

THE EFFECTIVENESS OF EMPLOYMENT SOCIAL SECURITY AS AN EFFORT TO ALLEVIATE POVERTY CAUSED BY SOCIO-ECONOMIC THREATS

Fakhri Ahmad Firdausi¹, Roni Ekha Putera² dan Yoserizal³

Andalas University

INTRODUCTION

Social protection is the collective efforts made by the government or a group of individuals to prevent and address risks of social shocks and vulnerabilities in order to support society in becoming self-reliant and to ensure the fulfillment of basic human rights. In Indonesia, to ensure the guaranteed social protection for the rights of every individual, it is grounded in the State's fundamental ideology, Pancasila, especially in the fifth principle, which acknowledges that every citizen has the right to justice and social protection to achieve the welfare of the Indonesian society. In the pursuit of fulfilling the rights to social protection for citizens, the People's Consultative Assembly of the Republic of Indonesia issued Decision Number X/MPR/2001, as a realization of the mandate of Article 34 of the 1945 Constitution, which assigns the President to establish and

implement the National Social Security System (SJSN) to provide comprehensive and integrated protection.

The Indonesian government, in carrying out the constitutional mandate regarding the National Social Security System, enacted Law No. 40 of 2004 on the National Social Security System, based on the principles of humanity, benefit, and social justice for all Indonesian citizens. The National Social Security System also regulates and provides various social security programs that can be accessed by the entire Indonesian population, such as health insurance, work accident insurance, death insurance, old-age insurance, and pension insurance.

One of the parties that can benefit from this social security program is all workers, both from the formal and informal sectors, regardless of their

income level. They have the right to receive this social security coverage. Social security in employment is crucial to ensure and protect workers from various threats or risks that may occur before, during, and after their work activities.

As Indonesia's population continues to grow, it also has an impact on the job market, leading to various labor-related issues. Over the past three years, Indonesia's population has experienced a significant increase. With this population growth, the number of people in the workforce in Indonesia has also increased. According to the Central Statistics Agency (BPS) report in August 2022, the number of employed people in Indonesia was 131.05 million, an increase of 2.60 million from August 2021. This growth is attributed to the expansion of job opportunities and an improvement in Indonesia's condition after the pandemic.

Based on the increasing number of workers in Indonesia, it also leads to an increase in labor-related issues, such as a significant number of workers lacking specific skills or having poor work quality, not obtaining decent livelihoods and jobs, lacking social protection coverage, facing job-related threats like

workplace accidents, work-related illnesses, and even work-related fatalities, as well as socio-economic threats that workers may encounter.

The significant increase in the workforce indicates that work-related threats and risks can happen at any time to workers. Consequently, this can create more complex problems for affected workers and their families, such as socio-economic threats like poverty and unemployment.

Poverty is a common issue faced by developing countries worldwide, including Indonesia. Despite being a developing country, Indonesia has not been able to significantly reduce poverty rates. The population growth in Indonesia each year can lead to an increase in poverty if the issue is not adequately addressed, resulting in more complex problems related to social, health, and environmental aspects within society, which will eventually impact the country's economic growth.

Various factors contribute to poverty, according to (Adisasmita, 2006). These factors include: (1) limited access to education opportunities, (2) limited land and agricultural resources, (3) lack of investment opportunities in the agricultural

sector, (4) failure to meet basic needs (food, shelter, housing), (5) reliance on traditional agricultural practices, (6) low productivity in business, (7) lack of savings, (8) inadequate healthcare, (9) lack of insurance and social protection, (10) corruption, collusion, and nepotism in the government, (11) lack of access to clean water, and (12) limited participation in public decision-making

The Indonesian government has implemented various efforts and strategies to address poverty among its citizens. One of the strategies adopted is based on the World Bank's poverty alleviation approach, which serves as a guideline for countries worldwide. These strategies include job creation, income improvement, healthcare and education development, protection, and empowerment of the poor.

One significant and concrete step taken by the government to reduce poverty is the establishment of social protection for the poor. Social protection programs have a noble purpose of addressing poverty and social vulnerability by enhancing and improving the capacity of the population to protect themselves from disasters and income loss. The

ultimate goal is to support the development of a self-reliant society and ensure the fulfillment of basic human rights and needs.

Social protection programs are divided into two types: social assistance and social insurance. Social assistance refers to activities where the government provides financial aid, goods, and services to the poor or vulnerable population without requiring specific contributions or premiums. On the other hand, social insurance entails a protection scheme that requires participants to contribute a specific premium.

Both types of social protection play an active role in reducing poverty in Indonesia. Through these programs, it is hoped that communities can develop independently and have their needs fulfilled. The implementation of social protection programs is one of the government's efforts to reduce poverty and ensure that the rights of every individual in Indonesia are well-protected, leading to a more prosperous and self-reliant society throughout the country.

In implementing the social security protection program, the Indonesian government established a specialized body called the Social Security

Organizing Agency (BPJS) through the enactment of Law Number 24 of 2011. The BPJS is a public legal entity directly under the President of the Republic of Indonesia, assigned to administer social security to achieve social protection for the Indonesian society. Its main objective is to ensure the provision of social security and meet the basic needs of a decent life for each participant and/or their family members.

The BPJS has the authority to provide social security protection to the Indonesian population, and this includes two main types of social security: health insurance and employment insurance. Health insurance is administered by BPJS Kesehatan, while employment insurance, which covers work-related accidents, death benefits, old-age benefits, pension, and unemployment benefits, is handled by BPJS Ketenagakerjaan.

Aside from safeguarding against social and economic threats, the BPJS Ketenagakerjaan's social security programs play a crucial role in reducing poverty in Indonesia. Through programs like work accident insurance (JKK), death benefits (JKM), old-age benefits (JHT), pension (JP), and unemployment

benefits (JKP), it provides protection and a sense of security to workers in case of unexpected events and prepares them for their old age. This helps prevent social and economic vulnerabilities by ensuring that individuals are better equipped to face work-related risks and threats in the future.

The BPJS Ketenagakerjaan's employment social security program provides protection in the form of benefits and social assistance. These benefits and assistance are aimed at ensuring that all worker participants are protected from social and economic threats arising from work-related risks. They include various forms of protection benefits such as cash benefits, educational scholarships, savings development funds, training, and cash assistance for workers. These benefits and assistance help prevent poverty resulting from social and economic threats related to work. Through the offered programs, they have a positive impact on workers, providing financial security, access to healthcare, and social welfare.

The Indonesian government, through BPJS Ketenagakerjaan, also makes efforts to address poverty in the country. This includes the

establishment of Presidential Instruction Number 4 of 2022 concerning the government's efforts to accelerate the eradication of extreme poverty, especially for the poor and vulnerable population.

The effectiveness of a program can be assessed based on whether it achieves its set targets. Evaluating the effectiveness of a program helps to understand the extent of its impact and benefits. The effectiveness of a program is an indication of the organization's success in achieving its predetermined objectives.

The term "efektivitas" in Indonesian comes from the English word "effective," which means successful or carried out well. In scientific dictionaries, effectiveness is defined as determination, usefulness, or supporting goals. Generally, effectiveness can be understood as the degree to which a predetermined goal is achieved. The concept of effectiveness often relates to comparing expected outcomes with actual results. Effectiveness can be described as the level or degree to which the desired goal is achieved (Edy, 2011)

To measure the effectiveness of a program, according to (Edy, 2007: 125-126), experts have identified

several indicators within an organization, which are as follows:

1. Program Understanding: This assesses how well the community understands the activities and objectives of the program.
2. Target Accuracy: This evaluates the extent to which the desired outcomes or objectives of the program have been achieved.
3. Timeliness: This looks at how well the program influences the efficient use of time during service implementation.
4. Goal Achievement: This measures the degree of success in achieving the intended goals of the program.
5. Tangible Changes: This measures the extent to which the program has provided significant effects or real changes for the community.

Budiani (2007: 53) also states that measuring the effectiveness of a program can be done using the following variables:

1. Program Target Accuracy: This assesses how well the program participants align with the predetermined targets.

2. Program Socialization: This evaluates the program organizer's ability to conduct socialization activities to convey information about the program implementation to the general public and the specific target audience.
3. Program Goal Achievement: This measures the extent of alignment between the program's implementation outcomes and the pre-established program objectives.
4. Program Monitoring: This refers to post-program activities designed to monitor and pay attention to program participants' needs and progress.

In summary, to determine the effectiveness of a program, one must consider factors such as the understanding of the program, the achievement of objectives, the timeliness of implementation, tangible changes in the community, and how well the program aligns with its targets and goals. Monitoring and socialization also play vital roles in measuring program effectiveness

RESULT AND DISCUSSION

A program is considered effective when the efforts or actions taken align with the expected outcomes. Julia (2010:26) defines the effectiveness of a program as the level of achieving the objectives, that is, to what extent the program's goals have been set. A program or activity is deemed effective if it can produce the desired effects, consequences, influence, and results, while providing satisfaction to the community. In this research, the author will focus on the Effectiveness of the Social Security Employment Program in Alleviating Poverty Due to Social and Economic Threats, using Budiani's theory to assess the program's effectiveness.

1. Program Target Accuracy

Target accuracy is crucial in determining the success of a program. It assesses whether the program's implementation aligns with the predetermined objectives. Therefore, the program's success heavily depends on achieving its intended targets. According to Article 14 of Law Number 24 of 2011, the implementation of the BPJS Ketenagakerjaan Employment Social Security Program states that every person, including foreign workers who have been employed in Indonesia

for at least six months, is required to become a participant in the social security program. However, in the implementation of the employment social security program, there are several obstacles that lead to its suboptimal execution and a lack of accuracy in targeting the program within the community. Many individuals are still unaware of the employment social security program, which hampers efforts to protect the

community from various threats. Additionally, the actions or strategies implemented by the program's implementers are limited, especially concerning the expansion of participation among vulnerable or impoverished workers.

This can be demonstrated through the following data on the membership of the BPJS Ketenagakerjaan:

Membership Data of BPJS Ketenagakerjaan for the Year 2022

No	Province	Active Workforce	Non-Active Workforce
1	Aceh	589,752	114,509
2	Sumatera Utara	1,378,127	853,646
3	Sumatera Barat	501,573	201,918
4	Riau	859,885	828,049
5	Jambi	334,191	354,931
6	Sumatera Selatan	612,050	308,988
7	Bengkulu	113,404	72,062
8	Lampung	427,728	213,833
9	Bangka Belitung	143,215	88,574
10	Kepulauan Riau	500,070	678,775
11	DKI Jakarta	6,021,306	4,967,855
12	Jawa barat	3,850,900	3,301,520
13	Jawa Tengah	3,025,057	1,321,881
14	DI Yogyakarta	406,463	195,216
15	Jawa Timur	3,604,156	1,535,278
16	Banten	1,877,332	1,438,280
17	Bali	529,828	314,391
18	Nusa Tenggara Barat	254,343	64,683
19	Nusa Tenggara Timur	266,209	45,782
20	Kalimantan Barat	502,554	389,937
21	Kalimantan Tengah	485,866	519,912
22	Kalimantan Selatan	383,584	312,181
23	Kalimantan Timur	920,580	880,507
24	Kalimantan Utara	113,901	133,851
25	Sulawesi Utara	593,955	139,837
26	Sulawesi Tengah	306,722	114,602

27	Sulawesi Selatan	851,103	251,995
28	Sulawesi Tenggara	212,336	52,135
29	Gorontalo	175,895	23,617
30	Sulawesi Barat	139,690	12,904
31	Maluku	159,624	71,950
32	Maluku Utara	114,698	58,049
33	Papua Barat	330,705	113,883
34	Papua	324,393	130,281
Total		30,911,195	20,105,812

Based on the data of BPJS Ketenagakerjaan membership, it can be observed that many people in Indonesia, both within the working-age population and those currently employed, have not yet obtained social security protection from BPJS Ketenagakerjaan. According to the data in September 2022, there were approximately 50.1 million Indonesians who had registered and received social security protection from BPJS Ketenagakerjaan. However, this number is significantly lower when compared to the total workforce in Indonesia, which reached 144.01 million people in October 2022. This means that only about 34% of the workforce in Indonesia has registered as participants of BPJS Ketenagakerjaan and obtained social security coverage, while the remaining 66% are still not participants and lack social security protection. This data indicates the potential threat of social and economic risks, especially new

poverty issues, for all workers who have not yet enrolled in BPJS Ketenagakerjaan.

The uneven implementation of the employment social security program is caused by low awareness among the public regarding the importance of the program. This is also due to the ineffectiveness of the strategies used by the implementers in disseminating information and acquiring memberships, particularly among vulnerable or impoverished workers who are more susceptible to economic and social threats while working. Therefore, a specific strategy is needed to protect all workers, especially the vulnerable or impoverished ones, to prevent and alleviate poverty.

In this regard, the Indonesian government seems to be somewhat slow in focusing on strategies to expedite protection for the public. Only in 2021 did the President of the Republic of Indonesia issue efforts to accelerate expansion, as seen in the

issuance of Presidential Instruction Number 2 of 2001, aiming to optimize the implementation of employment social security in all relevant agencies and departments.

In conclusion, the implementation of the employment social security program by BPJS Ketenagakerjaan has not been evenly applied to the entire population, especially vulnerable or impoverished workers, due to the lack of actions and strategies made by implementers. This has resulted in a low level of awareness and understanding among the public about the program, leading to many workers still not being protected by the employment social security program and subsequently causing new issues, such as poverty

2. Program Socialization

In essence, public policies/programs are designed for everyone within the same territory or region to ensure equal rights and obligations according to the applicable rules. A program must be effectively communicated to fellow implementers and program beneficiaries to prevent misunderstandings. One way to achieve this is through program socialization.

In the implementation of the BPJS Ketenagakerjaan employment social security program, one of the strategies to expand participation and protect all workers in Indonesia is by conducting program socialization. BPJS Ketenagakerjaan employs socialization as a means to achieve these goals.

Socialization is conducted gradually and continuously to all Employers, Business Entities, Labor Organizations, Workers, Agents, and relevant institutions.

Socialization of BPJS Ketenagakerjaan in Sidoarjo Branch



BPJS Ketenagakerjaan, also known as BPJamsostek, in Sidoarjo Branch, conducted socialization activities for the employment social security program in collaboration with the Investment and Integrated One-Stop Service Agency of Sidoarjo Regency. The socialization aimed to raise awareness about the importance of social security for Micro, Small, and

Medium Enterprises (MSMEs) stakeholders.

Additionally, socialization activities were also conducted by all branches of BPJS Ketenagakerjaan, such as the one in Padang City, which organized a socialization event together with the Governor of West Sumatra for all fishermen in the province. Not only did the event involve socialization, but the Provincial Government of West Sumatra also allocated assistance for 1,100 fishermen in the province to pay their contributions. This socialization and assistance were carried out based on the continuation of Governor's Instruction Number 5/INST-2021, which aimed to increase the participation in the employment social security program in West Sumatra Province

Socialization of BPJS

Ketenagakerjaan in Padang Branch



Based on the explanation above, it can be concluded that program socialization is crucially important for BPJS Ketenagakerjaan in accelerating the expansion of

participation and protection for all workers in Indonesia. Through socialization, all workers can be informed and have a clear understanding of the employment social security program, allowing for smooth implementation of the program.

3. The Achievement of Program

Achieving program objectives is an indicator in implementing a program to determine whether the program has been successfully applied according to the set standards or goals. It can be observed through the extent of the program's implementation and, thus, it can be concluded that if the objectives are not well achieved, it is considered ineffective, and if the objectives are successfully met, it can be considered effective.

In the implementation of the employment social security program, BPJS Ketenagakerjaan aims to provide social security protection to all workers in Indonesia. This objective becomes a primary factor for implementers in carrying out their duties and functions, ensuring the smooth implementation of the program.

Based on the interviews and documentation conducted by the researchers, it is assessed that the employment social security program of BPJS Ketenagakerjaan is not yet considered effective, as the implementation of the program has faced various obstacles and challenges. For instance, the achievement of the target participation is still far from being realized due to the lack of massive implementation and dissemination by implementers to the public, resulting in many people not being aware of the BPJS Ketenagakerjaan program

Target and Participation Realization for the Years 2019- 2021

Target dan Realisasi Kepesertaan BPJSAMOSTEK Tahun 2021 Berdasarkan Segmen Kepesertaan						
No	Segmen	2021			2020	2019
		Target	Realisasi	%	Realisasi	
1	Pemberi Kerja/Badan Usaha	750.000	725.356	96,78%	683.678*	681.429
Peserta						
	Peserta Penerima Upah	42.026.350	40.453.500	96,26%	40.136.100	40.605.917
2	Peserta Bukan Penerima Upah	43.642.105	4.189.212	9,60%	3.309.197	3.081.787
	Peserta Jasa Konstruksi	8.192.491	6.276.788	76,62%	7.521.392	11.279.954
	Total Peserta	93.860.946	50.919.500	54,25%	50.695.599	54.967.458
Peserta Aktif						
	Peserta Penerima Upah	21.602.358	20.832.255	96,44%	19.963.696	20.174.472
3	Peserta Bukan Penerima Upah	4.451.447	3.551.858	79,79%	2.494.994	2.712.031
	Peserta Jasa Konstruksi	7.619.397	6.276.788	82,38%	7.521.392	11.279.954
	Total Peserta	33.673.202	30.660.901	91,05%	29.980.082	34.166.257

Based on the above explanation, it can be concluded that the participation in the BPJS Ketenagakerjaan program has not been evenly distributed in every sector of employment, and there is a significant gap between the target and the actual participation in the

sector of Non-Wage Recipients, which should be a focus as it includes vulnerable and poor workers. Therefore, the possibility of threatening the livelihoods of these workers and causing poverty-related problems remains. However, in the implementation of the program, the benefits of the employment social security program are quite effective in protecting workers from various social and economic threats and in reducing poverty. The benefits received by workers or their heirs can help them during unexpected situations. For instance, under the Occupational Accident Benefit (JKK) program, participants receive health benefits in the form of medical treatment and home care, temporary benefits for inability to work, and death benefits of Rp 42,000,000 due to work accidents. For the Death Benefit (JKM) program, heirs of participants will receive a total benefit of Rp 42,000,000 and educational scholarships for 2 children amounting to Rp 174,000,000. The Old Age Benefit (JHT) program provides participants with cash, which is the accumulation of all paid premiums plus investment returns. The Retirement Benefit (JP) program gives participants monthly cash payments or a lump sum when they reach retirement age, suffer

permanent total disability, or pass away. Lastly, the Employment Loss Benefit (JKP) program provides cash, job market information access, and job training for workers who apply for JKP benefits. Furthermore, the Indonesian government also provides social assistance in the form of wage subsidies and cash to all BPJS Ketenagakerjaan participants to uplift the welfare of the community, especially vulnerable and poor workers. This is aimed at promoting self-reliance and preventing people from falling into new poverty with all the benefits offered by the employment social security program, it effectively protects workers and their families from various social and economic risks, including preventing the emergence of new poverty. This ensures that workers and their families can experience security and safety while working, and also fosters new and independent lives, ultimately contributing to the overall well-being and sustainability of the community.

Program Benefit Provision Activities



Based on the results of interviews and documentation obtained, it can be concluded that the implementation of the social security program of BPJS Ketenagakerjaan has not been effectively carried out. This is because the data shows that the membership is not evenly distributed across every employment sector, and there is a significant difference between the target and the realization of membership in the Non-Wage Earners sector. The Non-Wage Earners sector (BPU) should be given more attention, as it includes vulnerable and low-income workers, making them susceptible to various social and economic threats that can lead to more complex issues such as poverty. However, the implementation of the BPJS Ketenagakerjaan social security program has demonstrated effective benefits for its participants, providing assistance and ensuring the well-being of workers and their families from social and economic threats. Each program that the participants join offers benefits and aid,

safeguarding them from various risks and social and economic threats, including preventing the emergence of new poverty cases. This enables workers and their families to experience security and peace of mind while working and create a new, self-sufficient life, ensuring the sustainability of society's well-being

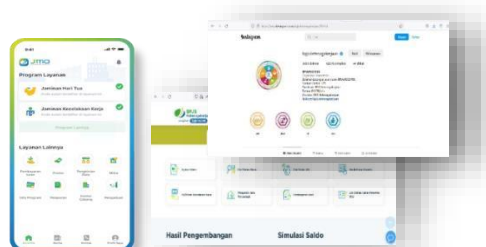
4. Program Monitoring

Monitoring a program is essential to ensure that the program is being implemented as intended and to monitor participants to provide excellent services, thereby encouraging continuous and sustained participation.

In the implementation of the BPJS Ketenagakerjaan social security program, program monitoring has shown that BPJS Ketenagakerjaan has been quite effective in monitoring and developing program strategies to ensure continuous participation and

to disseminate information and protection to the entire community. This can be seen through the target and realization of active participants in all segments (PU, BPU, PMI, and Jakon) at the end of December 2021, with 30,660,901 active participants out of the target of 33,673,202 (91.05%). This indicates that BPJS Ketenagakerjaan has made efforts to oversee and support participants to maintain continuous membership status, ensuring sustained protection for participants.

Digital Platform of BPJS Ketenagakerjaan



Not only in monitoring participants, but BPJS Ketenagakerjaan has also created and developed innovations in

the social security program to ensure that all members of society receive the same information and to provide

excellent services to the public. For example, BPJS Ketenagakerjaan has embraced trends and technological advancements by creating digital platforms such as a website, the JMO application, and an Instagram account aimed at the Indonesian community. These digital platforms facilitate activities such as disseminating information, registration, monitoring, and claiming benefits, making it more accessible and convenient for the public

CONCLUSION

Based on the indicators used to measure the effectiveness of the Employment Social Security Program as an effort to alleviate poverty caused by socio-economic threats, the following conclusions can be drawn:

1. Target Accuracy: BPJS Ketenagakerjaan understands all program targets, but in implementation, there are still obstacles, such as uneven application to the entire population, especially vulnerable/poor workers. This leads to a lack of knowledge and understanding among the public about the program, resulting in many workers

remaining unprotected by the social security program, which can lead to new issues like poverty.

BPJS Ketenagakerjaan needs to focus more on sectors that have the potential to generate new poverty, such as the non-wage recipient sector, where vulnerable/poor workers are categorized.

2. Program Socialization: BPJS Ketenagakerjaan has been effective in expanding membership and protection to all workers through gradual and continuous socialization efforts. Furthermore, BPJS Ketenagakerjaan also collaborates with relevant agencies or departments to facilitate the expansion and protection of workers.
3. Program Goal Achievement: The program's goal achievement has not been fully effective, as seen from the data indicating uneven membership in each sector and a significant gap between the target and the actual participation in the non-wage recipient sector. However, the program's benefits to participants have been effective in assisting and

ensuring the livelihoods of workers and their families against socio-economic threats, including efforts to alleviate poverty.

4. Program Monitoring: BPJS Ketenagakerjaan's monitoring and supervision efforts towards participants have been quite effective, with 91.05% of the participant's continuity being monitored. Additionally, BPJS Ketenagakerjaan has introduced innovations in monitoring and program development to improve program implementation.

Overall, while BPJS Ketenagakerjaan has been successful in some aspects, there are still areas for improvement to make the program more effective in achieving its goals and ensuring comprehensive coverage and protection for all workers, especially those vulnerable to socio-economic threats and poverty.

REFERENCES

- Adisasmita, Rahardjo, 2006, Pembangunan Pedesaan dan Perkotaan, Graha Ilmu. Yogyakarta.
- Budiani, N. W. (2007). Efektivitas Program Penanggulangan Pengangguran Karang Taruna "Eka Taruna Bhakti" Desa

Sumerta Kelod Kecamatan Denpasar Timur Kota Denpasar. Jurnal Ekonomi Sosial Vol. 2 No.1, 49-57.

Julia, Sopha, 2010, *Efektifitas Program Bantuan*. 121. Page 2. Operasional Sekolah, Universitas Indonesia. Jakarta.

Sulastomo, Sistem Jaminan Sosial Nasional, Hal. 2

Sutrisno, Edy. 2007. Budaya Organisasi. Jakarta: Kencana Prenada Media Group.

Soetrisno, Edy 2011. Manajemen sumber daya manusia. Jakarta: Kencana. Sulastomo, Sistem Jaminan Sosial Nasional, Hal. 2