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## Labour law and development in Indonesia

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## Labour Law and Development in Indonesia



# Labour Law and Development in Indonesia

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in 1971

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## Glossary

Asosiasi Pengusaha Indonesia (Apindo)	Association of Indonesian Employers
Badan Pelaksana Jaminan Sosial (BPJS)	Social Security Executing Agency
Bupati	Regent / District Head
<i>Burgerlijk Wetboek</i>	The Netherlands Indies' Civil Code
Buruh	Labour / Worker
Dewan	Council
Dewan Pimpinan Cabang	Branch Leadership Council
Dewan Pimpinan Daerah	Regional Leadership Council
Dewan Pimpinan Pusat	National Central Leadership Council
Dewan Pengupahan	Wage Council
Federasi Serikat Pekerja Metal Indonesia (FSPMI)	Indonesian Metal Workers Federation
Global Union Federation	International Federation of Sector Unions
Hakim ad hoc	Ad hoc Judges (at the Industrial Relations Court)
<i>Herziene Indonesisch Reglement (HIR)</i>	Revised Indonesia Regulations (civil litigation procedure in Java)
Hukum perburuhan	Labour law
Kabupaten	Regency / District
Kebutuhan Fisik Minimum	Minimum physical need
Kebutuhan Hidup Layak	Decent living need
Kebutuhan Hidup Minimum	Minimum subsistence need
Keputusan	Decree
Ketenagakerjaan	Manpower
Kesehatan	Health
<i>Koeli Ordonnantie</i>	Coolie Ordinance
Komite Aksi Jaminan Sosial (KAJS)	Action Committee for Social Security Reform
Kuli kontrak	contract coolie
Lembaga Bantuan Hukum	Legal Aid Institute
Lembaga Kerja Sama Tripartit	Tripartite Cooperation Institution

Menteri Tenaga Kerja	Minister of Manpower
Orde Baru	the New Order
Pancasila	The Five Principles (Indonesia's national ideology)
Panitia Penyelesaian Perselisihan Perburuhan Daerah/Pusat (P4D/P) Pekerja	Regional/Central Labour Dispute Settlement Committee Workers
Pengadilan Hubungan Industrial (PHI)	Industrial Relations Court
Peraturan	Regulation
Perjanjian Kerja Bersama	Collective Labour Agreement
<i>Poenale sanctie</i>	Penal sanction
Reformasi	Reform era, starting in 1998
<i>Rechtsreglement Buitengewesten (RBg)</i>	Regulation for the Outer Territories (civil litigation procedure in the outer islands of Indonesia)
Rupiah (Rp)	Rupee (Indonesia's currency)
Serikat Pekerja/Serikat Buruh	Workers Unions/Labour Unions
<i>Staatsblad</i>	State gazette
Tim Kecil	Small Team
Undang-Undang	Act of parliament
Upah minimum	Minimum wages

*This crisis consists precisely in the fact that the old is dying and the new cannot be born;  
in this interregnum a great variety of morbid symptoms appear.*

(Antonio Gramsci, 1971: 276)

*In this vision, the framework of decollectivized, deregulated, and deinstitutionalized  
neo-liberal labour law is here to stay because it matches the basic needs of a globalized  
capitalist market economy and of liberal democracy. Yet at the very moment of its apparent  
triumph, individualized market labour law faces political, industrial and judicial challenges.*

(Bob Hepple, 1996: 626)

*Labour law evolved in response to ... worker resistance to injuries and injustices visited  
upon them by industrial capitalism ... [with a] vocation 'to address and seek to relieve a  
fundamental social and economic problem in modern society: the subordination of labour  
to capital, or of employee to employer'.*

(Karl Klare, 2002: 3, referring to Hugh Collins, 1989)