

PERBANDINGKAN UPAH MINIMUM ANTARA KAMBOJA DAN INDONESIA

Oleh

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INTISARI

Penelitian ini bertujuan untuk menganalisis mengenai pengaturan upah minimum di Kamboja dan Indonesia. Melalui penelitian ini, penulis membandingkan prosedur penetapan upah minimum, sekaligus menganalisis latar belakang mengapa terdapat perbedaan pengaturan di Kamboja dan Indonesia. Lebih lanjut, penulis juga menunjukkan dampak kebijakan kenaikan upah minimum di Kamboja dan Indonesia beserta solusi permasalahan tersebut.

Penelitian ini merupakan penelitian normatif dengan menggunakan pendekatan perundang-undangan untuk menganalisis prinsip-prinsip yang terkait dengan permasalahan. Penelitian ini dilakukan dengan cara penelitian kepustakaan untuk mendapatkan data sekunder. Data dianalisis secara kualitatif dan hasilnya dipaparkan secara deskriptif.

Hasil penelitian menunjukkan: Prosedur penetapan upah minimum di Kamboja dan Indonesia sangat berbeda. Kamboja tidak mempunyai Dewan Pengupahan di Provinsi, Kabupaten/Kota dan Regional, karena upah minimum Kamboja berlaku secara nasional. Di sisi lain, Indonesia mempunyai Dewan Pengupahan di Provinsi, Kabupaten/Kota dan Regional, karena upah minimum di Indonesia berbeda-beda di setiap daerahnya. Kedua, alasan mengapa Kamboja dan Indonesia mengatur upah minimum secara berbeda karena luas wilayah dan jumlah populasi. Luas wilayah Kamboja lebih kecil dari Indonesia. Selain itu, Kamboja lebih terkonsentrasi kepada perkembangan sektor industri tertentu seperti, tekstil, garmen dan sepatu, sedangkan Indonesia tidak terfokus pada sektor industri tertentu. Terakhir, Kamboja dan Indonesia sama-sama memiliki permasalahan mengenai kebijakan kenaikan upah minimum, yakni investor yang berpindah ke negara yang upah minimumnya lebih rendah, persaingan pasar kerja dan kenaikan harga barang-barang.

Kata Kunci: upah minimum, peraturan prosedur penetapan upah minimum, alasan perbedaan peraturan, permasalahan kenaikan upah minimum

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COMPARING MINIMUM WAGE LABOUR LAW BETWEEN CAMBODIA AND INDONESIA

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ABSTRACT

The research aims to determine and analyzes the minimum wage regulation in Cambodia and Indonesia in order to compare the setting minimum wage. Moreover, the author will provide the reasons why Cambodia and Indonesia different regulation. Furthermore, the author will find the problems of increasing minimum wage in Cambodia and Indonesia and give the solution in order to solve those problems.

This is a normative research which applies a statute approach to analyze the principles which are related to the problems. The author conducts a library research to obtain secondary data. The data analysis is performed qualitatively and the results are reported descriptively.

The research result show that: The setting minimum wage in Cambodia and Indonesia is very different while Cambodia has not committees in provinces, districts and regions; Cambodia determines a minimum wage regulation to use everywhere. While, Indonesia has committee in provinces, districts and regions and its minimum wage is different from one place to another. Second, the reasons of Cambodia and Indonesia have different regulation because population, surface areas Cambodia is smaller than Indonesia, and political in Cambodia concentrates on sector of factory, textile, garment, and footwear while, Indonesia concentrates all sectors. Finally, the problems increasing minimum wage in Cambodia and Indonesia are investors move their factory to low minimum wage countries, labor market challenging, and the price in factory increase too.

Keywords: *minimum wage, setting minimum wage regulation, different regulation, problem of increasing minimum wage*

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