

## **ABSTRACT**

*The system of outsourcing labour often lately become warm conversation among workers in Indonesia. Action can be seen from many workers/laborers who took to the streets demanding the demo abolition of labor outsourcing system. Strong action performed by the worker/laborer is merely asking for protection and because they feel their rights have been denied justice and welfare. This study aims to determine the effectiveness, solution implementation and how implementation irregularities in foreign companies outsourcing the laws that exist.*

*This qualitative study uses a case study. The data source of this research comes from interviews with sources, current facts and research records/documents. Purposing sampling technique using sampling and snowball. Validation of the data used in this study using data triangulation and member checks.*

*Based on the results showed that the implementation of outsourcing in foreign companies running under the laws of No. 13 of 2003 on Labour. Deviation occurs not in the company but in the vendor user. This happens due to uncertainty regarding the rules governing the outsourcing system. Persistence of multiple interpretations of labor laws, so that no action against irregularities. To enhance justice law, the government should immediately revise the labor laws in order to tighten the rules so that the practice of outsourcing the outsourcing system run better.*

*Keywords: Implementation of outsourcing, issues, effectiveness, solution*