

Employment Manpower Act, Law no. 13 (2003) – Indonesia

PEOPLE’S REPRESENTATIVE COUNCIL – REPUBLIC OF INDONESIA

Employment Manpower Act 2003

Chapter I

Interpretations / General rules

Article 1

In this Act, unless the context otherwise requires –

1. Manpower means everything dealing with workforce before, during and after working time.
2. Workforce means everybody capable to do the job in creating products and/or services to fulfill personal or public needs.
3. Employee/labor means everyone who performs work and receives salary/wages or any other kinds of compensation.
4. Employer means a person, entrepreneur, lawfully organization, or other organization which employs the workforce by paying salary/wage or any other kinds of compensation.
5. Entrepreneur means :
 - a. Person, firm or lawfully organization which run a private owned company;
 - b. Person, firm or lawfully organization which independently run his/her own limited company.
 - c. Person, firm or lawfully organization located in Indonesia, on behalf of company stated in section A and B located outside Indonesia.
6. Company means :
 - a. Every kind of lawfully or unlawfully organization, owned by a person, firm or lawfully organization, privately or government owned which employs the employee/labor by paying salary/wage or any other kinds of compensation;