

## Research Article

# Legal Protection of Occupational Health and Safety (K3) Daily Labor from Rice Milling Factory in Indramayu

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**ORCID**Asep Santoso: <https://orcid.org/0000-0001-7098-7558>**Abstract.**

The relationship between workers and employers involves personal rights and obligations in social life. To ensure the safety of casual daily workers during their work and to achieve optimal work productivity, rice mill entrepreneurs are obligated to comply with the laws and regulations and take measures to prevent work accidents.

The purpose of this research is twofold:

1. To identify the legal protection for the occupational safety and health of casual daily workers in rice mills.
2. To determine the legal responsibilities of rice mill entrepreneurs in implementing occupational safety and health measures.

The research method used in this study is a juridical-normative research method with a descriptive approach. Legal protection for Occupational Health and Safety is governed by various legislation, including Law Number 1 of 1970 concerning Occupational Safety, Law Number 13 of 2003 concerning Manpower, which provides legal protection for workers' rights, wages, and welfare. Additionally, there are Government Regulations, Ministerial Regulations, Ministerial Decrees, and Instructions related to Occupational Safety and Health (K3), as well as Circulars and Decrees issued by the Director General of Industrial Relations and Labor Inspection.

**Keywords:** legal protection, occupational health and safety, workers

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**Published** 30 October 2023

Publishing services provided by Knowledge E

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Selection and Peer-review under the responsibility of the 5<sup>th</sup> Sores Conference Committee.

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## 1. INTRODUCTION

Legal protection is a measure given to legal subjects in the form of preventive and repressive tools, both verbal and written.[1] As human beings, we have the authority to meet the needs of life by means of work. Getting a decent job and livelihood for humanity is actually the right of every citizen which is a basic need for citizens.[2] The 1945 Constitution of the Republic of Indonesia states that all human beings have the

right to self-development by fulfilling the needs of clothing, food and housing. Besides that, humans also have the right to fulfill education and the benefits of science and technology, arts and culture in improving the quality of their lives and for the sake of human welfare in Article 28 C chapter XI. The preamble to the 1945 Constitution of the Republic of Indonesia contains the goal of being a state (staatside) which is "to promote public welfare to realize social justice for all Indonesian people", this is expected to be the basis of dogma and mandate for all Indonesian citizens in making it happen. Therefore, it is proper for workers to get maintenance, development, protection and welfare.[3] All those rights are considered human rights, which are basic rights inherent in humans, have universal values, and should be protected, respected, and fulfilled by State.[4]

Indramayu Regency is one of the largest rice and rice producers in West Java. Therefore, in Indramayu Regency there are many factories processing rice into rice or the Indramayu people know it by the name of slip. One of the villages in Indramayu Regency which has a rice milling factory is Karanganyar Village, Kandanghaur District. Based on an interview with Mr. Wartono, Karanganyar Village, Kandanghaur District, Indramayu Regency, On June 24, 2022 he said that there were 15 rice mills, both of which were legal entities and privately owned. The existence of a rice mill in the village has a positive impact, namely increasing employment and reducing unemployment for the surrounding community.

Rice milling serves to remove the husk and aleurone layer from the rice grains, partially or completely, in order to produce white rice and as little broken rice as possible. After the grain is peeled using a peeler, then the grain is put into a grinder to remove the aleurone layer that is attached to the rice.[5] In the milling process, various potential hazards that threaten workers arise, including dust and noise. Dust is the second most common hazard after noise based on the amount of exposure to workers. However, dust is the number one negative impact hazard in causing occupational diseases.[6]

Dust exposure arises from the by-product of the rice polisher machine, namely rice bran, which has not been properly disposed of. The bran that was allowed to accumulate flew when blown by the wind and polluted the air in the room. This causes dust exposure to workers. Workers complain that they often feel uncomfortable and have difficulty breathing due to the presence of the dust. From observations in the field, many workers are reluctant to wear masks because they feel uncomfortable. According to the hierarchy of potential hazard control, there are control measures that are more effective when compared to the use of Personal Protective Equipment (PPE), namely by installing local exhaust ventilation.[7] Accidents that usually stalk rice mill workers are

due to the workers' lack of vigilance in operating milling machines, the hands of the workers entered the grinding machine which resulted in serious accidents and even death.

Occupational safety and health (K3) cannot be separated from the smooth implementation of production in the company. Therefore, in Article 86 of Law Number 13 of 2003, it is stated that every worker/labourer has the right to obtain protection for occupational safety and health, because without this protection it could lead to work accidents for casual daily workers.[8] However, many rice mill entrepreneurs do not pay attention to the OSH rights of casual daily workers such as not providing health insurance and employment insurance (not registering casual daily workers as participants in BPJS Health and BPJS Employment), not providing adequate personal protective equipment and representative to minimize the occurrence of work accidents. This is agreed by a casual daily worker, Mr. Narman, who has worked in a rice mill for more than 10 years. According to him, so far, factory entrepreneurs do not provide health and employment insurance. Luckily, Mr. Narman has a free BPJS KIS from the government. Mr. Ahmad experienced a different condition, who did not have BPJS KIS from the government, Mr. Ahmad really hoped that the rice mill entrepreneurs would pay attention to the occupational safety and health rights of casual daily workers and provide personal protective equipment.

Occupational safety and health is a form of business or effort for workers to obtain guarantees for occupational safety and health (K3) in carrying out their work.[9] The relationship between workers and employers is a relationship that gives birth to personal rights and obligations in social life.[10] In order to protect the safety of casual daily workers in carrying out their work and to achieve optimal work productivity, the rice mill entrepreneur is obliged to carry out the provisions in accordance with the laws and regulations and make efforts to prevent work accidents.

Based on the background described above, the formulation of the problem is obtained, namely:

1. What is the legal protection for the occupational safety and health of casual daily workers in rice mills?
2. What is the legal responsibility of the rice mill entrepreneur in implementing occupational safety and health?

Based on the formulation of the problem above, the objectives of this study are:

1. To find out the legal protection for the occupational safety and health of casual daily workers in rice mills.

2. To find out the legal responsibilities of rice mill entrepreneurs in the application of occupational safety and health.

## 2. METHOD

Method used in this study is a juridical-normative research method.[11] Juridical-normative research method is carried out by studying theories, concepts and regulations that are related to the problems discussed. This research can be categorized as a descriptive research. Descriptive research is research aimed at efforts to obtain a description of certain facts or symptoms and analyze them intensively and extensively using primary and secondary data. According to J Supranto descriptive research is research to get a picture of a situation at a certain time (a picture at a moment's time) or the development of something.[11]

## 3. RESULTS AND DISCUSSION

### 1. Legal Protection Against the Implementation of Occupational Safety and Health (K3) according to the Laws and Regulations in Indonesia

Several regulations regarding Occupational Safety and Health (K3) in Indonesia, namely:

#### 2. Law Number 1 of 1970 concerning Occupational Safety This

a law was enacted to replace the Veiligheidsreglement of 1910 (stb. No. 406). UU no. 1 of 1970 concerning Occupational Safety is not expressly revoked, thus matters that have not been regulated in other implementing regulations, the provisions contained in Law no. 1 of 1970 is considered still valid and covers all workplaces, whether on land, in the ground, on the surface of the water, in the water, or in the air in the territory of the Republic of Indonesia.[12]

Law Number 1 of 1970 concerning Occupational Safety underwent renewal and expansion, namely: (1) expansion of the scope, (2) changes in supervision from repressive to preventive in nature, (3) stricter technical formulations, (4) administrative adjustments / administration required for implementing supervisors, (5) additional arrangements for fostering work safety for management and workers, (6) additional arrangements for collecting annual retribution.

Work safety requirements are applied in the workplace, including equipment that is considered dangerous, construction work and building maintenance, agriculture,

forestry and fishery businesses, mining businesses, goods and people transport businesses, diving businesses, work with high/low air pressure or temperature, work in tanks or pits, as well as in the workplace that contains or spreads temperature, humidity, dust, dirt, fire, smoke, steam, gas, wind gusts, weather, light, radiation, sound and vibration. In Article 3 of Law Number 1 of 1970 concerning Occupational Safety there are stipulated requirements for work safety, namely:[12]

- (a) Prevent, reduce and extinguish fires.
  - (b) Prevent and reduce explosion hazard.
  - (c) Provide an opportunity or a way to save yourself in the event of a fire or other dangerous event.
  - (d) Provide assistance in accidents.
  - (e) Provide personal protective equipment to workers.
  - (f) Prevent and control the emergence or spread of temperature, humidity, dust, dirt, smoke, steam, gas, wind gusts, weather, light or radiation, sound and vibration.
  - (g) Prevent and control the incidence of occupational diseases, both physical and psychological, infection and transmission.
  - (h) Obtain adequate and appropriate information.
  - (i) Maintain good temperature and humidity.
  - (j) Provide adequate air freshening.
  - (k) Maintain cleanliness, health and order.
  - (l) Obtain harmony between the workforce, work tools, environment, ways and processes of work.
  - (m) Securing and facilitating the transportation of people, animals, plants or goods.
  - (n) Securing and maintaining all types of buildings.
  - (o) Securing and facilitating loading and unloading work, treatment and storage of goods.
  - (p) Prevent exposure to dangerous electric currents.
  - (q) Adjusting and improving safety in jobs where the risk of accidents is increasing.
- (a) Law of the Republic of Indonesia Number 13 of 2003 concerning Manpower  
In this law the protection of normative rights for workers is regulated in Chapter X concerning protection, wages and welfare.

### (b) Protection of Persons with Disabilities Disabled

workers by law are given protection and guarantees to carry out a working relationship between workers and employers. Article 67 of the Manpower Act explicitly states that employers who employ workers with disabilities are obliged to provide protection according to the type and degree of disability. The protection referred to is for example the provision of accessibility, provision of work tools, and personal protective equipment adapted to the type and degree of disability.[12] This is a form of government effort in enforcing guarantees of certainty for every worker to obtain a job and a decent living in accordance with humanity, as mandated in the 1945 Constitution of the Republic in Article 27 paragraph (2) and 28 D paragraph (2). [12]

The category of persons with disabilities consists of (a) Persons with physical disabilities, which are disabilities that cause disturbances in body functions, including body movements, vision, hearing, and speech abilities. (b) Persons with mental disabilities are mental and/or behavioral disorders, both congenital defects and as a result of disease. (c) Persons with physical and mental disabilities, are the condition of a person who has two types of disabilities at once.

#### 1. (a) i. Protection of Child Labor

Article 1 number 26 of the Manpower Act explains that a child is every person under the age of 18 (eighteen) years. [12] So the limitations are (a) Child labor is children who work either as wage laborers or as family workers. (b) Child labor is a child who works in the formal and informal sector with various status of employment relationship. Employers are prohibited from employing children, except for children aged between 13 (thirteen) years to 15 (fifteen) years to (a) do light work as long as it does not interfere with physical, mental and social development and health. (b) To develop talents and interests, provided that under the direct supervision of parents/guardians, the working time is a maximum of 3 (three) hours a day and the working conditions and environment do not interfere with physical, mental, social development, and school time, (c) Especially for children who are at least 14 years old, for work that is part of the education or training curriculum approved by the competent authority, children who are employed together with adult workers have a child's workplace which must be separated from the workplace of adult workers. [13]

#### 1. (a) i. Protection of Women Workers

Protection of women workers as a whole is related to economic protection, social protection and technical protection. Economic protection, including wages and other

benefits, cannot be distinguished from male workers for the same type of work and position, in addition to women who take a break due to menstruation, childbirth or miscarriage, they still receive full wages. [12]

#### i. Protection of Working Hours and Rest

Time Working time and rest time are guarantees for the protection of workers in the workplace to avoid inhumane treatment of workers regarding excessive working hours so that it can interfere with health and safety:

- A. Working hours are regulated in Law Number 13 of 2003 concerning Manpower, except for certain business sectors or occupations (eg offshore oil drilling, long-distance transport drivers, long-distance flights, work on ships (sea) or forest logging. Article 77 The Manpower Law stipulates that every entrepreneur is obliged to implement the provisions on working time. If there is a deviation from the working hours, the entrepreneur must apply for a permit from the competent institution and must make payment/compensation in accordance with the regulations regarding overtime work and overtime pay.
- B. Rest time for workers is rest between working hours of at least half an hour after working 4 (four) hours continuously and the rest time does not include working hours and 1 (one) day weekly rest for 6 (six) working days in 1 (one) day one) week or 2 (two) days for 5 (five) working days in 1 (one) week.

In addition to rest, workers/laborers are entitled to leave for not carrying out their work, namely annual leave of at least 12 (twelve) working days after the worker/laborer has worked for 12 (twelve) months continuously and long breaks of at least at least 2 (two) months and carried out in the seventh and eighth years, each 1 (month) for workers/laborers who have worked continuously for 6 (six) years in the same company. [12]

#### i. Protection Regarding Occupational Safety and Health (K3)

It is a type of preventive protection, namely supervision carried out before the occurrence of irregularities, errors, and before a job is carried out by providing implementation guidelines, which are applied to prevent accidents and diseases. as a result of work. [14]

In this case, employers are required to provide workers' rights, namely to protect the Occupational Safety and Health (K3) of the workforce in accordance with Article 86 of Law Number 13 of 2003 concerning Manpower, namely occupational safety and health, morals and decency and treatment in accordance with the dignity and worth of the workforce. human dignity and religious values.

#### i. Wages

Every worker has the right to earn a decent income for humanity (Article 88 paragraph (1) of Law Number 13 of 2003 concerning Manpower), in this case the decent size is relative. Forms of wage protection include wage protection during official holidays (Article 92 of Law Number 13 of 2003 concerning Manpower) and other wage protections are fines (Article 95, Article 96 of Law Number 13 of 2003 concerning Manpower). Violations committed by workers due to intentional or negligence may be subject to fines. Entrepreneurs who intentionally or negligently result in delays in payment of wages, are subject to a fine according to a certain percentage of the worker's wages.[15]

#### i. Welfare

The embodiment of Occupational Safety and Health (K3) which is intended as a special protection for workers, namely Jamsostek is made. Jamsostek is a protection for workers in the form of compensation in the form of money as a partial replacement of lost or reduced income and services as a result of events or conditions experienced by workers in the form of work accidents, illness, pregnancy, childbirth, old age, and death. [16]

Every worker and their family has the right to receive Workers' Social Security for welfare in accordance with Article 99 of Law Number 13 of 2003 concerning Manpower, namely by involving workers in the Workers' Social Security (Jamsostek) program which includes (a) Work accident insurance including illness The consequences of work are risks that must be faced by workers in carrying out work. This accident insurance provides compensation and rehabilitation for workers who have an accident when they start going to work until they return home or suffer from an illness due to work relations. (b) Death insurance, where a worker who dies due to a work accident, his family is entitled to death insurance (Article 12 paragraph (1) of Law Number 3 of 1992), this affirmation is necessary, because if a worker dies due to a work accident, then his family is entitled to compensation due to work accidents including death compensation. (c) Old-age security paid at once or periodically, to workers because (1) the workforce has reached the age of 55 years, or (2) permanent total disability after being determined



by a doctor. (d) Health care insurance, in this case those who get health care insurance are workers, husband or wife, and a maximum of 3 (three) children. Health care is the right of workers and is one of the Jamsostek programs that help workers and their families overcome health problems. [17]

(a) Government Regulation

- i. Government Regulation No. 19 of 1973 concerning Regulation and Supervision of Work Safety in the Mining Sector
- ii. Government Regulation No. 11 of 1979 concerning Occupational Safety in Oil and Gas Refining and Processing.

(b) Ministerial Regulation

- i. Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No. Per.03/MEN/1978 concerning Appointments and Authorities, and Obligations of Occupational Safety and Health Supervisors and Occupational Safety Experts.
- ii. Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia No. Per.01/MEN/1980 concerning Occupational Safety and Health in Building Construction
- iii. Regulation of the Minister of Manpower of the Republic of Indonesia No. Per.02/MEN/1992 concerning Procedures for Appointment, Obligations and Authorities of Occupational Safety and Health Experts
- iv. Regulation of the Minister of Manpower of the Republic of Indonesia. No. Per.05/MEN/1996 concerning Occupational Health and Safety Management System
- v. Regulation of the Minister of Manpower of the Republic of Indonesia No. Per.01/MEN/1998 concerning the Implementation of Health Care for Workers with More Benefits than the Basic Maintenance Insurance Package for Workers' Social Security.

(c) Ministerial Decree on OSH

- i. Decree of the Minister of Manpower No. Kep. 155/MEN/1984 concerning the Completion of the Decree of the Minister of Manpower and Transmigration Number Kep.125/MEN/82, concerning the Establishment, Structure and Work Procedure of the National Occupational Safety and Health Council, Regional Occupational Safety and Health Council and the Committee for Occupational Safety and Health.

- ii. Joint Decree of the Minister of Manpower and the Minister of Public Works No.: Kep.174/MEN/1986. No.: 104/KPTS/1986 concerning Occupational Safety and Health at Construction Activities.
- iii. Decree of the Minister of Manpower and Transmigration of the Republic of Indonesia No.:Kep.235/MEN/2003 concerning Types of Work that Endanger the Health, Safety or Morals of Children.

(d) Instruction of the Minister

Instruction of the Minister of Manpower No. Ins.11/M/BW/1997 concerning Special Supervision of K3 Fire Management.

(a) Circular and Decree of the Director General of Industrial Relations and Labor Inspection

- i. Decree of the Director General of Industrial Relations and Labor Supervision of the Ministry of Manpower of the Republic of Indonesia No:Kep. 84/BW/1998 Regarding How to Fill in Accident Statistics Report Forms and Analysis
- ii. Decree of the Director General of Industrial Relations and Labor Inspection No. Kep.311/BW/2002 concerning Electrical Technician Occupational Health and Safety Competency Certification.

### **1. Legal Responsibilities of the Company or the Owner of a Rice Mill in the Application of Occupational Health and Safety**

In the implementation of a working relationship between an entrepreneur and a casual daily worker, the engagement that arises should be stated in the form of labor cooperation where the parties are willing to bind themselves to each other because of the need for production operations. rice milling. In the engagement will give rise to rights and obligations between the parties. Rights and obligations of employers and rights and obligations of workers. The right to give enjoyment and freedom to individuals in carrying it out. Because so far the working relationship between rice mill entrepreneurs is not bound in the form of cooperation. Meanwhile, obligations are actions that must be carried out or fulfilled by one party to another. If this obligation is violated or not carried out in accordance with the agreed provisions, it will result in sanctions for those who violate it. The subject of a legal obligation is an individual whose behavior can be a condition for the imposition of sanctions as a consequence. [18]

Rights and obligations are powers granted to a person by law.[19] In the implementation of the rice milling work, the rights and obligations that arise are not only regarding

rewards or wages for the work that has been done but can also be related to the implementation of K3. The factory entrepreneur's obligation to carry out K3 management correctly in accordance with the applicable laws and regulations, will make it a right for workers to get guarantees for their safety and health when carrying out work. On the other hand, it is the obligation of the workers to comply with the regulations and methods of occupational safety and health that apply in the work environment, it can be the right of the entrepreneur that his party will not be harmed due to the occurrence of work accidents that occur and have an impact on the continuity of the operations of the rice milling plant he runs.

Casual daily workers sometimes do not all understand the aspects of implementing K3 properly and thoroughly. This is where the role of the entrepreneur is to carry out work methods that allow workers to indirectly be given lessons about K3 in every execution of their work. Employers can assign supervisory officers to teach what to do so that workers can avoid the risk of work accidents. There are several cases where rice mill workers who do not understand the implementation of safe work, work in their own way without using Personal Protective Equipment. The Employer's duty to carry out work methods in the right stages through the establishment of good supervision is also not running. In the event of a work accident, all parties blame each other and feel that they are in the right. As regulated in Law Number 13 of 2003 in Article 86 paragraph 1 which reads: "Every worker/labor has the right to obtain protection for: Occupational safety and health, morals and decency, and treatment in accordance with human dignity and values-religious values."

With this arrangement, it is very clear that occupational safety and health are rights that employers must give to their workers. However, employers often consider the obligation to provide protection to workers in terms of K3 has been completed when some standard K3 equipment such as PPE and emergency medical boxes that must be present in the rice mill factory have been provided. Even though there are still several other activities that also need to be carried out so that occupational safety and health really goes well. For example, the implementation of OSH should be carried out with planned inspections. This inspection is necessary to ensure that every OHS procedure and equipment that must exist has been carried out. In addition, it is also necessary to ensure emergency preparedness of every personnel in the rice milling plant in the event of a work accident involving workers or work equipment. Not always every incident that is considered detrimental when there is a loss of life, but with damage to work equipment as a result of the incident, it can cause disruption in the implementation of

work which will have an impact on delays in work targets and will cause production costs to increase.

In addition, Article 99 paragraph 1 of Law no. 13 of 2003 which reads: "Every worker/labourer and his family have the right to obtain labor social security." The participation of rice milling companies in this labor social security program is a form of the employer's responsibility to his workers. Social security in accordance with statutory provisions such as health insurance and work accident insurance will make workers involved in factory operations protected and more comfortable in carrying out their work. However, not all rice mill entrepreneurs are aware and willing to involve their workers in the social security program that has been set by the government. Even some rice mill entrepreneurs still think that by implementing K3 in their factory environment, apart from wasting the existing work time, there will also be waste for the use of company finances. Although the government has regulated sanctions for employers who do not enroll or register their workers in the established social security program, there have been incidents of work accidents that may result in fatalities. Even the government has set sanctions for companies that do not carry out their obligations to register their workers, ranging from written warnings, imposition of fines to threats of not getting certain public services. For this reason, entrepreneurs need to establish company regulations as a form of good faith in employing their workforce by providing protection for them. This good faith can be stated in company regulations which regulate the rights of workers to be included in the health and employment social security program. Employers or entrepreneurs are allowed to make their own regulations as long as they do not violate the Manpower Act. [20]

In addition to the obligation of employers to include their workers in social security programs, according to Law Number 13 of 2003 concerning Manpower, there is still an obligation to protect employers who employ workers with disabilities or people with disabilities. Protection, remuneration and welfare, which are regulated in the following articles: one of which is contained in article 67 paragraph 1 which reads: "Entrepreneurs who employ workers with disabilities are obliged to provide protection according to the type and degree of disability."

In the operation of a rice milling factory where there is a work accident incident that results in a worker suffering from a disability, it does not mean that the entrepreneur then unilaterally terminates the employment relationship with the worker. It is still possible for the worker to still be able to earn a living for his family by remaining employed in the field or having a task function that is in accordance with the ability of the disabled worker. This is proof of the company's responsibility for conditions after the work accident.

However, if after looking at the existing considerations and for further worker safety, it is judged to be unable or no longer suitable to continue working at the rice mill, it is possible to terminate the employment relationship which is carried out properly and does not harm the workers.

Therefore, the stages of implementing layoffs can be carried out correctly by taking into account the provisions contained in Article 152 paragraph (2) of Law Number 13 of 2003 which explains that "if layoffs are unavoidable then this must be discussed by the parties." This step will minimize the emergence of misunderstandings and even conflicts after layoffs, because in these negotiations the best solution will be sought for the problems that occur in the company. If in the negotiations on the termination of the employment relationship it has been agreed, then the termination of the employment relationship, which is regulated in the following articles: Article 156 which reads: compensation that should have been received."

This will provide opportunities for workers when they have not yet found a new job or a new livelihood, to use the severance pay they receive to survive. It is even possible for workers to start new businesses from the severance pay they receive.

## 4. CONCLUSION

1. Occupational safety is included in technical protection, namely the protection of workers/laborers in order to be safe from the dangers that can be caused by work tools or work materials used by workers, as well as occupational health, namely to protect or guard workers from events or working conditions that are detrimental to health and safety. The legal protection of Occupational Health and Safety is contained in the legislation, namely Law Number 1 of 1970 concerning Occupational Safety, Law Number 13 of 2003 concerning Manpower which provides legal protection for workers, wages and welfare. Government Regulations, Ministerial Regulations, Ministerial Decrees Regarding Occupational Safety and Health (K3), Ministerial Instructions, and Circulars and Decrees of the Director General of Industrial Relations and Labor Inspection.

2. The role and enthusiasm of the rice mill workers and entrepreneurs is very much needed in the context of the successful implementation of Occupational Safety and Health. Each party has shared rights and responsibilities to support each other so that the implementation of rice mill operations is marked by a positive evaluation of the implementation of the Occupational Health and Safety program. Rice mill entrepreneurs can provide occupational safety and health guarantees in the form of BPJS employment

and BPJS health for workers who are not protected by the BPJS-KIS program from the government, pay attention to a safe, comfortable, and clean work environment and provide work safety equipment for workers.

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