

The labor-management relation in Japanese Companies in Jakarta, Indonesia

—From the Views of Indonesian Workers—

1st year student

KAIKAKU Field School

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Tomoki SHIMOYAMA

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After the Suharto regime collapsed in 1998 and new labor law enacted in 2003, workers have acquired higher social standings in Indonesia. They succeeded in getting back their persecuted rights to unite and negotiate with their employers. In fact, labor unions are working as a main actor of labor-management negotiations in present-day Indonesia.

On the other hand, jobless rates remain high mainly because of huge labor population mismatching in the labor market in Indonesia. In addition, it is said that labor law and foreign investment law are interpreted arbitrarily by regional governments. As a result, this situation makes difficult foreign-affiliated companies to fire their employees.

In Japanese companies in Indonesia, Japanese workers decreased drastically in recent years. Therefore, I heard from few of them, Indonesian employees tend to think that top management positions are monopolized by a small number of Japanese staff and they do whatever they like. It is said that such complaint is observed frequently among highly-motivated Indonesian employees, and causes their career move from Japanese companies to Western companies.

In my pre-doctoral research, I will consider labor-management affairs through analyzing how Indonesian employees make their careers in Japanese companies in Indonesia. I focus especially on how Indonesian employees behave and position themselves in the organization of Japanese companies and how they rank Japanese companies in their career move. Such an approach would be able to elucidate how they recognize their labor-management affairs from their point of view. Since most of foregoing studies on labor-management affairs in Indonesia have been argued mainly from Japanese employers' viewpoint. I expect this research will shed a light on unknown aspect of the phenomena.



pic # 1 Jakarta makes rapid progress



pic # 2 Japanese cars occupy a parking area



pic # 3 There are many classes in Jakarta