

ABSTRACT

SYAPARUDDIN, 17730151. The Resolve of Dispute in Industrial Relationship to Protect the Workers' Rights Based on Pancasila Principles. Dissertation under the supervision of Prof. Hj. Waty Suwarty Harsono, SH., MH. as the main advisor and Dr. Darwati, SH., MH. as co advisor.

To work is the obligation of every human being in an effort to meet the needs of his life as well as his family. A person who works with other is called a worker/laborer; and is called an employer, a person who order works to other people. When a dispute accurs between the two parties, each is to hold harmonious relationship based on Pancasila philosophy. Monitoring workmanship is to protect both workers and employers through prevention prevention, development and law enforcement. The resolve of industrial relation dispute can be carried out in two ways, namely, 1. non litigation/APS or outside the court through bipartite processes, mediation, conciliation and arbitration, and 2. Litigation or the Industrial Relation Court process

Based on the discussed information, the problems of this esearch are formulated as follows 1. How to resolve industrial relation dispute that protect workers' rights based on Pancasila? 2. How does the labor inspection function to carry out its role in resolving industrial relation disputes that protect workers' rights based on Pancasila? 3. Why is labor inspection still needed in resolving industrial relations dispute that protect workers' rights based on Pancasila?

This research was conducted through normative and sociological method by conducting interviews to determine the factors that influence the funtion of law in society, namely (1) the rule of law/regulation itself; (2) law enforcement/officer; (3) means or facilities used by law enforcer; (4) legal awareness of the community

Discussion the the research findings concludes that 1. Industrial Relation Dispute (PPHI) which protects workers/labor rights based on Pancasila has not been fully implemented at the bipartite level, but at the level of deliberation mediation to reach a consensus, it works well, according to the fourth principle of Pancasila, namely "democracy led by wisdom in deliberation/representatives". 2. The labor inspection function has not run as it should be, due to a failure in the bipartite proces, so that disputes will continue to a mediation process that can harm workers/laborers. 3. In order to protect workers/laborers rights, labor inspectors can carry out investigations, inspections, and carry out investigations into violations of labor norms that are detrimental to workers/labor, then can take legal action.

Thus the labor inspection has not been running as it should be. This means that the existence of labor inspector is still very much needed to carry out their roles properly in accordance with the provisions of the laws and the govern them.

Key words : The Resolve of Dispute in Industrial Relationship