ABNR
COUNSELLORS AT LAW



Indra Setiawan

Partner

Background

"He does very well in understanding local employment issues versus the needs of clients."

"He provides amazing support and effective solutions."

Client testimonials (quoted from *Chambers Asia Pacific*, 2023 ed)

"Indra's comments are sophisticated and he uses his best efforts to guide us in solving legal issues. He is the lawyer we would refer to others in light of his insights in the labour law field."

"Indra has a depth of knowledge and experience in complex labour issues."

Client testimonials (quoted from *Chambers Asia Pacific*, 2023 ed)

Indra, a key figure in ABNR's labor and employment practice, is listed as a "Leading Individual" for Labour & Employment by *The Legal 500 Asia Pacific* and as a Band 1 lawyer for Labour & Employment by *Chambers Asia Pacific*, and was recently once again named one of Indonesia's top-100 lawyers by Vantage Asia/Asia Business Law Journal.

He has advised a long list of blue-chip domestic and multinational corporations, as well as Indonesian state-owned enterprises, across the entire spectrum of manpower law. He has in-depth knowledge and extensive experience in developing legal and communication strategies for individual and mass layoffs, and assisting clients in the execution of these. He advises clients on the employment aspects of corporate transactions; compliance issues, such as workplace fraud; employee transfers, and the complex rules governing expatriates and employee benefits.

In contentious manpower matters, he frequently represents employers during negotiations with employees and labor unions in relation to industrial relations disputes and strikes. He acts for clients at bipartite meetings, in mediation, before the Industrial Relations Court, and on appeal in the Supreme Court.

Indra's key clients operate across a wide range of industries and sectors, including:

- **Life Sciences** – Novartis, TEVA Pharmaceuticals, Elanco, Merck & Co Inc., Merck KGaA, Bayer, B Braun Melsungen AG, and Eisai;
- **Telecommunications & Technology** – PT Telkom Indonesia (Persero) Tbk, Telkom Internasional, GoTo, Tokopedia, Bukalapak, ByteDance (and its subsidiary TikTok), Tencent, NEC Corp, and Qvantel;

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- **Industrial & Manufacturing** – Mining Industry Indonesia (MIND ID), Petronas, Danone AQUA, Heinz ABC, Mercedes Benz, Daimler AG, Hyundai, SAAB, Volvo, Cabot, Pegatron, British American Tobacco, Electrolux, Covestro, and KMK Global Sports;
- **Financial Services** - PT Bank Negara Indonesia (Persero) Tbk, PT Bank Tabungan Negara (Persero) Tbk, PT Bank CIMB Niaga Tbk, Shinhan Bank, Industrial Bank of Korea, and PT Bank ANZ Indonesia;
- **Media, Marketing & Services** - WPP Group, GroupM, Thomson Reuters, The Nielsen Company, BBC News, Development Alternatives Incorporated (DAI), FedEx, Aer Rianta International (ARI), and SAI Global;
- **Retail & Property** - Alfamart (one of Indonesia's largest convenience-store chains), Uniqlo, LC Waikiki, Breitling SA, Amway, Plaza Indonesia Realty, Frasers Hospitality, and Radisson Hotels.

Professional Membership	Indonesian Bar Association (Peradi)
Citizenship	Indonesian
Language	Indonesian English
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