



VRSE Asia Holdings Pte Ltd

INDONESIA

EMPLOYMENT LAW MASTERCLASS



For all enquiries:

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INDONESIA

EMPLOYMENT LAW MASTERCLASS

Workplace and
Employment
Law SERIES



DESIGNED FOR

- Human Resource Practitioners
- Industrial Relations Practitioners
- Line Managers/ Executives
- Business Owners
- Professionals with responsibility of overseeing employees

DELIVERY

- Virtual

DURATION

- 10AM - 5PM (SGT)

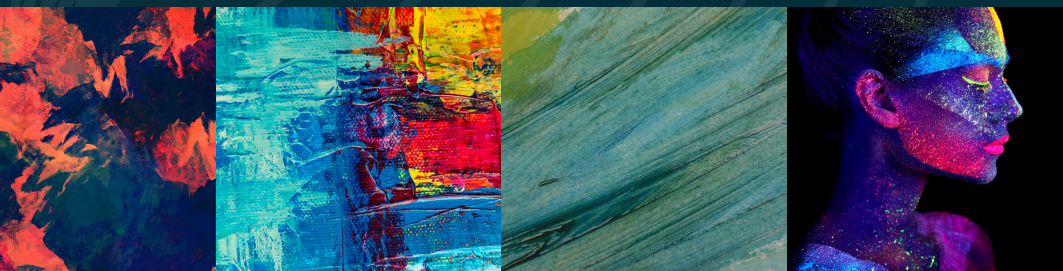
COURSE FEE


- S\$ 1,298 per pax


COURSE OVERVIEW

- This course will provide lawyers, human resource professionals, executives, and employers in general guidance on key legal and compliance considerations in the Indonesia, especially since new ways of working become increasingly embedded as the pandemic begins to recede.

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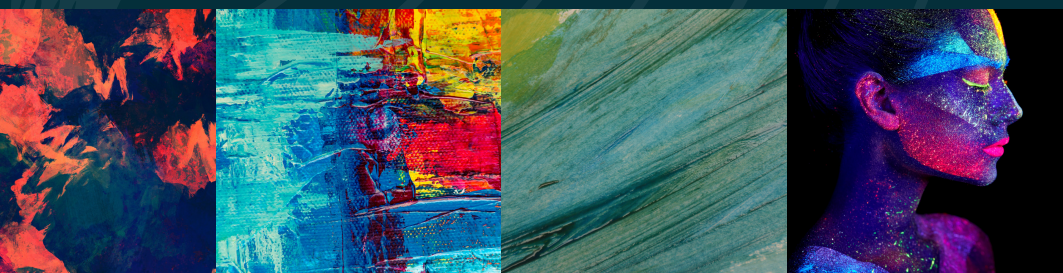
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COURSE OBJECTIVE

- The Job Creation Law (Law No. 11 of 2020), enacted in November 2020, introduced fundamental changes to Indonesia's employment laws and regulations. These changes, including to expatriate employment, employee entitlements and, perhaps most importantly, the termination process, are of keen interest and vital importance to companies, both foreign and domestic, in Indonesia and could have a profound effect on how they do business.
- As employers were adapting to the new regime, Indonesia's Constitutional Court ruled in late 2021 that the Job Creation Law is conditionally unconstitutional and ordered its amendment. This development has raised legal concerns and left employers wondering what to expect next and how they should proceed.
- An equally important focal point in Indonesian manpower law are the developments brought about by Covid-19. The pandemic prompted the Indonesian government to issue a flurry of regulations concerning, among other things, the use of foreign workers, the adjustment of wages and benefits, contributions to the national social security program, flexible work arrangements, workplace prevention and control of Covid-19, and government assistance and tax facilities.
- Mastering these changes in Indonesian manpower law and regulatory compliance is essential if businesses want to stay ahead of the curve and thrive in Indonesia.

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COURSE OUTLINE

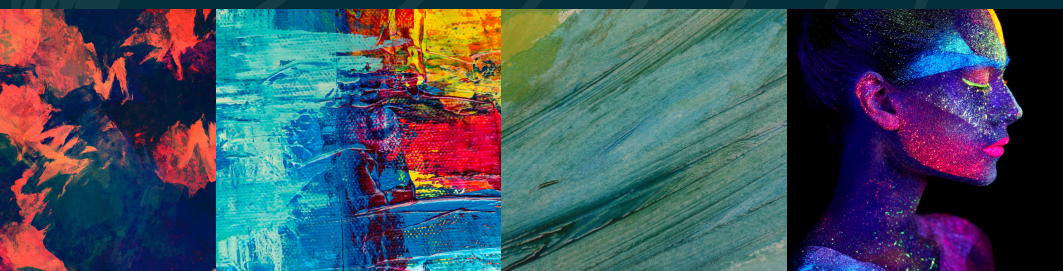
MANPOWER LAW, AS AMENDED, CONSTITUTIONAL COURT DECISION AND IMPLEMENTING REGULATIONS


- Applicable implementing regulations after the Manpower Law, as amended became effective
- Outsourcing
- Work time and overtime – introduction to flexi-time
- Fixed term employment
- Termination procedures and entitlements for fixed term and permanent employees
- Unemployment insurance
- Expatriate employment
- Constitutional Court decision on the Job Creation Law and its implications

COVID-19 AND THE WORKPLACE

- Hiring and employment of foreign workers
- Adjustment of wages and benefits
- Flexible work arrangements
- Guidelines on the workplace prevention and control of Covid-19
- Suspension of business operations
- Deferment of contributions to manpower social security programs
- Government assistance and tax facilities
- Vaccine mandate

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COURSE OUTLINE

MANAGING DIFFERENT CATEGORIES OF EMPLOYMENT CONTRACTS

- Fixed term versus permanent employment
- Outsourcing employment
- Secondment
- Expatriate employment

BEST PRACTICES – DISABLED WORKERS, SEXUAL HARASSMENT, WHISTLEBLOWERS

- How employers can comply with the 2016 Disabilities Law
- Regulating harassment in the Company Regulation
- Providing necessary protections for whistleblowers
- Collecting, transferring and storing employees' data

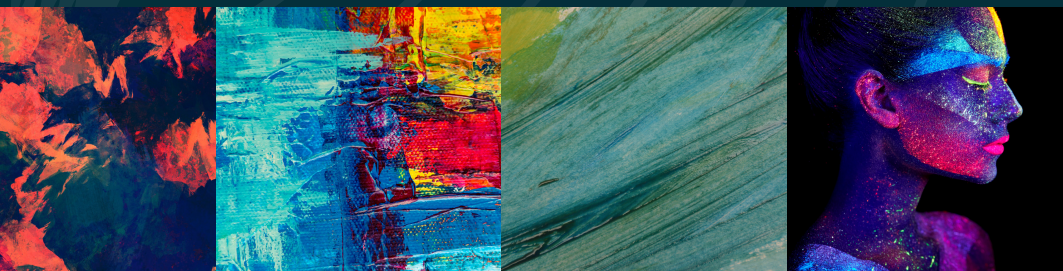
DATA PROTECTION IN THE WORKPLACE

- New data protection law and collecting and handling personal information of employees
- GDPR and handling employee data – what it means for companies in Indonesia

DOS AND DON'TS FOR EMPLOYERS IN 2022

- Revising Company Regulation, Collective Labor Agreement, employment contracts to comply with the Manpower Law, as amended
- Issues arising from flexible work arrangements and Covid-19
- Termination/retrenchment

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THE TRAINER



Rusmaini Lenggogeni **Partner** **SSEK Legal Consultants**

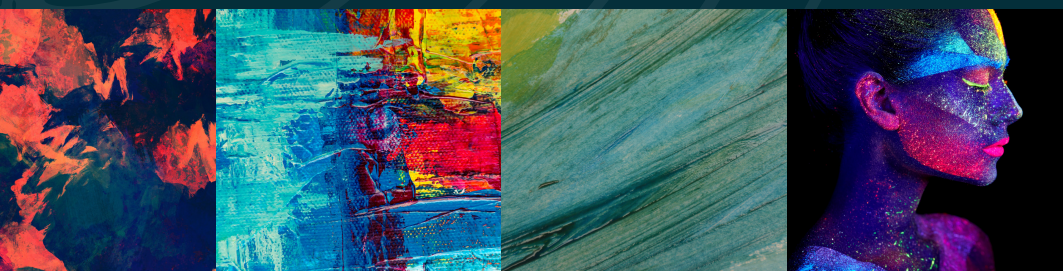
Rusmaini Lenggogeni is a supervising partner of SSEK Indonesian Legal Consultants' labor and employment practice. She is also a member of the firm's corporate mergers and acquisitions practice. Rusmaini is experienced in all aspects of Indonesian labor and employment law. She is particularly active in advising companies on labor and employment matters in relation to a merger or acquisition.


In addition to labor and employment matters, Rusmaini is heavily involved in helping clients establish corporations and with foreign investment deals and mergers and acquisitions.

Rusmaini has been a Legal 500 recommended lawyer for corporate law and mergers and acquisitions, and labor and employment.

Rusmaini graduated from the University of Indonesia Faculty of Law, attended the Academy of American and International Law in Dallas, Texas, and earned her LL.M. from American University's Washington College of Law in Washington, DC.

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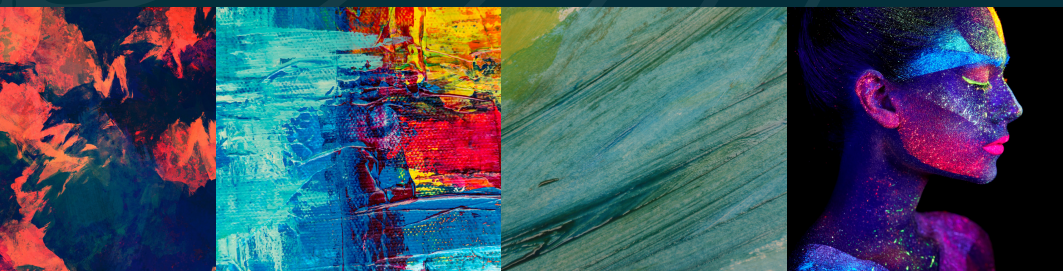
Syahdan Z. Aziz
Partner
SSEK Legal Consultants

Syahdan Z. Aziz joined SSEK Indonesian Legal Consultants in 2005. As part of his practice, Syahdan advises clients on all aspects of Indonesian labor and employment law. This includes advising clients on severance matters, company regulations, employment contracts, including contracts for foreign workers, secondment arrangements, labor disputes and social security programs.

Syahdan received his Bachelor of Laws in economic law from the University of Indonesia in 2005. He earned his Master of Laws in 2009 after completing a one-year program in international economic and business law at the University of Groningen in the Netherlands.

Syahdan has been named by Asialaw as a leading practitioner in Indonesia for energy and natural resources, and projects and infrastructure.

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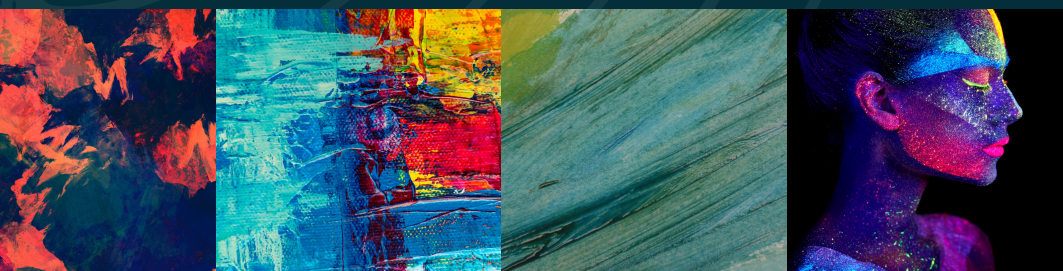
ABOUT THE ACADEMY

The Academy is a subsidiary of **VRSE Asia Holdings (VRSE Asia)**. VRSE Asia is part of **ONERHT**, an integrated multidisciplinary professional services firm with a network of trusted partners and market specialists across 16 countries.

We pride ourselves on having a successful track record over the years in conducting cutting-edge professional training, seminars, and corporate conferences that connect our customers to information and meaningful business connections. Our priority is to provide our customers with the latest trends, insights and best practice solutions giving them the edge for their job.

The Academy is a training provider of cutting edge courses to help professionals and organizations with the skills and competencies for their continuing professional development and competitive advantage. The Academy runs the **G.R.A.C.E (Governance, Risk, AML Compliance, Ethics), Workplace & Employment Law, and Sustainability programmes** based on industry best practices, practical knowledge, and structured frameworks for developing strategies.

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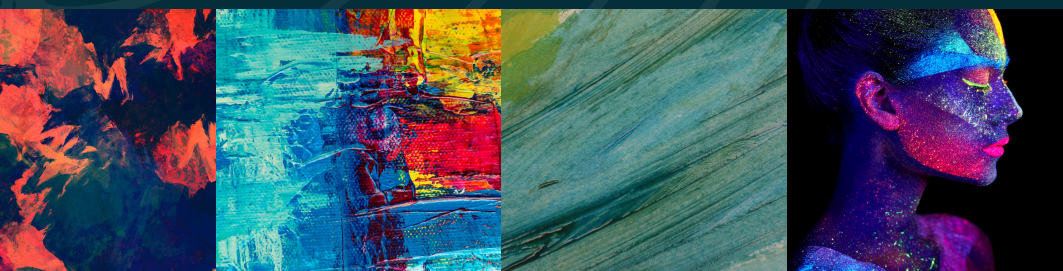
CANCELLATION, POSTPONEMENT AND SUBSTITUTION POLICY

- Once we have received your registration, the place(s) are confirmed. No refunds will be made for any cancellations, however, program credits of equivalent value only applicable for RHT events will be provided. Credits can only be redeemed for 1 program and is valid for only one (1) year from date of issue.
- In the event that RHT postpones an event for any reason and the delegate is unable or unwilling to attend in on the rescheduled date, you will receive a credit for 100% of the contract fee paid. You may use this credit for another RHT event vent to be mutually agreed with RHT, which must occur within one year from the date of postponement. Except as specified above, no credits will be issued for cancellations. There are no refunds given under any circumstances.
- All cancellations must be received in writing.
- Substitution with a qualified candidate is allowed by providing at least 5 working days of advance notice to RHT. One-time substitution is allowed with no charges. Subsequent substitutions will be charged 10% admin fee.
- RHT is not responsible for any loss or damage as a result of a substitution, alteration or cancellation/postponement of an event. RHT shall assume no liability whatsoever in the event this conference is cancelled, rescheduled or postponed due to a fortuitous event, Act of God, unforeseen occurrence or any other even that renders performance of this conference impracticable, illegal or impossible. For purposes of this clause, a fortuitous event shall include, but not be limited to war, fire, labour strike, extreme weather or other emergency.
- Please note that while speakers and topics were confirmed at the time of publishing, circumstances beyond the control of the organizers may necessitate substitutions, alterations or cancellations of the speakers and/or topics. As such, RHT reserves the right to alter or modify the advertised speakers and/or topics if necessary, without any liability to you whatsoever. Any substitutions or alterations will be updated on our web page as soon as possible.

DATA PROTECTION

- Any information provided by you in relation to this event is being collected by RHT and will be held in the strictest confidence. It will be added to our database for the primary purpose of providing you with information about future events and services.

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