

Analisis Compliance Rate perusahaan yang bergerak di industri garmen di Jabodetabek

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Abstrak

Abstract

Pada penelitian ini membahas tentang compliance rate perusahaan di industri garmen di Indonesia. Penghitungan compliance rate dilakukan dengan mengukur sembilan variabel yang mempengaruhi compliance rate perusahaan antara lain child labour, discrimination, forced labour, freedom of association and collective bargaining, contracts and human resource, pay and benefit, working time, occupational safety and healthy dan industrial relations. Berdasarkan penghitungan yang dilakukan compliance rate perusahaan di industri garmen di Jabodetabek adalah 76%. Compliance rate pada tahun 2011 bila dibandingkan dengan kondisi pada tahun 1997 terdapat peningkatan compliance rate pada variabel pemenuhan upah tenaga kerja, akses untuk toilet, ketersediaan klinik di pabrik, berkurangnya cedera ketika bekerja dan meningkatnya persentase adanya perjanjian kerja bersama. Indonesia memiliki keadaan yang lebih baik bila dibandingkan dengan Yordania, akan tetapi keadaan ini terbalik bila dibandingkan dengan keadaan di Vietnam.

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Abstract

In this research discusses the compliance rate of companies in the garment industry in Indonesia. calculated the compliance rate using nine variables, which are child labour, discrimination, forced labour, freedom of association and collective bargaining, contracts and human resource, pay and benefit, working time, occupational safety and healthy and industrial relations. Based on our analysis this research can concluded the compliance rate of companies in the garment industry in Indonesia is 76%. Then, when compared with conditions in 1997 there is an increased compliance rate on the minimum wage, access to toilets, clinics availability in factories, injuries at work and the collective bargaining agreement. Indonesia has compliance rate better than Yordania contrast when Indonesia compared to Vietnam.