

LEGAL PROTECTION FOR THE PUBLIC AGAINST ONLINE JOB VACANCY FRAUD

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Abstract: Online job vacancy fraud is a form of cybercrime that exploits the development of digital media and the high demand for jobs in society. Low legal and digital literacy levels cause people to become victims of various fraudulent methods, such as online job vacancies, misuse of personal data, and use of company identities. This Community Service Activity aims to increase public understanding of legal protection against online job vacancy fraud through legal counseling and digital literacy education. The implementation of the activity was carried out with a participatory approach through material delivery, discussions, and questions and answers that actively involved the community. The results of the activity showed that participants gained a better understanding of how to recognize the characteristics of official job vacancies, verify recruitment information, maintain the security of personal data, and understand the legal remedies that can be taken if they become victims of fraud. This activity is expected to increase legal awareness and digital literacy in the community as a preventive measure in minimizing the risk of online job vacancy fraud.

Keywords : *legal protection , fraud, online job vacancies, cyber, job seekers,*

Introduction

The rise of information technology has changed the way people obtain job information. While recruitment information was previously obtained through print media or by visiting companies in person, now most job searches are conducted online through social media, job search websites, instant messaging apps, and professional platforms. This convenience provides broader access for job seekers, but on the other hand, it also increases the risk of various forms of cybercrime, one of which is fraud disguised as job vacancies. The results of the 2023 Indonesian Digital Literacy Status Survey indicate that the public's digital literacy skills still need to be improved, particularly in the aspect of digital security, leaving them vulnerable to various forms of fraud in the digital space.¹ Job scams operate in various ways, such as using the names of well-known companies, government agencies, or state-owned enterprises (SOEs), then demanding that victims pay for administration fees, training, or medical examinations. Perpetrators often create social media accounts, websites, and recruitment documents that mimic official company identities, making them difficult for the public to distinguish. This situation has led to many job seekers experiencing financial losses and misuse of personal data.² In 2023, the South Sulawesi Regional Police uncovered a job scam impersonating PT Pertamina on social media. Furthermore, the Bekasi Metropolitan Police uncovered a similar case involving 154 victims who were asked to pay money in exchange for employment.³ These cases demonstrate that job scams remain a real threat to society.

¹Ministry of Communication and Informatics of the Republic of Indonesia and Katadata Insight Center, *Status of Indonesian Digital Literacy 2023* (Jakarta: Ministry of Communication and Informatics of the Republic of Indonesia, 2024).

²Ministry of Communication and Informatics of the Republic of Indonesia and Katadata Insight Center, *Status of Indonesian Digital Literacy 2023*.

³Tribrata News Polri, "Police Arrest Couple for Opening Fake Job Vacancy Using Pertamina's Name in Makassar," 2023; and ANTARA, "Police Arrest Job Recruitment Fraudsters in Bekasi," October 3, 2023.

The Indonesian Ministry of Foreign Affairs also reported that throughout 2023, many Indonesian citizens fell victim to job scams, resulting in exploitation by *online scammers*. Victims were promised high-paying jobs, but upon arrival in their destination countries, they experienced document confiscation, communication restrictions, excessive working hours, and even threats of violence.⁴ From a legal perspective, job vacancy fraud is a criminal offense under Article 378 of the Criminal Code. If committed electronically using false identities or misleading information, the perpetrator can also be held accountable under Law Number 1 of 2024 concerning the Second Amendment to Law Number 11 of 2008 concerning Electronic Information and Transactions. However, legal protection will be more effective if supported by increased legal and digital literacy among the public, enabling them to recognize and avoid various fraudulent methods.⁵ Based on these conditions, Community Service activities are carried out in the form of legal counseling and digital literacy education regarding legal protection for the public from online job vacancy fraud. Through these activities, the public is expected to be able to recognize the characteristics of fake job vacancies, verify recruitment information, protect personal data, and understand the legal steps that can be taken if they become victims. Thus, these activities are expected to increase legal awareness and encourage the public to be more discerning in using digital media to find work.

Activity Realization

Amir Hamzah University through its Community Service (PKM) activity conducted legal counseling with the title "Legal Protection for the Community from Online Job Vacancy Fraud Modes" on July 9, 2026 at the Pekan Tanjung Beringin Village Hall, Tanjung Beringin District, Serdang Bedagai Regency. This activity was attended by 25 participants consisting of village residents using digital media in searching for job information. The implementation of the activity aims to increase public knowledge and legal awareness of various online job vacancy fraud modes that are increasingly prevalent along with the development of information technology. The activity began with a presentation on the development of digital-based job recruitment and various forms of fraud frequently encountered on social media, instant messaging apps, and job search websites. The community service team then explained the characteristics of legitimate job openings, how to verify recruitment information through official company channels, and the importance of maintaining the confidentiality of personal data to prevent misuse by cybercriminals.

In addition to providing education on prevention, the community service team also presented material on legal protection for the public if they become victims of online job vacancy fraud. The material included an introduction to the provisions of Article 378 of the Criminal Code concerning the crime of fraud and the provisions of Law Number 1 of 2024 concerning the Second Amendment to Law Number 11 of 2008 concerning Electronic Information and Transactions, which regulates the misuse of electronic media. Participants were also given an explanation of the steps they can take if they become victims, such as collecting evidence of conversations, saving proof of transfers, reporting the perpetrator's account to digital platforms, and filing a report with law enforcement. The event was held interactively through lectures, discussions, and a question-and-answer session. Participants demonstrated high enthusiasm by asking various questions about how to distinguish legitimate job vacancies from fake ones, personal data security when applying for jobs online, and reporting procedures for fraud. The discussion revealed that some participants had received job vacancy information through social media and instant messaging apps, but not all understood how to verify the accuracy of the information. After attending the workshop, participants gained a better understanding of prevention efforts and legal protection against online job vacancy fraud.

Implementation Method

1. Legal counseling, namely the delivery of material regarding the definition, characteristics, and various modes of online job vacancy fraud that are developing in digital media and their impact on society.
2. Digital literacy education, namely providing an understanding of how to recognize official job vacancies, verify recruitment information through official company channels, and the importance of maintaining the confidentiality of personal data as an effort to prevent fraud.
3. Counseling regarding legal protection, explaining the legal provisions governing criminal acts of fraud, the rights of people as victims, and the legal steps that can be taken if they experience online job vacancy fraud.

⁴Ministry of Foreign Affairs of the Republic of Indonesia, *Ministry of Foreign Affairs Performance Report 2023* (Jakarta: Ministry of Foreign Affairs of the Republic of Indonesia, 2024).

⁵Criminal Code, Article 378; Law Number 1 of 2024 concerning the Second Amendment to Law Number 11 of 2008 concerning Electronic Information and Transactions.

4. Discussion and Q&A to provide an opportunity for participants to share their experiences, problems, and obtain solutions related to online job vacancy fraud so that the material presented can be understood and applied in everyday life.



Picture 1 Legal Counseling on Developing Legal Protection Strategies for Online Loan Fraud Victims in Bahorok

Results

The legal outreach program had a positive impact on increasing public awareness of online job scams. Based on discussions during the event, most participants reported obtaining job information through social media, WhatsApp, Facebook, Instagram, and other websites. However, not all participants understood how to distinguish legitimate recruitment information from fraudulent information. After attending the training, participants began to understand the general characteristics of online job scams. They learned that companies conducting official recruitment processes generally do not charge administration fees, training fees, transportation costs, or other fees as a condition of employment. Furthermore, participants understood the importance of verifying information through the company's official website, official email address, or trusted recruitment platform before providing personal data or making payments. The increased understanding was also evident in participants' ability to identify various methods frequently used by perpetrators, such as the use of well-known company logos, fake job applications, requests for money transfers, and the distribution of registration links that lead to personal data theft. Through the case studies presented during the training, participants became more critical in assessing job vacancy information received through digital media. From a legal protection perspective, the public gained an understanding of their rights as victims of fraud. Participants understood that job vacancy fraud can be prosecuted under Article 378 of the Criminal Code and, if committed through electronic media, is subject to the provisions of Law Number 1 of 2024 concerning the Second Amendment to Law Number 11 of 2008 concerning Electronic Information and Transactions. This understanding raised public awareness that victims have the right to obtain legal protection and to report such acts to law enforcement.

Through this activity, the public also gained an understanding of the steps that need to be taken if they become victims of online job vacancy fraud, namely:

1. Do not make payments or send personal data to unverified parties.
2. Keep all evidence of conversations, emails, proof of transfers, and other documents related to suspected fraud.
3. Confirm with the company whose name is used in the job vacancy information.
4. Report the account, telephone number, or media used by the perpetrator to the relevant digital platform.
5. Report suspected criminal acts to the Republic of Indonesia Police by attaching any evidence you have.
6. Utilize legal consultation and assistance services when needed, including through the Legal Consultation and Aid Institute (LKBH) of Amir Hamzah University.

The overall target of the community service activities has been achieved. This is demonstrated by increased public understanding of the characteristics of legitimate job openings, the importance of maintaining personal data security, and the legal steps to take if they become victims of fraud. Furthermore, these activities encourage a more critical

and cautious attitude when accepting job vacancy information circulating on digital media, which is expected to minimize the risk of fraud in the community.

The implementation of this activity demonstrates that legal education is an effective preventive measure in improving legal and digital literacy in the community. Through synergy between universities, village governments, and the community, it is hoped that efforts to prevent online job fraud can be implemented sustainably, creating a more legally aware society capable of protecting itself from various forms of digital crime.

CONCLUSION

Community Service activities through legal counseling regarding legal protection for the community from online job vacancy fraud in Pekan Tanjung Beringin Village, Tanjung Beringin District, Serdang Bedagai Regency have been implemented well and provided benefits to the community. This legal counseling was able to increase public understanding and awareness regarding various online job vacancy fraud modes, the characteristics of official job vacancies, and the legal risks that can arise from a lack of caution in using digital media as a means of finding work. The results of the activity indicate that the public is beginning to understand the importance of verifying job vacancy information, maintaining the security of personal data, and avoiding any requests for fees during the recruitment process that do not comply with company procedures. Furthermore, the public is also gaining an understanding of legal protection and the steps they can take if they fall victim to online job fraud, both through reporting to law enforcement and through utilizing available legal aid services. Overall, this legal outreach activity contributed to improving legal and digital literacy in the community, fostering a more critical and vigilant attitude toward various online job scams. It is hoped that similar activities can be implemented sustainably through synergy between universities, village governments, and the community as a preventative measure to create a safer digital environment and provide effective legal protection for the public.

SUGGESTION

Legal outreach activities to protect the public from online job fraud are expected to be implemented sustainably, involving village governments, universities, government agencies, and law enforcement officials. Furthermore, increased education regarding legal and digital literacy is needed for the public, especially job seekers, so they can recognize various fraudulent methods, independently verify recruitment information, and understand the legal steps they can take if they become victims. This way, efforts to prevent online job fraud can be carried out more effectively and sustainably.

THANK - YOU NOTE

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