



ALSA JOURNEY

MAGAZINE Vol XIII

Fast fashion, a global machine disguised as trend culture, delivers endless styles at prices students can afford. What remains unseen is a system that depends on rushed production, pressured labor, and damage that is meant to stay invisible



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LOCAL CHAPTER
UNIVERSITAS SRIWIJAYA

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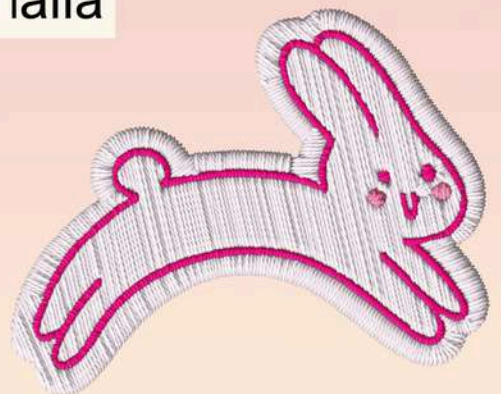
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Welcoming

Speech

Assalamu'alaikum warahmatullahi wabarakatuh,
Om Swastiastu,
Shalom,
Namo Buddhaya,
Greeting of Virtue to all of us.

We always give thanks to God Almighty for His blessings, health, and opportunities that accompany every step of this journey. Throughout our journey as an organization that supports students and young leaders from various universities across Indonesia, we believe that every achievement, every step forward, and every work that has been realized is a priceless gift from Him. The honor of continuing to grow, work, and collaborate is the pillar that keeps this organization meaningful to its surroundings. As a space that embraces synergy and diversity of ideas, we are committed to building a visionary and integrity-based leadership culture, expanding legal and academic understanding, and fostering social sensitivity as the foundation of the moral responsibility of the nation's young generation. We always give thanks to God Almighty for the abundance of grace, health, and opportunities that accompany every step of this journey. Throughout our journey as an organization that supports students and young leaders from various universities throughout Indonesia, we believe that every achievement, every step forward, and every work that has been realized is a priceless gift from Him. The honor to continue to grow, work, and collaborate is the pillar that keeps this organization meaningful to the environment in which it operates.

Since its establishment as part of the ALSA National Chapter Indonesia, ALSA Local Chapter Universitas Sriwijaya (ALSA LC Unsri) has continued to grow as a platform for adaptive, progressive, and integrity-driven law students. We believe that every process is not just an organizational journey, but also the character building of a young generation that is ready to contribute to society, the nation, and the country. With conviction, ALSA LC Unsri continues to move forward not only to build the capacity of its members, but also to instill values of benefit that can be felt directly by the surrounding environment and every party connected to this journey. Every effort undertaken is part of a long-term commitment to producing future leaders, those who are not only superior in knowledge, but also wise in spreading the light of change to those around them.

As a realization of this commitment, we are proud to invite all parties to enrich their knowledge through ALSA Journey Magazine Vol. XIII by ALSA LC Unsri, which carrying the theme of Fast Fashion. This theme is highly relevant as a reflection of the increasingly dynamic development of law in responding to the challenges of the times. Through this magazine, we hope that it will not only be a source of reading material, but also a space for reflection and intellectual dialogue that broadens perspectives and deepens understanding of contemporary legal paradigms, while encouraging us to further strengthen our role as legal professionals in this country.

Wassalamu'alaikum warahmatullahi wabarakatuh,
Om Shanti, Shanti, Shanti Om,
Shalom,
Namo Buddhaya.

ALSA, Always be One!



Rayhanna Sultan
President of ALSA National Chapter Indonesia

Welcoming

Speech

Assalamu'alaikum warahmatullahi wabarakatuh,

The rapid development of the fashion industry in recent years has given rise to a phenomenon known as fast fashion. On the one hand, this trend provides convenience for people to obtain fashion products quickly and at relatively affordable prices. On the other hand, the fast fashion phenomenon also raises various issues that require serious attention, including matters related to consumer protection, environmental impacts, labor conditions, as well as the responsibility of producers in the production process.

In today's society, particularly among the younger generation and university students, consumption patterns are increasingly influenced by fast fashion trends. Behind this accessibility, the industry also brings various legal and social implications, such as the increasing amount of industrial waste, the potential for labor exploitation, and the need to strengthen regulatory frameworks to ensure responsible production and distribution practices.

As the Dean of the Faculty of Law, Universitas Sriwijaya, I highly appreciate the theme raised in ALSA Journey Magazine Volume XIII by ALSA Local Chapter Universitas Sriwijaya. The discussion of the fast fashion issue is a relevant and important step in encouraging students to understand the relationship between law, industrial development, and the social dynamics that occur in society.

Therefore, I would like to express my appreciation to all organizers, the editorial team, and contributors who have worked hard to compile and publish ALSA Journey Magazine Volume XIII. It is hoped that this publication will contribute to increasing public awareness and encourage more critical perspectives regarding consumer protection, environmental sustainability, and legal responsibility within the fashion industry.

Congratulations to ALSA Local Chapter Universitas Sriwijaya on the publication of ALSA Journey Magazine Volume XIII. May ALSA Local Chapter Universitas Sriwijaya continue to maintain its spirit of creativity and consistently produce publications that contribute to the development of academic insight and legal thought in the future.

Wassalamu'alaikum warahmatullahi wabarakatuh.

Prof. Dr. H. Joni Emirzon, S.H., M.Hum.

Dean

Faculty of Law

Universitas Sriwijaya

Prof. Dr. H. Joni Emirzon, S.H., M.Hum.
Dean of the Faculty of Law Universitas Sriwijaya



Welcoming Speech

Assalamu'alaikum warahmatullahi wabarakatuh,
Om Swastiastu,
Namo Buddhaya,
Greetings of Virtue.

First and foremost, let us express our gratitude to Allah SWT for the blessings and grace, which have allowed us to gather and carry out this activity well.

Allow me to introduce myself. My name is Davina Ar'rifqu Putri Raharja, and I serve as the Project Officer of the ALSA Journey Magazine 2026. In this edition, ALSA Journey Magazine carrying the theme of the fast fashion phenomenon, which continues to grow within society, particularly among university students.

Through this theme, we aim to explore various aspects related to fast fashion, ranging from consumer protection and public consumption patterns, environmental impacts caused by the industry, the responsibility of producers in the production process, to labor issues and the regulations governing such practices.

We hope that ALSA Journey Magazine can serve as a platform to increase awareness while also enriching readers' perspectives regarding the various legal and social implications of the fast fashion industry.

Finally, I would like to express my sincere gratitude to all parties who have supported the implementation of this program. May ALSA Journey Magazine provide meaningful benefits and serve as a positive space for sharing knowledge and ideas.

Show your contribution,
develop your skills,
and connect to others.
ALSA, Always be One!

Wassalamu'alaikum warahmatullahi wabarakatuh,
Om Shanti Shanti Shanti Om,
Namo Buddhaya,



Davina Ar'rifqu Putri Raharja
Project Officer of ALSA Journey Magazine 2026

Welcoming

Speech

Assalamu'alaikum warahmatullahi wabarakatuh,
Shalom,
Om Swastiastu,
Namo Buddhaya,
Greetings of Virtue to all of us.

We give praise and thanks to Allah SWT for His grace and blessings, allowing us all to live in comfort and be able to carry out our activities. Asian Law Student' Association Local Chapter Universitas Sriwijaya (ALSA LC Unsri) is an Asian law student organization that was established on March 21st, 2001. ALSA LC Unsri is one of 15 Local Chapters spread across Indonesia. ALSA has four pillars that form the foundation of this organization, which are Internationally Minded, Socially Responsible, Academically Committed, and Legally Skilled. ALSA LC Unsri has a vision to realize ALSA Local Chapter Universitas Sriwijaya as a family-oriented legal academic organization with professional, educational, creative, and competitive values that contribute to society. To realize this vision, work programs are needed. that are expected to develop the abilities of its members in the legal field, strengthen relationships among members and between members and external parties, and provide a positive and sustainable impact on the wider community. This is what makes ALSA LC Unsri always strive to improve its existence and branding exposure in the community, To achieve these goals, the success of each work program is, of course, inseparable from the help and support of various parties. Therefore, ALSA LC Unsri always strives to expand and optimize collaboration with external parties. ALSA LC Unsri hopes to establish strategic collaborations with institutions, government bodies, and organizations in order to facilitate work programs that benefit the wider community and enhance the intellectual life of the nation.

Lastly, I am proud to present this proposal, and I welcome and invite Mr/Mrs to read and understand it. It would be an honor for ALSA LC Unsri to work with you.

Wassalamu'alaikum Warahmatullahi Wabarakatuh
Shalom
Om Shanti Shanti Shanti Om
Namo Buddhaya.

Show your contribution,
develop your skills,
and connect to others.
ALSA, Always be One!

Muhammad Fadhlurrahman Wijaya
Director ALSA LC Unsri 2025/2026



The Meaning & Context of Fast Fashion



A. Definition of Fast Fashion

Fashion is fundamentally more than just clothing; it is a way for human to present themselves, shape their self-image, and adapt to their surroundings. Clothing choices often reflect taste, social class, and the desire to feel part of a group. As lifestyles evolve and digital media floods society with fashion trends, fashion has transcended its basic function of covering the body, and has evolved into a symbol of trends, status, and the pace of modern times. Consequently, fashion has transformed into a massive industry in constant flux.

In this context, fast fashion emerges from a production pattern that leaves no room for pause.

Clothing is manufactured in massive quantities with a rhythm that is at an almost relentless pace, as if every week there is something new that must be bought and worn. Low prices make the purchasing process feel effortless, while the lifespan of clothing is intentionally shortened from the design stage.

In this situation, consumers no longer pursue their needs but are instead chased by a constant stream of production demands novelty. Clothing loses its meaning as an object meant to be cared for and worn repeatedly, becoming a transient item quickly replaced before it is fully used.

B. CHARACTERISTICS OF FAST FASHION

- Clothing is produced in large quantities and in short runs
- Production rhythms are determined by the speed of market response to consumer tastes, so clothes are made simply to hit the shelves, sidelining sustainability plans.

- Trends change extremely quickly. Constantly shifting trends make clothing feel after outdated, even if they're still wearable, causing them to quickly lose value in consumers' eyes.

- Prices are kept as low as possible, often at the expense of quality.
- The low price comes at the cost of durability, causing clothes to wear out quickly and have a short usable lifespan.





C. Relevance Fast Fashion to Student

- The campus social environment and social media shape students as active fast fashion consumers:

Students are closely connected to fast fashion, as their daily lives are shaped by dynamic and rapidly changing social environments that demand constant relevance. In campus spaces, friend circles, and social media, appearance becomes something continuously observed, judged, and compared. In situations like this, dressing is no longer just about function, it becomes a way to fit in and avoid feeling left behind. Over time, the desire to constantly update one's appearance slowly creates an endless cycle of artificial need. Unconsciously, this urge transforms students into active consumers who continuously respond to trend changes, to the point that clothing purchasing decisions are driven by social pressure than actual functional considerations.

- **Students Occupy a Strategic Position in the Fast Fashion Cycle from Consumers to Agents of Change:**

Students are not positioned outside the fast fashion system, but right within it as part of the ever moving market. With access to education, information, and critical discourse on social and environmental impacts, students are intellectually equipped to understand the consequences of their consumption choices. However, this awareness often remains at the level knowledge in the head, morally conscious yet not strong enough to resist the habit of buying new clothes in everyday life. As long as new clothes continue to be purchased, the industry has no reason to change the production rhythm that has been profitable. In this context, change doesn't always come from grand actions but from the awareness to restrain oneself from constantly chasing trends, because production direction ultimately follows what consumers choose and buy.



II. FOCUS OF DISCUSSION

A. Consumer Protection and Student Consumption Patterns

1. Student Consumption Patterns Towards Fast Fashion

- Reasons for choosing fast fashion products

The student's choice of fast fashion did not arise suddenly, but was shaped by habits that were repeated over and over again and slowly became considered normal.

In everyday life, the accessibility of fast fashion is reinforced by the development of online commerce technologies that eliminate the in distance between consumers and products, so that the process of browsing, selecting, and purchasing can be done through a digital screen.

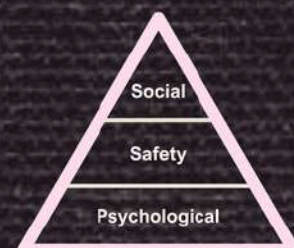
- **Hierarchy of Students Needs and Consumptions.**

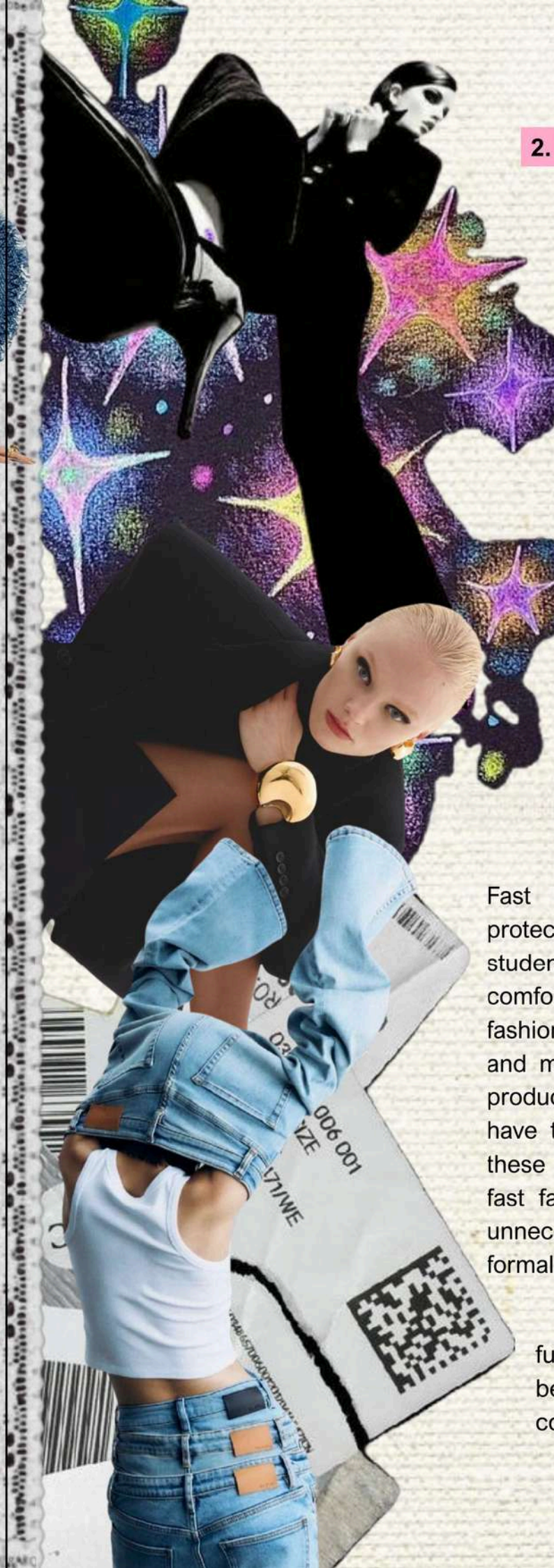
Did you know that one type of clothing can simultaneously address various layers of human needs, as described in the Hierarchy of Needs developed by Abraham Maslow, ranging from the most basic needs to the search for self-meaning?

1. Psychological: At the most basic level, fast fashion instills the notion that without new clothes, students are not truly "ready" to be present in social spaces, giving rise to recurring feelings recurring feeling of inadequacy regarding what should be the simplest of clothing needs.

2. Safety: In terms of the need for security, fast fashion is often perceived as boosting self-confidence, as if new clothes can alleviate feelings of inadequacy.

3. Social: In terms of social relationships, fast fashion blurs the line between personal choice and group demands, making following trends a way to avoid feelings of alienation.





2. Risks Faced by Consumers

1. Information regarding the usefulness and sustainability of the product is hidden.
2. Minimum product quality is only made to be usable, not durable
3. The new loss is only apparent once the cabinet is full, but the actual need has not been met.

3. Consumer Rights and Legal Awareness

Dating back to March 15th, 1962, when John F. Kennedy delivered his Declaration of Consumer Rights, this date is now commemorated as World Consumer Rights Day.

- The right to safety
- The right to information
- The right to choose
- The right to be heard

4. Consumer Protection and Student Consumption Patterns

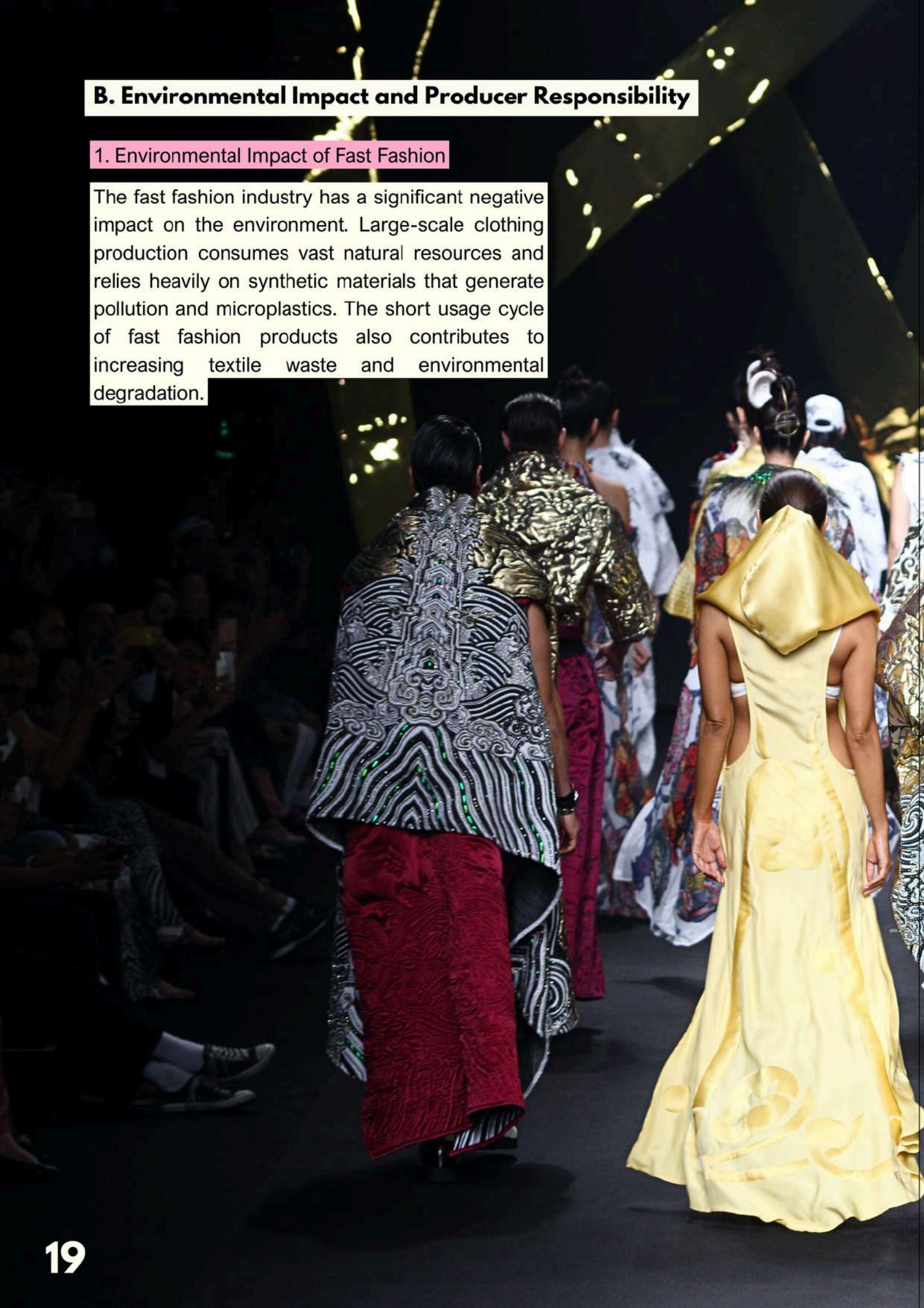
Fast fashion creates a paradox in consumer protection. Legally, consumers including university students are entitled to rights such as product safety, comfort, and accurate information. However, fast fashion emphasizes low prices, rapid trends cycles, and mass production, often resulting in low-quality products with short lifespans. Although consumers have the right to complain or seek compensation, these rights are rarely exercised. The low price of fast fashion products makes legal remedies seem unnecessary, causing consumer protection to exist formally while functioning weakly in practice.

Limited legal awareness among students further reinforce this paradox, as consumptive behavior often outweighs legal and ethical considerations.

B. Environmental Impact and Producer Responsibility

1. Environmental Impact of Fast Fashion

The fast fashion industry has a significant negative impact on the environment. Large-scale clothing production consumes vast natural resources and relies heavily on synthetic materials that generate pollution and microplastics. The short usage cycle of fast fashion products also contributes to increasing textile waste and environmental degradation.





2. Production Practice .

Fast fashion production prioritizes speed and cost efficiency. Producers frequently shift manufacturing to countries with weaker environmental regulations, resulting in poor waste management and excessive chemical use. Producer responsibility should include environmental and social accountability; however, these obligations are often overlooked in order to meet rapid market demand



C. Employment in the Fast Fashion

1. Working Conditions Of Garment Workers

Did you know that when the fast fashion industry demands consistent supply and strict compliance with production deadlines, garment workers are the first group to feel its impact, as they bear the most tangible consequences of how this industry operates on a daily basis?

• Working Hours

In the fast fashion industry, the demand for production speed is most evident in the regulation of garment workers' working hours. Normatively, working time is limited to 7–8 hours per day, with a total of 40 hours per week, ensuring that workloads do not fully follow the intensity of production processes. However, when order deadlines and output volume become the primary benchmarks of industrial success, these limits begin to shift. Working hours are extended to meet compressed

targets, and overtime is no longer treated as an exception but normalized as part of daily work. As a result, workdays become longer, workweeks more demanding, and workers' rest time increasingly limited. Under these conditions, workers are forced to adjust



their work rhythms to industrial demands, causing working time regulations to lose their protective function (in violation of Article 77 paragraphs (1) and (2) of Law Number 6 of 2023 concerning Job Creation).

- **Wages**

Beyond working hours, wages constitute the most crucial issue in garment workers' conditions. Normatively, the wage system includes minimum wages, overtime pay, and wage structures and scales as a safety net to ensure that workers not only work but also meet their living needs. However, in fast fashion practices, these standards often remain at the level of basic compliance. Wages are paid merely to meet the minimum threshold, without consideration of work intensity, layered production targets, or increasingly frequent overtime. As workloads increase,

income remains stagnant; thus, the additional energy and time devoted are not proportional to the welfare received.



Consequently, wages lose their function as a tool of social protection and become mere administrative figures. In this situation, garment workers directly bear the consequences of industrial efficiency through stagnant income, even as



work demands continue to rise (contrary to wage policy principles and wage protection provisions under applicable legislation, including the Job Creation Law).

- **Workplace Safety**

Beyond working hours and wages, workplace safety is the aspect most frequently sacrificed in fast fashion production systems. This is reflected in factory operations that neglect basic safety standards, ranging from unsafe production buildings to exposure to hazardous chemicals and environments filled with dust and noise that directly threaten workers' health. This reality was tragically illustrated by the collapse of Rana Plaza in Bangladesh in 2013 which claimed

the lives of many garment workers. The incident demonstrates that workers' safety is often treated as a technical burden rather than a fundamental production obligation.





2. Child Labor Issues In The Fast Fashion Supply Chain

The presence of child labor in the global industrial supply chain is not a surprising fact but rather a public secret that continues to be tolerated. In the fast fashion industry, this practice is concealed within complex supply chains and a lack of transparency, meaning that serious violations of children's rights are not truly eliminated but merely pushed out of sight.

• Position

Child labor is deliberately situated in the invisible layers of the fast fashion supply chain, particularly in small-scale production processes such as cotton harvesting, yarn spinning, and sewing. Child workers are rarely recognized as official employees; instead, they are classified as “family helpers” working alongside their parents in informal labor or subcontracting arrangements. This positioning makes their presence difficult to monitor and places them almost entirely outside the reach of labor protection mechanisms.

• Form and Risks of Works

The work carried out by children in the fast fashion supply chain is repetitive, prolonged, and poses serious risks to their physical and mental health. Workloads that are disproportionate to their age, unsafe environments, and a lack of protection disrupt children's growth and development from an early stage. Time that should be spent playing, learning, and developing is instead absorbed by labor, limiting access to education and gradually eroding childhood.

Workloads that are disproportionate to their age, unsafe environments, and a lack of protection disrupt children's growth and development from an early stage.

Time that should be spent playing, learning, and developing is instead absorbed by labor, limiting access to education and gradually eroding childhood. Under these conditions, children's labor can no longer be viewed merely as a means of supporting family income but rather as a practice that systematically deprives them of their fundamental rights to protection, education, and a decent life.

- **Barriers to Exposure**

Although widely acknowledged, child labor persists because the layered structure of fast fashion supply chains creates distance between the violations and those responsible. Production systems spread across multiple countries make audits and oversight mechanisms difficult to implement comprehensively. When monitoring is inconsistent, the exploitation of child labor becomes easier to conceal.



3. Power Relations In The Fast Fashion Industry

- **Top of the Pyramid**

Global Companies and Brands

- Decision-makers for design, pace, price, and production targets
- Controllers of profits and strategic decisions

- **Middle Layer**

Developing Countries in the Global Economic System

- Providers of cheap labor and loose regulations
- Spaces of production, not centers of decision-making

- **Base of the Pyramid**

Garment Workers

- Executors of production targets
- Bearers of work risks, low wages, and long hours

4. Minimum Wage

Article 88 paragraphs (1), (2), and (3) of Law Number 6 of 2023 concerning Job Creation states:

(1) Every Worker/Laborer has the right to a decent livelihood for humanity.

(2) The Central Government establishes wage policies as one of the efforts to realize the right of Workers/Laborers to a decent livelihood for humanity.

(3) The wage policy as referred to in paragraph (2) includes:

- a. minimum wage;
- b. wage structure and scale;
- c. overtime pay;

- d. wages for not working and/or not performing work for certain reasons;
- e. forms and methods of wage payment;
- f. matters that can be calculated with wages; and
- g. wages as the basis for calculating or paying other rights and obligations.





- This regulation establishes workers' right to a decent livelihood as the fundamental basis of the wage system, while affirming that the government is obliged to regulate wage policies—including minimum wages, overtime pay, and wage structures and scales—so that labor relations are not determined solely by production interests.

This standard should function as a social safety net, ensuring that workers are not merely “paid” but are truly able to live with dignity. However, in fast fashion practices, these provisions often remain at the level of minimal compliance.

Workers are frequently subjected to work rhythms that demand speed and continuity, yet their income does not increase in proportion to the growing burden and production targets. As a result, wages lose their function as a protective instrument and become merely administrative figures that keep workers surviving without ever genuinely prospering.

5. Working Hours

Article 77 paragraphs (1) and (2) of Law Number 6 of 2023 concerning Job Creation states:

“(1) Employers are obliged to implement working time provisions.

(2) Working time as referred to in paragraph (1) includes:

7 (seven) hours in 1 (one) day and 40 (forty) hours in 1 (one) week for 6 (six) working days in 1 (one) week; or

8 (eight) hours in 1 (one) day and 40 (forty) hours in 1 (one) week for 5 (five) working days in 1 (one) week.”

This regulation strictly limits normal working hours to 7–8 hours per day, with a total of 40 hours per week, as a form of protection to ensure that production rhythms are not dictated unilaterally by industrial interests. This limit affirms that production targets and deadlines cannot be used as justification to continuously extend working hours, since any excess must remain within the protective boundaries established by regulation and be accompanied by fair compensation for workers. In fast fashion industry practices, this provision

VOGUE

The way she wears it

Her collegiate-music-venue looks have made **NIJARI RHODA** one of the world's top models, but she is also the one you are least likely to have heard of. **EVE CLAYTON** discovers the beauty secrets

Photographs by **DAVID LAZAR** Styling by **ANITA DAVENPORT**

show ^{glam}

often clashes directly with mass production systems that demand uninterrupted speed; as a result, overtime no longer appears as an exception but becomes normalized as a routine work pattern. Consequently, the limitation on working hours loses its protective function, while workers are forced to adjust their energy and time to the ever-accelerating rhythm of the industry.

6. Trade

Article 50 paragraphs (1) and (2) of Law Number 7 of 2014 concerning Trade states:

“(1) All Goods may be exported or imported, except those prohibited, restricted, or otherwise determined by Law.

(2) The Government prohibits the Import or Export of Goods for national interests on the grounds of:

- a. protecting national security or public interests, including social, cultural, and moral values of society;
- b. protecting intellectual property rights; and/or
- c. protecting the health and safety of humans, animals, fish, plants, and the environment.”

This regulation also grants the government authority to restrict the export and import of goods when national interests are at stake, including the protection of human safety, public morals, and the environment. This provision

demonstrates that trade flows cannot operate solely for economic gain, as the state has the mandate to control incoming goods to prevent social harm and losses to the domestic market and business actors.

In the context of fast fashion, this authority becomes particularly relevant when cheap imported clothing floods the market at low prices amid rapidly changing trends. This situation encourages consumers to purchase new clothes before their old ones are fully utilized. At the same time, the influx of inexpensive products places pressure on the local textile industry, including fashion MSMEs, which struggle to survive in unequal competition. As a result, if the state does not exercise effective import control, fast fashion will occupy an increasingly larger market share, while local textile businesses lose competitiveness and clothing becomes increasingly viewed as a disposable product rather than one used sustainably.





III. REGULATIONS OF LAWS AND REGULATIONS

1. Consumer Protection and Business Actor's Obligations

Article 4 letter c of Law Number 8 of 1999 concerning Consumer Protection states:

This provision affirms that consumers are entitled to an accurate, clear, and honest information regarding the condition and warranty of goods and/or services.

Consequently, business actors are obligated to act transparently from the marketing stage until the product reaches consumers. The purpose of this regulation is to prevent trade practices that conceal product quality behind outward appearances and to ensure that goods are not accompanied by misleading claims or representations.

In the fast fashion industry, this principle is particularly significant, as clothing is often promoted through curated images, sustainability narratives, or “environmentally friendly” labels, while detailed information regarding materials and quality is frequently incomplete. As a result, consumers tend to base their purchasing decisions on impressions created by marketing strategies rather than on comprehensive information, causing the legal protection guaranteed by this norm to difficult to realize in practices.

2. Environmental Protection and Management

Article 69 paragraph (1) letter a of Law Number 32 of 2009 concerning Environmental Protection and Management states:

This provision emphasizes that any party, whether individuals or corporations, is prohibited from engaging in activities that cause environmental pollution or damage, without requiring proof of malicious intent.

Environmental harm may arise from negligence, failure to comply with production standards, or uncontrolled business practices. The regulation positions industrial activities as operations that must be responsibly managed, particularly in relation to waste management, natural resource utilization, and environmental impact.

In industrial practice, violations of this principle frequently occur through large-scale clothing production that generates excessive textile waste, intensive water and chemical consumption, and emissions resulting from repeated manufacturing and distribution cycles. Consequently, ecological damage becomes a recurring risk inherent in fast fashion production models that prioritize speed and volume over environmental balance and sustainability.



3. Employment

Article 86 paragraph (1) of Law Number 13 of 2003 concerning Employment state that:

This article underscores that workers are not merely components of the production process, but legal subjects entitled to comprehensive protection. Such protection encompasses physical aspects, including occupational safety



and health, as well as humane treatment that respects morality, decency, and human dignity. Employers are therefore obligated to ensure that workplace systems do not exceed physical limits, compromise workplace safety, or disregard the proper treatment of workers.

Within the fast fashion industry, production rhythms that prioritize speed and continuous output often lead to working conditions characterized by excessive hours, inadequate wages, and insufficient safety protections. Consequently, employment standards frequently remain normative ideals within legal texts, while violations of workers' safety, welfare, and dignity persist as tangible consequences of a global fashion supply chain driven by relentless demand and efficiency.



4. Minimum Wage

Article 88 paragraphs (1), (2), and (3) of Law Number 6 of 2023 on Job Creation stipulate the following:

- (1) Every worker/laborer has the right to a decent livelihood in accordance with human dignity.
- (2) The Central Government establishes wage policies as one of the measures to ensure the fulfillment of workers'/laborers' right to a decent livelihood.



(3) Wage policies as referred to in paragraph (2) include:

- a. minimum wages;
- b. wage structures and scales;
- c. overtime pay;
- d. wages for periods during which workers do not work and/or are unable to perform work due to certain reasons;
- e. forms and methods of wage payment;
- f. components that may be calculated as part of wages; and
- g. wages as the basis for calculating or paying other rights and obligations.



However, in fast fashion practices, these provisions often remain limited to formal compliance. Workers are frequently subjected to work rhythms that demand speed and continuity, while their wages fail to increase proportionately with rising workloads and targets. As a result, wages lose their function as a protective instrument and instead become merely administrative figures that enable workers to survive without ever truly attaining prosperity.



This regulation established workers' right to a decent livelihood as the foundational principle of the wage system, while simultaneously affirming that the government's responsibility to regulate wage policies, including minimum wages, overtime pay, and wage structures and scales, so that employment relationships are not determined solely by production interests. This standard is intended to function as a form of social protection, ensuring that workers are not merely "paid," but are genuinely able to live in a humane manner.



5. Working Hours

Article 77 paragraphs (1) and (2) of Law Number 6 of 2023 on Job Creation provide as follows:

(1) Employers are required to comply with provisions on working hours.

(2) Working hours as referred to in paragraph (1) include:

a. seven (7) hours per day and forty (40) hours per week for six (6) working days in one week; or

b. eight (8) hours per day and forty (40) hours per week for five (5) working days in one week.

This regulation clearly limits normal working hours to 7–8 hours per day with a total of 40 hours per week, as a form of protection to ensure that production rhythms are not determined solely by industrial interests. This limitation affirms that production targets and deadlines cannot be used as justification for continuously extending working hours, as any overtime should remain within the protective boundaries established by law and be accompanied by fair compensation for workers.

In fast fashion industry practices, however, this provision often comes into direct conflict with mass production systems that demand uninterrupted speed, causing overtime to no longer function as an exception but rather to become a normalized working practice.

As a result, working hour limits lose their protective function, while workers are forced to adjust their energy and time to an industrial rhythm that is continuously accelerated.

6. Trade

Article 50 paragraphs (1) and (2) of Law Number 7 of 2014 on Trade stipulate as follows:

(1) All goods may be exported or imported, except those that are prohibited, restricted, or otherwise regulated by law.

(2) The Government may prohibit the import or export of goods in the interest of national importance

on the grounds of:

a. protecting national security or public interests, including social, cultural, and moral considerations;

b. protecting intellectual property rights; and/or

c. protecting the health and safety of humans, animals, fish, plants, and the environment.

This regulation grants the government the authority to restrict the export and import of goods when national interests are at stake, including the protection of human safety, public morality, and the environment. It reflects the principle that trade flows should not operate solely for economic profit, as the state holds the

mandate to regulate incoming goods in order to prevent social harm and economic losses to domestic markets and business actors.

In the context of fast fashion, this provision becomes particularly significant when cheap imported clothing floods the market at low prices and with rapidly changing trends. This situation encourages consumers to purchase new clothing before older items are fully worn out. At the same time, the influx of low-cost products places pressure on the domestic textile industry, including fashion-related MSMEs (Micro, Small, and Medium Enterprises), which struggle to survive amid unfair competition. As a consequence, without firm import controls enforced by the state, fast fashion continues to expand its influence, while local textile businesses lose competitiveness and clothing is increasingly treated as disposable rather than as a product intended for long-term use.



ALSA

Activities



P3AB



ALSA-IANS



OLMA



15th ALSA ENGLISH COMPETITION



ECOMP





ly
25



FRIENDLY NIGHT



A L S A



MUSYAWARAH LOKAL



**ALSA?
ALWAYS BE ONE!**



Know Your Rights

RESPECT MY BOUNDARIES



CLCC



ALC

E-CAMP



ICT LABORATORY



MOOTING CLASS



LAST GATHERING



Throw Back with us



Unleash Your Legal Voice

ALOC



ALOCIANS BOOK



ALSA MOFF



S

A

REAL EYES REALIZE REAL ALSA-ANS



GOODWILL



Building Peace through Diplomacy

AIVC



ALSA Anniversary



Pies before guys



Let your heart shine



ALSA X AMSA

I NEED COOKIES TO FOCUS



ALSA
WARNING: This product is highly addictive

VISIT



BB 4154 VST

10.10 ICT → 11.30 VST
CLASS LUXURY SEAT 4B GATE 1
V-4154

HALL OF FAME International



2025

- Best Speaker of Chamber 1 -ALSA International Video Conference 2024

2024

- 3rd Winner Best Paper Presentation ALSA International Legal Training and Workshop 2024
- Best Speaker of Chamber One in ALSA International Video Conference 2024

2023

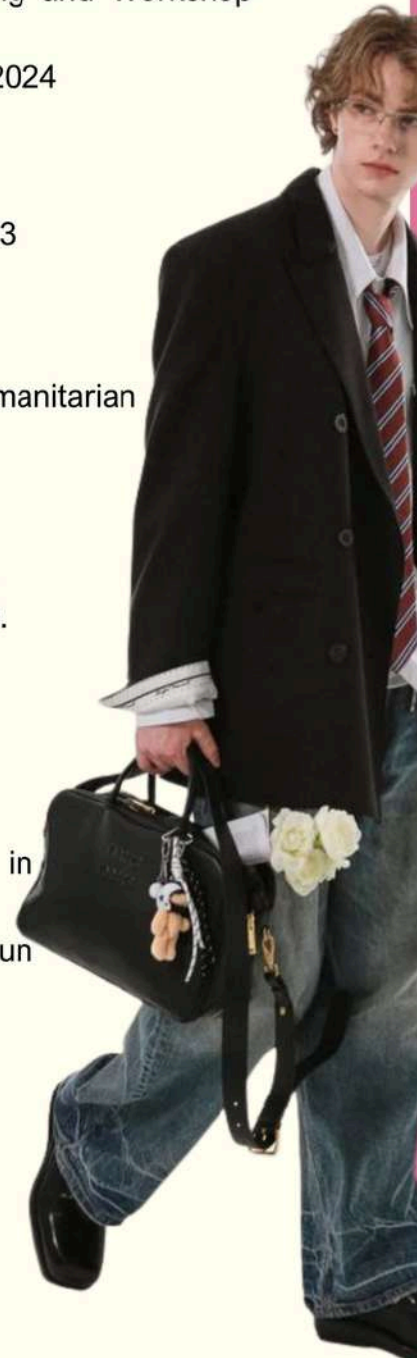
- The Most Active Delegates during the ALSA Conference Phillippines 2023

2022

- Spirit of The Moot at The 17th Indonesian Round of International Humanitarian Law Moot Court Competition 2022.
- Judge's Favorite Future Thinking Group ALSA Forum Thailand 2022.
- Best Selected Delegates by TIJ ALSA Forum Thailand 2022.
- Best Team of Mock GCM Breakout Room 1 ALSA Forum Thailand 2022.
- Best Team of Mock GCM Chamber 2 ALSA Conference Singapore 2022.

2021

- Best Speaker Chamber 3 ALSA Forum Laos Tahun 2021.
- Excellent Team Work Chamber 1 ALSA Forum Laos Tahun 2021.
- Best Participants Who represented ALSA National Chapter Indonesia in ALSA Local Chapter Hear and Share ALSA International Tahun 2021.
- Best Team of Mock GCM Chamber 3 ALSA Conference Mandalay Tahun 2021.
- Local Chapter Hear and Share ALSA International Tahun 2021.



2020



- Best Team of Mock GCM Chamber 3 ALSA Forum Indonesia Tahun 2020.
- Best FGD Group Chamber 4 ALSA Forum Indonesia Tahun 2020.
- Best Speaker Table Discussion of ALSA Conference Korea Tahun 2020.
- Best Team Mock GCM of ALSA Conference Korea Tahun 2020.



National

2025

- Juara 2 Pada kompetisi Peradilan Semu Tingkat Nasional LEGALFEST MCC UIN Raden Fatah Palembang 2025
- Peran Majelis Hakim Terbaik pada kompetisi Peradilan Semu Tingkat Nasional LEGALFEST MCC UIN Raden Fatah Palembang 2025
- Peran Panitera Terbaik pada kompetisi Peradilan Semu Tingkat Nasional LEGALFEST MCC UIN Raden Fatah Palembang 2025
- Peran Kuasa Hukum Penggugat Terbaik pada kompetisi Peradilan Semu Tingkat Nasional LEGALFEST MCC UIN Raden Fatah Palembang 2025
- Peran Ahli Terbaik pada kompetisi Peradilan Semu Tingkat Nasional LEGALFEST MCC UIN Raden Fatah Palembang 2025
- Peran Saksi Terbaik pada kompetisi Peradilan Semu Tingkat Nasional LEGALFEST MCC UIN Raden Fatah Palembang 2025
- Juara 2 National Mediation Competition ALSA Lex Weeks 2025
- Top Performance Team - Pra Musyawarah Nasional & ALSA Leadership Training (PALT) XXXII 2025
- The Most Active Team - Pra Musyawarah Nasional & ALSA Leadership Training (PALT) XXXII 2025
- Best Delegate - ALSA National Conference 2025
- Best Team Chamber A - ALSA National Conference 2025
- Best Team of Focus Group Discussion - ALSA National Conference 2025
- Best "Berkas" in Final Round - National Moot Court Competition (NMCC) Prof. Kafrawi Cup 2025
- Best ICT Affairs - Seminar dan Musyawarah Nasional XXXII 2025
- Best Alumni Affairs - Seminar dan Musyawarah Nasional XXXII 2025
- Nomination Best Funding Officer - Seminar dan Musyawarah Nasional XXXII 2025
- Nomination Most Extraordinary Program (ALSA International Video Conference 2024) Seminar dan Musyawarah Nasional 2025
- Best Group of Focus Group Discussion Pra-Musyawarah Nasional & ALSA Leadership Training (PALT) XXXI 2024
- Winning Team of ALSA Leadership Training Informal Games Pra-Musyawarah Nasional & ALSA Leadership Training (PALT) XXXI 2024



2024

- Best Focus Group Discussion Pra-Musyawah Nasional dan ALSA Leadership Training 2024
- Winning Team of ALT Informal Games Pra-Musyawah Nasional dan ALSA Leadership Training 2024
- Best Speaker ALSA Indonesia Financial Talkshow 2024

2023

- 2 winner of Short Story Writing The 27 English Competition Universitas Indonesia
- 3 place Best Legal Essay at ALSA Legal English Writing Universitas Brawijaya 2023
- Penasihat Hukum Terbaik dan Majelis Hakim Terbaik National Moot Courr Competition ALSA Piala Mahkamah Agung XXV
- ALSA LC UNSRI achievements in SEMUNAS XXV; Best Secretary, Best ICT Officers, Nominasi Local Chapter of The Year, Nominasi Best Financial Affairs, Nominasi Best External Officers, Nominasi Best Funding Officers, Nominasi Best Social Event Programs, Nominasi Best Attendance.
- Top 4 Finalists in ALSA Legal Writting Competition ALSA LC Universitas Gadjah Mada 2023
- Champion of Photography at the ALSA Credention Local Chapter Universitas Syiah Kuala
- Runner Up of Design Poster at the ALSA Credention Local Chapter Universitas Syiah Kuala

2022

- Best Position Paper on Chamber A Group 4, Seminar dan Workshop Nasional 2022, Universitas Gadjah Mada.
- Best Position Paper on Chamber C Group 2 Seminar dan Workshop Nasional 2022, Universitas Gadjah Mada.
- Best Chamber on Chamber E Group 2 Seminar dan Workshop Nasional 2022, Universitas Gadjah Mada.
- Best Chamber on Chamber C Group 2 Seminar dan Workshop Nasional 2022, Universitas Gadjah Mada.
- Local Chapter of The Year, Seminar dan Musyawarah Nasional 2022, Universitas Hasanuddin.
- Best Alumni Officers, Seminar dan Musyawarah Nasional 2022.
- Winner of ALSA Indonesia Design Competition 2022, Universitas Hasanuddin.
- Spirit of the Moot, The 17th Indonesia National Round International
- 3rd Winner of National Moot Court Competition Piala Mahkamah Agung 2022, Universitas Syiah Kuala.
- Best Panitera (Babak Final) National Moot Court Competition Piala Mahkamah Agung 2022, Universitas Syiah Kuala.
- Best Penasehat Hukum (Babak Final) National Moot Court Competition Piala Mahkamah Agung 2022, Universitas Syiah Kuala.
- Best Hakim (Babak Penyisihan) National Moot Court Competition Piala Mahkamah Agung 2022, Universitas Syiah Kuala.
- Best Jaksa Penuntut Umum (Babak Penyisihan) National Moot Court Competition Piala Mahkamah Agung 2022, Universitas Syiah Kuala.
- Best Saksi/Ahli (Babak Penyisihan) National Moot Court Competition Piala Mahkamah Agung 2022, Universitas Syiah Kuala.
- Winner of ALSA Indonesia Design Competition 2022.
- Best Mock GCM on Chamber 2, ALSA Forum Thailand 2022.



2021

- 3rd Winner of ALSA Indonesia Legal Review Competition 2021.
- 2nd Winner of Legal Opinion Competition of Piala Prof. Boedi Harsono National Agrarian Law Competition 2021.
- Top 5 Finalist of Legal Opinion Competition of Piala Prof. Boedi Harsono National Agrarian Law Competition 2021.
- Best Team Chamber A dan Chamber B Pra-Musyawarah Nasional & ALSA Leadership Training 2021.
- Best Legal Essay "Menjaga kedaulatan Maritim di Indonesia di Tengah Pertentangan Klaim Atas Laut Natuna Utara" Seminar dan Workshop Nasional ALSA Indonesia Tahun 2021.
- Best Chamber A (Group 1), Best Chamber B (Group 3), Best Chamber B (Group 3), Best Chamber C (Group 1) Seminar dan Workshop Nasional ALSA Indonesia Tahun 2021.
- Juara 1 Karya Tulis IV ALSA Local Chapter Universitas Jendral Soedirman Tahun 2021.

2020

- The Official Team of ALSA Indonesia Law Journal Vol.3, Number 1.
- Juara 1 Lomba Karya Tulis IV ALSA Local Chapter Universitas Jenderal Soedirman Tahun 2020.
- Best Team Online Debate Chamber A dan Chamber B Seminar dan Workshop ALSA Indonesia Tahun 2020.
- Best Team Workshop Chamber A, Chamber B dan Chamber C Seminar dan Workshop Nasional ALSA Indonesia Tahun 2020.
- Best Speaker Chamber 10 dan Chamber 12 Pra-Musyawarah Nasional dan ALSA Leadership Training XXVII Tahun 2020.
- Best Table Discussions Group 10 Pra-Musyawarah Nasional dan ALSA Leadership Training XXVII Tahun 2020.
- Best Legal Opinion ALSA Indonesia Legal Opinion Competition Tahun 2020.
- Panitera Terbaik National Moot Court Competition Mahkamah Agung XXIII Tahun 2020, Universitas Diponegoro.

2018

- Juara 1 National Anti-Corruption Moot Court Competition Komisi Pemberantasan Korupsi Tahun 2018, Universitas Syah Kuala.
- Majelis Hakim Terbaik National Anti-Corruption Moot Court Competition Tahun 2018, Universitas Syah Kuala.
- Penuntut Umum Terbaik National Anti-Corruption Moot Court Competition Tahun 2018, Universitas Syah Kuala.
- Saksi/Ahli Terbaik National Anti-Corruption Moot Court Competition Tahun 2018, Universitas Syah Kuala.
- Berkas Terbaik National Anti-Corruption Moot Court Competition Tahun 2018, Universitas Syah Kuala.





2017

- Most Cooperatif Local Chapter ALSA Indonesia Tahun 2017.
- Best ALSA Care ALSA Indonesia Tahun 2017.
- Best Academic Project Competition ALSA Indonesia Tahun 2017.
- 1st Runner Up Best Team Pra-Musyawah Nasional dan ALSA Leadership Training XXIV Tahun 2017.
- 2nd Runner up Best Team Pra-Musyawah Nasional dan ALSA Leadership Training XXIV Tahun 2017.

2016

- Best Table Internal Sharing Division Pra-Musyawah Nasional dan ALSA Leadership Training XXIII Tahun 2016.
- Best Joint Project Universitas Sriwijaya x Universitas Indonesia Tahun 2016.
- Best Administrative Local Chapter ALSA Indonesia Tahun 2016. MITTE.

2013

- Best Local Chapter ALSA Indonesia Tahun 2013.

2011

- Juara 3 National Moot Court Competition Mahkamah Agung 2011, Universitas Jenderal Soedirman.

SEARCH THE *Words!*

Fashion

Laws

Wages

Work

Cost



Find and Cross the words that scatter below!
The words may go vertically, horizontally,
diagonally, even backwards!



F	A	V	R	D	V	S	P
A	P	A	V	I	D	T	C
S	W	A	G	E	S	U	O
H	N	O	K	U	F	E	S
I	J	D	R	C	O	P	T
O	X	A	Y	K	N	W	I
N	S	W	A	L	Q	V	E



RECEIPT

Description	Price
Camera	\$2,500
Lens Upgrade	\$7,250
Editing Software	\$600/mo
Studio Lighting	\$4,000
Microphone	\$2,000
Desks	\$2,100
Rent for Studio	\$4,500/mo
Repaint Studio	\$5,000
Video Editor	\$500/video
Marketing	\$1,000/mo
Subtotal	\$29,450
Tax	More \$\$\$
Total	I can't look.



SCAN ME!

