

Possible Board Detections in Determining Minimum Wages in The North Sumatera Province

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ABSTRACT

This research discusses several factors that influence minimum wage policy in North Sumatera Province. This research is conducted descriptive analysis of the factors that affect the wage council in determining the minimum wage determination in the province of north sumatera. The results of this study show that based on the formula with the previous pred times multiplied by the national inflation rate plus the growth of national gross domestic and the bargaining position that occurs between elements in the decision-making forum on minimum wage, the Board of Pengupaham is also a very decisive factor. The governor in determining wages calls for a recommendation from the wage council, while the position of the regional councils in determining minimum wage fixing in northern Sumatra is limited by government regulation in calculating the amount of minimum wage increases annually. can not only refer to the government regulation no.78 of 2015 on remuneration because the regulation is only based on the previous predictive formula multiplied by the national inflation rate plus the growth of national gross domestic. Because each city's resources and livelihoods are different and so the price of goods per place is also different. It should be in accordance with the KHL of each province rather than referring to national inflation and the growth of national gross domestic product.

1. INTRODUCTION

Wages play an important role and characterize a relationship called employment, even wages are the primary objective of a worker performing work on another person or legal entity. Wages constitute an acceptance in return for the employer to the worker for a work or service which has been or will be done, declared or assessed in the form of money stipulated in accordance with an agreement or legislation, and is paid on the basis of an employment agreement between the employer and the laborer , including benefits for both the workers themselves and their families.

Legal aspects of the wage sector include the process of wage-setting authority, wage execution, wage calculation and payment, and supervision of wage provisions. By law all of this must be understood basic and philosophy. Then, combined with other aspects (technical and economic aspects). The determination of the minimum wage of 2018 shall be requested that the governor shall stipulate the minimum wage in accordance with Government Regulation No. 78 of 2015 concerning remuneration, as this Government Regulation shall be the implementing agent of Article 97 of Law Number 13 Year 2003 concerning Manpower. There are important points that need to be of concern to all governors, that is, the governor may set a Kabupetan / Kota Minimum Wage (MSE) for a particular district / city capable of paying a higher minimum wage than the UMP, so in the

determination of the minimum wage the position of the wage council is desirable to provide recommendations to the governor in setting the minimum wage. On the recommendation of the Provincial Wage Council, especially North Sumatera Province to the Governor, it is hoped that the determination of the minimum wage based on Government Regulation No. 78 of 2015 leads to the achievement of income that fulfills a decent living for workers in North Sumatra. Decent income as intended is the amount of income or income of workers / laborers from the results of his work so as to be able to meet the needs of the lives of workers / laborers and their families fairly. Based on the description, the authors are interested to conduct further research as outlined in a study entitled: "The position of Wage Council in Determining Minimum Wage Determination in North Sumatra Province".

2. COMPARISON

Duties and Functions of Wage Council in Determining Minimum Wage Determination in North Sumatra Province. in Article 21 of the Decree of the President of the Republic of Indonesia Number 107 Year 2004 concerning the Wages Council in charge of: Providing advice and consideration to the governor in the context of: Provision of Provincial Minimum Wage, Minimum Wages of Regencies / Municipal (MSM) and Sectoral Minimum Wages (UMS); , the implementation of the Provincial Implementation System, prepares the materials

for the formulation of the development of the national wage system.

Function of Wage Council, according to the provisions of the Manpower Act is to give advice and consideration to the government regarding wage policy. Meanwhile, in the context of the formation of the Government Regulation on Wages, the National Wage Council has been asked for advice and consideration because it is the process involving them.

The inhibiting factor in determining the provincial minimum wage is principally about the bargaining power between workers and employers, the wage council is too heavy to the employer, the welfare of the workers is underestimated by the entrepreneurs resulting in a demonstration, thus it is advisable to establish a provincial minimum wage must be one hundred percent refers to the living needs of a mutually agreed upon consent pursuant to Government Regulation Number 78 Year 2015 concerning Remuneration.

Wage Council Efforts In Setting a Minimum Wage Under PP. 78 of 2015 on Wages in the Province of North Sumatra. is KHL. But with the Wage PP, KHL is no longer used as one of the guidelines for determining minimum wage increases. Indeed, the magnitude of KHL will be reviewed every 5 years. But since the minimum wage increase has been tied only to inflation + economic growth, the existence of KHL (although reviewed every 5 years) will not be meaningful. Such a policy is just a trick.

3. CONCLUSION

The Provincial Wage Council has the duty to provide advice and consideration to the Governor in the context of establishing the provincial minimum wage (UMP). The inhibiting factor in determining the provincial minimum wage is principally about the bargaining power between workers and employers, the wage council is too heavy to the employer, the welfare of the workers is underestimated by the entrepreneurs resulting in a demonstration, thus it is advisable to establish a provincial minimum wage must be one hundred percent refers to the living needs of a mutually agreed upon consent pursuant to Government Regulation Number 78 Year 2015 concerning Remuneration.

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