

ABSTRACT

The outsourcing concept is popular in Indonesia. In an outsourcing as one source of workforce provided by other party, separating the jobs of the core business and the non core business in a written document is the prior activity conducted by the management. Then the document is informed to the local Manpower Service.

In an outsourcing, the company needed the service would make an agreement with an outsourcing agency, in which the legal matters are formed in an agreement of cooperation that could consist of the agreement period and the forms of the outsourcing cooperation.

Today, outsourcing is a trend and a need in the business, yet, there has no adequate regulation about this matter. In Jepara, most of the companies are small enterprises and medium enterprises managed by traditional and kinship management where partnership is a feature. Therefore, the outsourcing concept according to the Labor Act No 13/2003 about manpower is still difficult to implement.

Keywords : outsourcing, employee, employer, labor union