

# INDUSTRIAL RELATIONS CONFLICT RESOLUTION

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## Menjawab Masalah Apa

Saat ini, perkembangan dan perubahan yang sangat cepat sedang terjadi dalam bidang ketenagakerjaan khususnya dalam Hubungan Industrial, terlebih dengan diberlakukannya perangkat hukum berupa Undang-undang Ketenagakerjaan No. 13 Tahun 2003, Undang-undang Serikat Pekerja No. 21 Tahun 2000 serta Undang-undang No. 2 Tahun 2004 tentang Penyelesaian Perselisihan Hubungan Industrial (PPHI), dan beberapa perangkat hukum petunjuk pelaksanaannya. Jika hal ini tidak dipahami dengan baik maka apabila terjadi perselisihan sebagai akibat dari PHK, mogok kerja ataupun *Lockout*, persoalan ini akan berakibat panjang penyelesaiannya dan dapat mengganggu ketenangan serta kenyamanan kerja. Oleh karena itu sebaiknya penyelesaian perselisihan Hubungan Industrial di perusahaan dapat ditangani dengan cepat dan tepat, dan semaksimal mungkin dapat diselesaikan di tingkat perusahaan.

Untuk itu perlu dipahami dengan baik dan benar bagaimana teknik-teknik Penyelesaian Perselisihan Hubungan Industrial baik di tingkat perusahaan maupun bagaimana beracaranya di luar perusahaan, berikut pemahaman perangkat hukumnya

## Manfaat Apa yang Anda Peroleh

Setelah selesai mengikuti program ini, peserta diharapkan mampu:

- Membantu para pihak (Pengusaha dan Pekerja) agar mampu melakukan dan mengatasi permasalahan PHK, Mogok dan *Lockout*.
- Menyelesaikan penyelesaian perselisihan hubungan industrial secara Bipartit di tingkat perusahaan, maupun di tingkat Mediasi dan Pengadilan Hubungan Industrial (PHI).
- Berkomunikasi dengan seluruh pihak yang terlibat dalam penyelesaian perselisihan hubungan industrial (Pengusaha, Pekerja/Wakil Pekerja/Mediator/Konsiliator/Arbiter/Pengadilan Hubungan Industrial)
- Mengaplikasikan perangkat hukum dalam penyelesaian perselisihan hubungan industrial secara baik dan benar

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## Problems To Be Addressed

*Currently, there are rapid development and changes in the area of manpower, especially in industrial relations. Moreover, there is the enforcement of regulation, being Law No. 13/2003 concerning Manpower, Law No. 21/2000 concerning Trade Unions, and Law No. 2/2004 concerning Industrial Relation Dispute Settlement, with its decrees and regulation for guidelines. Unless this is well understood, if there is a dispute due to Termination of Working Contract, Labor Strike or Lockout, this issue will result in a long settlement and may cause a disturbance to a sound and peaceful job working activities. Therefore industrial relations dispute in a company should be settled rapidly and accurately, and preferably, to be resolved at company level.*

*Thus, Staff needs to understand well and accurately, on what are the techniques to settle industrial relations dispute, whether it is in company level or how to follow proceedings outside the company and to understand the law and regulation that relates to this matter.*

## Objectives

*Having attended this program, the participants are expected to be able to:*

- *Assist the parties involved (Businessman and Workers) to be able to carry out and to overcome problems that relate to Termination of Working Contract, Labor Strike and Lockout*
- *Settle industrial relations dispute in Bipartite at company level, or at mediation level and at industrial relations court.*
- *Communicate with all parties involved in the process of settlement of industrial relations dispute (Businessman, Workers/Workers' Representatives/Mediator/Consiliator/Arbitrator/Industrial Relation Court)*
- *Apply relevant rules & regulations in the process of settlement of industrial relations dispute in a well and accurate manner*

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## Apa Saja yang Dibahas

- Hubungan industrial dan permasalahannya
- Pemahaman perselisihan hubungan industrial dan dasar serta perangkat hukumnya
- Teknik penyelesaian perselisihan hubungan industrial di tingkat perusahaan (Bipartit)
- Teknik penyelesaian perselisihan hubungan industrial di tingkat mediasi (mediator, konsiliator, arbiter)
- Teknik penyelesaian perselisihan hubungan industrial pada pengadilan hubungan industrial (teknik beracara di pengadilan hubungan industrial) tingkat pertama dan terakhir
- Teknik penyelesaian perselisihan hubungan industrial akibat PHK (proses dan *benefit* PHK-nya), mogok (sah dan tidak sah) dan *lockout* (sah dan tidak sah)
- Siapa saja yang dilibatkan dalam penyelesaian perselisihan hubungan industrial
- Studi kasus di berbagai perusahaan di Indonesia (efektif mengelola PHK, mogok dan *lockout* tanpa gejolak)

## Siapa yang Perlu Ikut

- Para Pemimpin Unit kerja
- Manajer SDM
- Manajer HI
- Manajer Legal
- Manajer Audit/Tim Pemeriksa/Internal Auditor
- Pengurus Serikat Pekerja

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## Subjects Covered

- *Industrial Relations and its problems*
- *Understanding the industrial relations dispute and its rules & regulations*
- *Techniques in settlement of industrial relations dispute at company level (Bipartite)*
- *Techniques in settlement of industrial relation dispute at mediation level (Mediator, Conciliator, Arbitrator)*
- *Techniques in settlement of industrial relations dispute at industrial relations court (techniques of proceedings at industrial relations court) first and final level*
- *Techniques in settlement of industrial relation dispute due to Termination of Working Contract (process and benefits of termination), Labor Strike (legal and illegal) and Lockout (legal and illegal)*
- *Parties involved in settlement of industrial relations dispute*
- *Case Studies in various companies in Indonesia (Managing effectively of Termination of Working Contract, Labor Strike and Lockout, without any commotion)*

## Who Should Attend

- *Head of Working Unit*
- *HR Manager*
- *Industrial Relations Manager*
- *Legal Manager*
- *Audit Manager/Audit Team/Internal Auditor*
- *Labor Union Official*

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05-06 Mar

28-29 Aug

20-21 Nov