

CHAPTER IV

CONCLUSION

Wages are public problem that needs to be resolved and it becomes a problem that occurs in almost all cities in Indonesia. Worker demonstrations occur everywhere demanding their rights at work. In Indonesia, the wage policy includes setting minimum wages.

Now to determine the Regency or City Regional Government UMK local governments form non-structural institutions called wage councils. The Wage Council consists of three elements namely the government, Labor Associate, and APINDO. The survey should be conducted by the Wage Council, however in the case of 2018, the survey is done the labor associate. For details, The Manpower Department did not provide clear enough information, but based on the KHL figures surveyed by Wage Council from January to September, the proposed KHL figures from each of these parties were agreed, which were the KHL figures in the following year. After the city KHL number was determined, it was discussed by the city wage council to determine the city minimum wage. After a joint discussion, it was proposed to the mayor of Semarang about how much the proposed minimum wage was from the union and from the employer. Based on the results of the city's wage council, it was the mayor's right to determine the amount of UMK for Semarang City

in 2018. After the UMK was determined by the mayor Moreover the mayor submitted to the Governor the City's Minimum Wage and was determined by the Governor.

For workers, the minimum wage can support their survival considering the price needs are rising every day. Apart from workers, if wages are not sufficient to meet the needs, it indicates that there is a maintenance in production activities. The decline in production activities would also threaten the position of workers because employers would certainly reduce industrial spending by laying off workers. Because it is not possible for employers to reduce salaries while they are already bound by minimum wage policies.

However, in this case the Government is more inclined to APINDO not to labor associate which situation can also hamper the process of determining policies and can even produce policies that do not benefit all parties, even though good policies are policies that are able to solve the problems and prosper the community.

4.1 Suggestions

After describing the conclusions of the research results above, it is also necessary to convey some recommendations which are expected to be input for actors involved in the process of setting the Minimum Wage as follows.

1. It is expected that in carrying out the process of determining the minimum wage, the entrepreneurial element is not concerned with

personal gain, because without workers the production process cannot run.

2. It is hoped that the government would be more fair as the holder of power because if not the government who else would the workers believe.
3. The emergence of demonstrations and strikes do occur due to a vote of mistrust from the workers, however it would be better if all the differences could be discussed with the government as the holder of power.
4. The Government of the city of Semarang must be able to be communicative in conveying all information in terms of establishing the minimum wage policy of the city of Semarang.
5. Hopefully that workers and employers can work synergistically and harmoniously in the determination of the Semarang city minimum wage, so that opinion would also be given in the determination of minimum wage.