary greatly from nation to nation, however human rights are universal for all nations [13]. The definition of "civil" is "a class that safeguards a person's capacity to engage in the civic and political life of the nation without fear of persecution or unjustified interference from governments or private groups."

In fact, the issue of the Covid-19 pandemic impairing workers’ civil rights has added to a number of issues (difficulties) for workers who already had their own issues related to the
development of the times in the modern era, or (in the development of globalization and digitalization) who did not. These issues not only cover economic issues, but also include issues of security, health, values, and propriety. For instance, because the modernization age necessitates broader social connections on a national and worldwide scale, which sociologists refer to as globalization, confrontations and shifts in values are also challenging to avoid [14].

According to SPN (National Workers Union) news release contributors, the present administration has at least five labor-related concerns on its plate. The first of the five issues is the problem of layoffs (PHK) brought on by automation or digitalization, followed by the informalization of the labor force, social security (BPJS for employment and health), a high accident rate, occupational safety (K3), and outsourcing. This information was taken from the Labor Institute Indonesia records or the Institute for the Development of Alternative Labor Policies, and it was presented by Andy William Sinaga, the Labor Institute Indonesia’s executive secretary, on January 1, 2019. He said that the expansion of the digital economy was responsible for the rise of automation and digitalization-related layoffs. Due to digitalization and automation, industries including retail, finance, transportation, and manufacturing—particularly those in the automotive, textile, and electronics industries—are particularly vulnerable to layoffs [15].

Community social concerns have a significant role in influencing decisions about fundamental rights, such as the right to work for women and the right to work for children. Concerns about matters like security, health, and humanitarian concerns are also taken into account. These difficulties frequently affect both male and female employees.

First, night shift employees have safety and health concerns. In addition to having a higher risk of health issues, women who work night shifts are also more likely to have security issues (female.com). Ali Sutan Nasution claims that "His firm does not have a night shift system. The Manpower Act only allows for eight hours of work each day for the company's 73 employees, and any further work (overtime) is only permitted until ten o'clock at night (Interview with Manager of PT. Andalas Surya Jaya, 2020). In contrast, public services like hospitals are required to treat patients around-the-clock. Imelda General Hospital for Indonesian Workers Jl. Bilal No. 24 Pulo Brayan Darat 1 Medan's chief of the ER department, Dr. Andry Maival, indicated that the hospital still divides the shift schedules of its male and female medical staff into multiple shifts in order to provide services to patients. The doctor is on call from 9:00 am to 21:00 pm. The nurse’s shift is divided into three shifts, with the first shift beginning at 8:00 am and ending at 16:30 pm, the second shift beginning at 23:00 pm and ending at 8:00 am.

With careful consideration for safety and health issues, the shift system's deployment strives to assist patients at any time. In order to feel comfortable and protected, the Imelda Hospital pays attention to the safety issue by working with the security forces (police) and legal professionals (advocates). While giving medical staff PPE (Personal Protective Equipment) during the Covid 19 epidemic and giving them health supplements are examples of how health issues are taken into consideration. Dr. Andry Maival admitted that dangers to the general safety of night shift employees, such as robberies or other crimes, may arise.

Second, health issues affecting pregnant employees. According to recent studies, expecting mothers who work more than 25 hours per week have infants that are typically smaller. The typical birth weight of a newborn is less than 2 kilos, which is below the usual range. The length of time women stood at work and the size of their kid at birth were also linked, according to the researchers. In general, women who work occupations that require a lot of standing, like teaching or selling things, are more likely to be parents of young children. One possibility is that employment with greater physical demands may result in decreased placental blood flow. By doing so, it also affects how much oxygen and nutrients the fetus receives (republika.co.id). Dr. Andry Maival concurs that this illness exists because pregnant women who work perform hard labor. In general, he said, working too much in the first semester increases the chance of miscarriage for pregnant women. Additionally, the health of the fetus will be impacted if he endures stress at work.
Third, concerns for mothers who are nursing who work. There are a number of challenges that working women must overcome when they start nursing. Particularly moms who have recently started working again after maternity leave. Pediatrician Ariani Dewi Widodo, a consultant, claims that some of the challenges they faced were brought on by the environment and the job. Is there a designated space for breast-feeding at work? Is there enough time to breastfeed? Another issue is whether co-workers recognize that moms who are nursing need to pump breast milk and whether doing so requires privacy.

The involvement and presence of the state in addressing issues relating to security, health, and humanity are greatly anticipated, particularly in light of the Covid-19 epidemic which has had an impact on the local economy. According to Muhammad Sa’id Ramadhn al-Buthi, rulers and legal powers must uphold and be devoted to the rule of law (in resolving social issues). In this way, a connection between the state and its citizens, who are both subject to the government and its laws, is shown.

3.3 The Covid-19 Pandemic Period and Its Impact on the World of Work

Early in March 2020, Indonesia announced the discovery of its first instance of infection with the coronavirus that causes Covid-19. Since then, the government has implemented a number of actions to lessen the Covid-19 pandemic's effects across numerous industries. Not just the health industry is impacted; almost all are. The coronavirus epidemic has also had a significant impact on the economy. Community restrictions have an impact on commercial operations, which consequently have an effect on the economy. According to a study from the Central Statistics Agency (BPS) released in August, Indonesia's economic growth in the first half of 2020 was negative 5.32 percent. Previously, according to a BPS report from the first quarter of 2020, Indonesia's economy only increased by 2.97 percent, a far cry from the 5.02 percent growth seen during the same time in 2019. The job situation in Indonesia is impacted by this declining economic performance.

The independent SMERU (Research Institute), which carries out research and public studies, published a policy report in August 2020 titled "Anticipating Potential Crisis Impacts Due to the COVID-19 Pandemic on the Employment Sector." In that note, the SMERU research team highlighted at least two effects of Indonesia's economic crisis on the labor market, namely: First, a rise in the unemployment rate. Second, the evolving post-crisis labor market environment.

Business actors automatically act efficiently to cut losses when economic activity is restrained. As a result, several employees lose their jobs entirely. According to information from the Ministry of Manpower (Kemnaker), as of April 7, 2020, 39,977 formal sector businesses made the decision to fire and lay off their employees because of the Covid-19 epidemic. This had an impact on 1,010,579 employees altogether. Specifically, 137,489 employees from 22,753 firms and 873,090 employees from 17,224 organizations both experienced layoffs. In the meanwhile, there were 189,452 people and 34,453 enterprises affected in the unorganized sector.

4. The Covid-19 Pandemic Period And Possible Work Solutions (Business)

The government has mandated that everything be done at home during the Corona virus or Covid-19 epidemic, including working, studying, worshiping, attending school, and even shopping. Enforcing this guideline is one strategy to stop the spread of Covid-19 and stop transmission. The coronavirus epidemic appears to have affected a variety of industries, including malls, restaurants, cafes, salons, and traditional markets. In fact, it also affects a variety of other enterprises by affecting efficiency. Due to the unavoidable loss of money, several firms have had to cut back on their workforce or temporarily close. Because it entails meeting many people's fundamental requirements, only a few people survive. E-business is a way to keep the business supported in this circumstance and condition so that it continues to exist. Particularly the kind of B2C (Business to Consumer) e-business that the majority of individuals are engaged in during the present Covid-19 epidemic. Everyone may develop
websites and conduct B2C e-business promotions on social media. He may develop advertising marketing plans for print media or brochures in addition to social media and websites. When someone is getting ready to join a new market, this technique will be quite helpful.

Currently, information technology plays a significant role in the economy, particularly in terms of sales. There are more business options thanks to the vast user base of the internet. This is so that businesses may interact with customers at any time and anywhere via the internet and their mobile devices. Technology and sociology have been combined to create social media, which allows individuals to communicate with one another online for both personal and professional ties. In addition to serving as a conduit for information and conversation between sellers and buyers, social media also has the ability to help businesses locate customers and establish their brands. E-commerce, sometimes referred to as electronic commerce, is the act of purchasing and selling through the internet. E-commerce is utilizing a computer and the Internet to purchase, sell, transfer, or exchange goods, services, or information.

E-Business Types Business-to-consumer (B2C) transactions are completed automatically using computer networks and internet technologies. A corporation may interface with data processing systems both internally and externally using this form of B2C (Business to Consumer) e-business to increase its efficiency and flexibility. A significant part in today's society's social life is played by e-business. In practical terms, e-business encompasses more than just e-commerce (electronic commerce or e-commerce). In this scenario, e-business, which comprises all types of commercial tasks and activities using electronic data, such as Internet marketing, is more of a whole than e-commerce (e-marketing). E-commerce, a subset of e-business, is mainly concerned with online business deals. A knowledge management system is used in e-business with the intention of boosting sales for the organization. Online sales are a remedy for this epidemic situation. The following is a call for social withdrawal as well as for working from home, learning from home, and even doing your shopping from home.

5. The Covid-19 Pandemic Period and the Role of Productive Zakat

The function of zakat as the third pillar of Islam after the faith and prayer is undoubtedly expected in the present Covid-19 epidemic. One of the reasons is that it may boost the local economy generally, not just for consuming needs but also by providing funds for constructive endeavors. There are two methods to distribute zakat: first, by supporting them with consumptive zakat monies, and second, by providing productive wealth to be managed and expanded. Although there is a chance of performing productive zakat, if we focus on the plight of the poor, there will still be consumptive zakat. Consumptive zakat must be paid for by adults who are aged, unable to work owing to disease or incapacity, or who are orphans who have not been able to do business (independently). They must be backed up by zakat and other infaq sources. Then, for those who are still capable of working hard and running a business independently, there are two options available: either supplying funds to people (individuals) or to jointly managed corporations.

The amil must carefully evaluate providing capital to individuals. Is the recipient able to manage the monies entrusted to him in such a way that one day he won't need them—including zakat—to survive. If this is correctly handled under the amil's guidance, the number of those in need will gradually decline, and it's feasible that he too may stop being in need and start giving zakat instead of receiving it. The poor who are able to contribute in accordance with their particular areas of competence must be involved if the firm is managed jointly. So, the joint venture can be used to fund the daily cost guarantee. If the endeavor is effective (fortunate), they can share in the benefits. Naturally, this calls for a clean and organized management system. As the leader, it may be chosen from the ineligible individuals or chosen from among other people. Similarly, in light of the Covid-19 epidemic, if this zakat could be more popularized, it would enhance the quantity of zakat generated, which could
then be allocated to a variety of beneficial initiatives that might aid communities that are experiencing economic hardship.

6. Conclusions

We are unable to dispute the fact that the Covid-19 epidemic in Indonesia has escalated to fairly alarming levels, with the rise in positive Covid-19 cases in several of Indonesia's major cities serving as a sign. The Covid-19 epidemic has interfered with employees' civil rights, which has added to a number of issues (difficulties) for workers who already had their own issues relating to the growth of the times in the modern period, or who did not (in the development of globalization and digitalization) involves security, health, value, and property problems in addition to economic ones. This is because, during the Covid 19 epidemic, the author conducted interviews with a number of correspondents (workers).

In fact, practically all industries have been impacted by the Covid-19 epidemic, not only the health industry. The coronavirus epidemic has also had a significant impact on the economy. Community restrictions have an impact on commercial operations, which consequently have an effect on the economy. The job situation in Indonesia is also impacted by the economy's present deteriorating performance. In this situation, it is unquestionably predicted that zakat would play the role of the third pillar of Islam after the creed and prayer. One of the reasons is that it may boost the local economy generally, not just for consuming needs but also by providing funds for constructive endeavors. And one way to strengthen the local economy is to encourage web-based companies. Particularly the kind of B2C (Business to Consumer) e-business that the majority of individuals are engaged in during the present Covid-19 epidemic.

References


