

# Legal Protection Of Social Security Administrative Agency Regarding Employee Employment Rights Great Mosque Of Central Java

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## Abstract

*Employees are an important asset, work partner and investment in the company increase its productivity. Considering the importance of employees, then Employment protection must be provided by companies to their employees which must be adapted to their needs.*

*The Employment Social Security Administering Body (BPJS) was formed by government based on statutory provisions, to organize protection for workers in the form of employment social security programs.*

*This research aims to find out and examine the role of BPJS Employment towards employment protection for employees at the Great Mosque Central Java (MAJT) and obstacles to employment protection for Employees of the Great Mosque of Central Java.*

## INTRODUCTION

Indonesia is a developing country, therefore The economy in Indonesia is considered not very stable (Hidayat, 2024). As a result of the economy lack of support, many people are looking for work (Amriyati, 2024). In thimnw3zzzs case Indonesia as a large country has quite extensive employment opportunities (Rohani et al., 2024). There are quite a lot of companies in Indonesia and of course they require a lot of manpower work too (Ismawaty, 2022).

Labor is everyone who is able to do useful work produce goods or services either to meet their own needs or for public (Agung et al., 2021). Countries that have a large population, safety is a priority one of the main elements in every person's life (Nosach et al., 2024). Health development In national life, the investment value is enormous, especially in resources human power. With a population that maintains good health, The nation will have more optimal human resources development. In relation to employment, in accordance with Article 27 paragraph 2 of the 1945 Constitution, namely that every citizen has the right to work worthy of humanity. In implementing the mandate of these laws and regulations, the government is of course obliged to pay attention to work protection and work safety for workers who are generally weak.

Currently, employment development in Indonesia is based on provisions Law Number 13 of 2003 concerning Employment as stated amended by Law Number 11 of 2020 concerning Job Creation. Law Number 13 of 2003 itself is a replacement for Law Number 14 of 1969 concerning Basic Provisions Regarding Employment. Objective from employment development itself, namely; empowering and utilize labor optimally and humanely, realizing equality employment opportunities and provision of labor according to needs national and regional development, providing protection to workers in realizing prosperity, improving the welfare of workers and his family.

Meanwhile, employment development has many dimensions and relationships with various parties, namely between the government, employers and workers or laborer (Mustafa et al., 2023). For entrepreneurs, labor is the driving force of the company increase productivity, therefore employment management must be carried out seriously and thoroughly by making efforts to ensure utilization labor is carried out optimally according to needs and remains pay attention to the social aspect so that employment development can be achieved carried out in an integrated manner and mutually supportive cooperation is formed.

if the social security program is one of the responsibilities and obligations The state to provide socio-economic protection to the community (Hukum, 2024). In accordance with the condition of the State's financial capacity, Indonesia is like a country other developments, developing social security programs based on funding social security, namely social security funded by participants and still limited to working community in the formal sector (Banerjee et al., 2021). Social security for workers has 2 aspects, among others (Ardianingsih et al., 2021);

1. Provide basic protection to meet minimum living needs for workers and families.
2. This is an appreciation for the workers who have contributed energy and thoughts to the company where they work.

One of the work health and safety protection efforts provided by the government is to protect Indonesian workers, so that The government issued a legal product in the form of Law no. 24 of 2011 Concerning the Social Security Administering Body as amended by Law Number 11 of 2020 concerning Job Creation(Nurchayyo & Afdal, 2021). Facilities provided by the Indonesian government for workers up to now and appointed, namely Employment Social Security Administering Body (BPJS) through law the(Tinangon, 2023).

According to Law no. 24 of 2011 concerning the Organizing Body Employment Social Security (BPJS) as amended by Law Number 11 of 2020 concerning Job Creation, BPJS Employment functions organizes 5 programs, namely work accident insurance program, guarantee death, old age security, pension security and job loss security.

The guarantee program is implemented nationally based on insurance principles social, with the aim of ensuring that participants obtain the benefits of health services and cash compensation and other benefits if a worker experiences work accident, death, old age, retirement age or lost his job(Yaqin et al., 2019)(Husada et al., 2019).

There are many companies in Indonesia with a large workforce The large numbers made the government decide that all companies should be closed Indonesia registers its workers with the Guarantee Administering Body Social Employment. However, companies in Indonesia still ignore this. Even though the company must do this to protect workers from accidents while doing their work, getting sick as a result of working at the company, dying while doing his job and guarantee regarding the continuity of the worker after completion work for that company.

According to Law Number 13 of 2003 concerning Employment Chapter I Article 6, what is meant by the company is:

- a. Every form of business whether incorporated or not, owned by an individual, owned by a partnership, or owned by a legal entity, whether privately owned or owned owned by the state which employs workers/laborers by paying wages or rewards in other forms.
- b. Social enterprises and other businesses that have administrators and employing other people by paying wages or compensation in kind other(Voges, 2021).

## **METHODS**

This research was conducted using normative juridical methods namely conducting research by means of library studies of primary legal materials and secondary related to legal regulations regarding the implementation of the BPJS program employment.

## **RESULTS AND DISCUSSION**

### **Results**

The study reveals that BPJS Employment plays a vital role in ensuring labor protection at the Grand Mosque of Central Java (MAJT). The protection encompasses economic, social, and technical aspects, ensuring that workers receive comprehensive support in accordance with national labor policies.

From an economic perspective, MAJT employees receive structured wages that include basic salary, allowances (meal, position, and functional), overtime pay, incentives, and conditional social assistance. These financial benefits are regulated under MAJT Management Decree Number 5/KEP/PPMAJT/III/2020, ensuring consistency and fairness in employee remuneration.

From a social perspective, employees are provided with health insurance coverage through BPJS Health, which guarantees access to medical services and financial protection against healthcare costs.

From a technical perspective, the BPJS Employment social security program ensures that workers are protected against work-related risks. The study confirms that all formal employees at MAJT are registered under BPJS Employment, granting them access to multiple protection schemes, including:

- a. Work Accident Insurance (JKK)
- b. Death Guarantee (JKM)
- c. Old Age Security (JHT)
- d. Pension Guarantee (JP)
- e. Job Loss Guarantee (JKP)
- f. Challenges in Implementation

Despite the comprehensive nature of BPJS Employment benefits, several challenges were identified in its implementation at MAJT:

1. Incomplete Registration of Workers, Some non-permanent and informal workers remain unregistered in BPJS Employment, limiting their access to essential protection.
2. Limited Awareness and Understanding, Several employees lack sufficient knowledge about their rights and entitlements under BPJS Employment, leading to underutilization of benefits.
3. Administrative and Financial Constraints, Delays in registration and contribution payments were observed, particularly due to administrative inefficiencies and Some employees express concerns over salary deductions for BPJS contributions, impacting their willingness to participate.

Work Accident Insurance (JKK) Implementation, A notable case in the study highlights an MAJT employee,



Prihatinisih Widyastuti, a radio broadcaster who passed away due to a work-related accident while commuting to the workplace. As a registered participant of BPJS Employment, her family received financial compensation and other entitled benefits under the JKK scheme, demonstrating the effectiveness of BPJS Employment in providing financial protection to workers and their families.

The research also confirms that JHT benefits are provided based on the total accumulated contributions paid by employees, with the option for partial withdrawal after 10 years of participation. However, some employees remain unaware of this policy, affecting their ability to plan for retirement effectively.

## Discussion

The role of BPJS Employment in labor protection is aligned with the principles of economic security, social welfare, and occupational safety. The findings indicate that BPJS Employment has significantly contributed to labor protection at MAJT by offering various social security programs. However, some challenges persist, requiring improvement in policy implementation, administrative efficiency, and awareness programs.

Comparing the findings with previous studies (Wijayanti, 2009), the importance of workplace social security is evident, yet the inconsistencies in employer compliance remain a key issue. To ensure optimal protection, a more proactive approach from BPJS Employment, MAJT management, and the government is needed.

Recommendations for Improvement, To enhance the effectiveness of BPJS Employment at MAJT, the study recommends:

1. Increasing awareness programs to educate employees about their rights and benefits.
2. Ensuring universal registration of all workers, including non-permanent staff, to provide equitable labor protection.
3. Improving administrative efficiency in registration, contribution payments, and claims processing.
4. Enhancing employer compliance monitoring to ensure that all eligible employees receive their entitled benefits.

## CONCLUSION

The study concludes that BPJS Employment plays a fundamental role in labor protection at MAJT, offering comprehensive economic, social, and technical support. However, challenges related to worker registration, awareness, and administrative processes must be addressed to ensure that all employees receive optimal protection under the national labor security system.

By improving collaboration between BPJS Employment, the government, and MAJT management, it is expected that labor protection can be further strengthened, ensuring fair and sustainable social security for all workers.

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