
**IMPORTANCE OF IMPLEMENTING OCCUPATIONAL SAFETY AND HEALTH SYSTEMS FOR LABOR
PROTECTION IN INDUSTRY**

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ABSTRACT

Occupational safety and health is one aspect of labor protection regulated in Law No. 13 of 2003. By implementing occupational safety and health control technology, it is hoped that the workforce will achieve physical resilience, work power, and a high level of health. Of the occupational safety and health management system are: Managing organizational activities to reduce or eliminate the risk of work accidents Experienced by members of the organization for work safety and comfort, so as to achieve organizational goals effectively. Occupational safety and health management system. The role of occupational safety and health is very necessary in order to provide protection for workers, as regulated in Law Number 13 of 2003 concerning Manpower.

Keywords: occupational safety and health, labor law

PRELIMINARY

Along with the development of an increasingly rapid era, Indonesia has experienced many changes. Among the changes that have occurred are in the field of industrialization, where in the modern era like today many industrial companies compete to create various innovations and increase their productivity, industrial development cannot be separated from the activities of workers. faced with the risk of danger that threatens him, seen from within the industrial world the protection of workers is still far from expectations, because there are still many work accidents and potential occupational hazards that can endanger workers. related questions to protect workers from work accidents, the company implements a system that can protect workers from work accidents and avoid big losses for the company. One of the management systems that must be implemented in its implementation is an occupational safety and health management system (SMK3).(1)

Therefore, the importance of implementing occupational safety and health in an industry must be carried out. Occupational safety and health is a thought and effort to ensure the integrity and perfection of both physical and spiritual. With occupational safety and health, the parties are expected to be able to carry out their work safely and comfortably. Work is said to be safe if whatever the worker does, the risks that may arise can be avoided. The work is said to be comfortable if the workers concerned can do their work comfortably and at home, so they don't get tired easily. (2)

Occupational safety and health is one aspect of the protection of workers as regulated in Law No. 13 of 2003. By implementing occupational safety and health control technology, it is hoped that the workforce will achieve physical endurance, work power, and a high level of health. In addition, occupational safety and health can be expected to create work comfort and high work safety. So, the elements that exist in occupational health and safety are not fixed on physical factors, but also mental, emotional and psychological. (3)

Occupational health and safety will realize good workforce maintenance. This Occupational Safety and Health will be instilled in every employee with good advice and guidance to make them aware for the safety of themselves and the company. When many Accidents occur, the workforce suffers, Company absenteeism increases, production decreases, medical costs increase and grow. These are all detrimental to the workers and employees of the Company. related to workers who resign from work due to temporary illness or permanent disability caused by the work process Work equipment that is unsafe or damaged in operation. Because of the importance of occupational safety and health of workers, So to anticipate and reduce the number of work accidents and occupational diseases as well as to protect the workforce, the government issued Law on Manpower No. 13 of 2003 Article 86 Paragraphs 1 and 2 which states "Every worker/labourer has the right to obtain protection against : occupational Health and Safety; morals and decency; and treatment in accordance with human dignity and values as well as religious values. To protect the safety of workers/laborers in order to realize optimal work productivity, work safety and health efforts are carried out". In the Law on Manpower No. 13 of 2003 article 87 paragraph 1 states that "Every company is obliged to implement an Occupational Health and Safety Management System (SMK3) which is integrated with the company's management system". Furthermore, the provisions regarding the implementation of the Occupational Health and Safety Management System (SMK3) are regulated in the Minister of Manpower of the Republic of Indonesia. No. Per. 26/MEN/2014 article 2 paragraphs 1 and 2 concerning Occupational Health and Safety Management System (SMK3) which states that "Every company is obliged to implement SMK3 which is integrated with the company's system, the obligation applies to companies that employ at least 100 workers/laborers. or have a high level of potential danger. (4) The obligation applies to companies that employ at least 100 workers/laborers or have a high level of potential danger. (4) The obligation applies to companies that employ at least 100 workers/laborers or have a high level of potential danger. (4)

Occupational Health and Safety Management (K3) has various objectives, namely the main objectives of the occupational safety and health management system are: Managing organizational activities to reduce or eliminate the risk of workplace accidents Experienced by members of the organization for work safety and comfort, so as to achieve organizational goals

comprehensively effective. Occupational health and safety management system (SMK3) is an integral part of the production process Designed to increase efficiency, productivity, and investment protection, Silaban (2009). According to Article 2 of the Minister of Manpower Per.05/Men/1996, the purpose of the occupational safety and health management system is the management of the occupational safety and health system through the participation of the workplace, employment and work environment. (5)

Although the provisions regarding occupational health and safety have been regulated in such a way, in practice it is not as expected. There are so many factors in the field that affect occupational safety and health such as human, environmental and psychological factors. There are still many companies that do not meet occupational safety and health standards. So many news of work accidents that we can witness. Related to the discussion, what are the factors that cause work accidents? What efforts should be made to overcome this problem? Then what is the basis for the implementation of occupational safety and health in Indonesia?(6)

So implementing good occupational safety and health is a must that needs to be done. Workers need to be aware of the risk of accidents and occupational diseases, in order to make workers feel safe from work accidents and always in good condition when working. Therefore, by protecting workers from the risk of work accidents and occupational diseases, their work efficiency will increase. And can increase labor productivity which has a positive impact on the progress and development of the company. (7)

RESEARCH METHODS

This study aims to find out what occupational safety and health is, the purpose of occupational safety and health, and what is the basis for implementing occupational safety and health.

In this study used is a qualitative approach. Where qualitative research as a scientific method is often used and carried out by a group of researchers. Qualitative research is carried out to build knowledge through understanding and discovery. A qualitative research approach is a research and discussion process based on methods that investigate social phenomena and human problems.

The type of this research approach is descriptive. Descriptive research is research that seeks to find solutions to existing problems based on data.

The type of descriptive qualitative research used in this study is intended to obtain information about how important it is to apply occupational safety and health.

RESULTS AND DISCUSSION

The definition of occupational safety and health (K3) is a field related to the safety, health, and welfare of people working at an institution or project location. The definition of occupational safety and health is generally divided into 3 (three) versions, namely K3 according to philosophy, science and according to OHSAS 18001: 2007 standards.

1. Understanding according to Mangkunegara Philosophy

Occupational safety and health (K3) is a thought and effort to ensure the physical and spiritual integrity and perfection of the workforce in particular and humans in general as well as the results of work and culture towards a just and prosperous society.

2. Definition of K3 according to science

Occupational Health and Safety (K3) is all science and its application to prevent work accidents, occupational diseases (PAK), fires, explosions and environmental pollution.

3. Definition of OHS according to OHSAS 18001:2007

Occupational Health and Safety (K3) are all conditions and factors that can have an impact on the occupational safety and health of workers and other people (contractors, suppliers, visitors and guests) in the workplace.

Occupational safety and health is an important and mandatory thing for all companies to implement. Because this is also stated in the Manpower Act no. 13 of 2003 Article 87.

According to the International Labor Organization (ILO) Occupational Safety and Health, namely improving and maintaining the highest degree of physical, mental and social well-being of all workers in all types of work, preventing health problems caused by work, protecting workers at all times. work from risks arising from factors that can interfere with health, placing and maintaining workers in a work environment that is in accordance with the physiological and psychological conditions of workers and to create compatibility between work and workers and each person with his duties.

In addition, based on the opinion of Leon C. Megginson (1981:364) in Anwar Prabu Mangku Negara (2005) states that the term safety includes both the terms safety risk and health risk. In the field of employment, the two risk terms are distinguished. Work safety refers to conditions that are safe or safe from suffering, damage or loss in the workplace. Safety risk is an aspect of the work environment that can cause fire, electric shock, cuts, bruises, sprains, fractures, loss of body parts, eyesight and hearing. These are often associated with company equipment or the physical environment and include work tasks that require maintenance and training.

Work safety is the main means of preventing accidents, disability and death as a result of work accidents. Accidents in addition to being a direct obstacle, also cause indirect harm in the form of damage to work machines and equipment, cessation of the production process for a while, damage to the work environment, and others. In addition, work safety also includes the provision of Personal Protective Equipment (PPE), machine maintenance and humane working hours arrangements. Not only that, occupational health also affects the company and has an impact on losses in the form of reducing working time and costs to overcome occupational diseases, which means healthy work is a condition or condition of the body / body that is protected from all kinds of diseases or disorders caused by the work carried out. . In Occupational Health and Safety, there are three norms that must always be understood, namely rules relating to occupational safety and health, applied to protect workers and the risk of accidents and occupational diseases. (Sofian Bastuti, ST., 2017).

The main objective of occupational safety and health is to create a safe work environment by conducting qualitative and quantitative assessments, and to create healthy conditions for

employees, their families and the surrounding community through promotive, preventive, curative and rehabilitative efforts.

The main objective of implementing K3 (occupational safety and health) based on Law no. 1 of 1970 concerning Occupational Safety, namely:

1. Protect and ensure the safety of every worker and other people in the workplace.
2. Ensuring that every source of production can be used safely and efficiently.
3. Improve national welfare and productivity.

Qualitative work assessment includes physical, chemical, biological and psychological ergonomics work environment. While quantitatively, the assessment of the work environment with predetermined parameters and compared with existing standard values. K3 promotive efforts (occupational safety and health) are carried out by improving health (health promotion) and special protection. Where health improvement in the workplace is carried out through education and training with various interactive methods and media. Preventive efforts in the workplace are carried out with early diagnosis and early treatment. Curative occupational health is an effort made to limit the occurrence of disability due to work-related diseases or work accidents.

Meanwhile, according to Mangkunegara (2002) that the objectives of occupational safety and health are as follows:

- a) So that every employee gets a guarantee of occupational safety and health both physically, socially and psychologically.
- b) So that every equipment and work equipment is used as well as possible as selectively as possible.
- c) To ensure that all products are kept safe.
- d) So that there is a guarantee for the maintenance and improvement of the nutritional health of employees.
- e) In order to increase enthusiasm, work compatibility, and work participation.
- f) In order to avoid health problems caused by the environment on working conditions.
- g) So that every employee feels safe and protected at work.

The role of the law in occupational safety and health is essentially everyone who has the ability to carry out work, whether or not having a cooperative relationship that produces goods or services to meet the economic needs of the community. Thus, the role of occupational safety and health is very necessary in order to provide protection for workers, as regulated in Law Number 13 of 2003 concerning Manpower. In accordance with the purpose of implementing the labor law, workers have the right to obtain safety protection when doing work in order to improve welfare and increase production and productivity nationally. The definition of doing work in the context of improving welfare is contained in the state's commitment as stated in Article 27 paragraph 2 of the 1945 Constitution which states that "Every citizen has the right to work and a decent living for humanity". Meanwhile, the understanding related to increasing national production and productivity is that productivity will increase if individual productivity also increases.

The OSH legislation is one of the important work tools for OHS experts in an effort to implement OSH in the workplace. In Indonesia, the obligation to protect workers in terms of

occupational safety and health has been regulated in laws and regulations on Occupational Safety and Health (K3). protection of morals and decency, and workers receive treatment in accordance with human dignity. The K3 laws and regulations have clearly defined the rights and obligations of business owners, the rights and obligations of workers, as well as work safety requirements and an OHS management management system.

Laws or regulations in the practice of occupational safety and health are very important tools in the implementation of supervision. A strong legal capacity will be able to provide stability in monitoring and supervision, because in giving advice and in violating actions, there will be a strong legal basis. In general, the problems that occur in the field of employment include:

1. Problems with the supply, deployment, and use of labor.
2. The problem of developing workforce skills
3. Employment relations issues.
4. Labor protection issues.

In this case the legislation is not only used for workers, but can be useful for the surrounding community, company owners/managers, and the government.

1. Benefits of the law for the workforce

Based on Law no. 14 of 1979 article 9 states that workers are entitled to protection from:

- a. Safety.
- b. Health.
- c. Decency.
- d. Maintenance of work morale.
- e. Humane treatment.

2. The benefits of the law for society

With the implementation of work safety laws and regulations, the benefits that can be obtained by the community include:

- a. Avoiding pollution of both air and waste water from industrial waste, so that people can avoid the emergence of diseases and accidents.
- b. For the community, working families benefit, by obtaining health insurance and protection for their families.

3. Benefits of the law for the company

As the benefits and objectives of hyperkes, with the law, company managers will get an increase in productivity which is accompanied by an increase in profits with an increase in the amount of production. In addition to this, the cost for prevention efforts is much lighter than the cost

treatment in case of injury in this case is borne by the manager.

4. Benefits of the law for the government

The government referred to in the use of the law are institutions that are involved in supervising company hygiene and occupational health. With the law, the government will find it easier to give warnings and sanctions if in practice there are deviations in the implementation of laws or regulations.

The basis of legislation in the field of occupational safety and health historically, the beginning of the regulation of occupational safety and health as part of the labor protection law in Indonesia began in 1970. At that time, the government had issued a law specifically regulating the occupational Health and Safety. However, in its development, other legal rules also emerged which are complementary to the existing legal rules.

When detailed further, there are several laws and regulations that form the basis for regulation in the field of occupational safety and health, namely as follows:

1. Law No. 1 of 1970 concerning Occupational Safety.
2. Law Number 3 of 1992 concerning Workers' Social Security.
3. Government Regulation Number 14 of 1993 concerning the Implementation of the Workers' Social Security Program.
4. Presidential Decree No. 22 of 1993 concerning Diseases Arises from Occupational Relationships.
5. Regulation of the Minister of Manpower Number 02 of 1970 concerning the Establishment of an Occupational Safety and Health Supervisory Committee (P2K3).
6. Regulation of the Minister of Manpower Number 3 of 1978 concerning Requirements for Appointment and Authorization and Obligations of Occupational Safety and Health Supervisors and Occupational Safety Experts.
7. Regulation of the Minister of Manpower Number 02 of 1980 concerning Labor Health Checks in the Implementation of Occupational Safety.
8. Regulation of the Minister of Manpower Number 04 of 1980 concerning Requirements for Installation and Maintenance of Light Fire Extinguishers.
9. Regulation of the Minister of Manpower Number 01 of 1981 concerning the Obligation to Report Occupational Diseases.
10. Regulation of the Minister of Manpower Number 03 of 1982 concerning Health Services for Workers.
11. Regulation of the Minister of Manpower Number 02 of 1983 concerning Automatic Fire Alarm Installation.
12. Regulation of the Minister of Manpower Number 04 of 1987 concerning Procedures for Establishing P2K3 and Appointment of K3 Experts.
13. Regulation of the Minister of Manpower Number 02 of 1989 concerning Supervision of Lightning Distribution Installations.
14. Regulation of the Minister of Manpower Number 02 of 1992 concerning Procedures for Appointing OHS Experts.
15. Regulation of the Minister of Manpower Number Per- 05/MEN/1993 concerning Technical Guidelines for Participation Registration, Payment of Contributions, Payment of Compensation, and Social Security Services for Workers.

CONCLUSION

Occupational Health and Safety or abbreviated as K3 is a human effort to reduce the possibility of work accidents or diseases caused by negligence which can lead to a deficiency in work

productivity and demotivation to provide a safe and healthy work environment. Occupational safety and health is an important and mandatory thing for all companies to implement. The term safety includes the terms safety risk and health risk. Occupational safety indicates conditions that are safe or safe from suffering, damage or loss in the workplace. In addition, work safety also includes the provision of Personal Protective Equipment (PPE), machine maintenance, and setting working hours. In Occupational Health and Safety there are three norms that must always be understood, The main purpose of implementing K3 (Occupational Health and Safety) is to create a safe work environment by conducting qualitative and quantitative assessments, creating healthy conditions for employees, families and the surrounding community through promotive, preventive, curative, rehabilitative efforts.

The OSH legislation is one of the important work tools for OHS experts in the effort to implement OSH in the workplace. Laws or regulations in the practice of occupational safety and health are very important tools in the implementation of supervision. With the existence of the Act, the company manager will get an increase in productivity accompanied by an increase in profits with an increase in the amount of production. The regulation of occupational safety and health as part of the labor protection law in Indonesia began in 1970. At that time, the government had issued a law that specifically regulates occupational safety and health. In its development, other legal regulations have emerged that are complementary to the existing legal rules.

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