

Implementation of Labor Protection Policy in Bone Bolango Regency, Gorontalo Province

Muh. Fachri Arsjad¹, Robby Hunawa², Abdul Wahab Podungge³,

Muten Nuna⁴, Sarfan Tabo⁵, Jefri Polingga⁶

Universitas Gorontalo

Article Info

Article history:

Received: 18 November 2025

Publish: 8 December 2025

Keywords:

Implementation;

Policy;

Protection;

Labor;

Welfare.

Abstract

In order to protect occupational safety and health in carrying out work, such protection must be in accordance with applicable laws and regulations. For workers/laborers, with the guarantee of occupational safety protection, it will create a peaceful working atmosphere so that workers/laborers will be able to focus their attention on the work as much as possible without worrying about being hit by a work accident at any time. This study was conducted to determine and analyze the implementation of labor protection policies in Bone Bolango Regency, Gorontalo Province. This study uses a qualitative method with a descriptive approach, namely research that produces descriptive data in the form of written or spoken words from people and observable behavior. The results of the study have shown that the labor protection policy program implemented by the Bone Bolango Regency Government has been running well in accordance with the provisions of applicable laws and regulations. This can be seen from several protection indicators used, namely: 1) Economic protection; 2) Social protection; and 3) Technical protection. Based on the results of the study, it has been shown that these three forms of protection provided can guarantee the welfare of workers and the community who participate in the protection program. Therefore, the Bone Bolango Regency Government continues to maximize the labor protection program by continuously monitoring and evaluating various labor business activities, so that income and welfare for workers and the community in Bone Bolango Regency continue to increase in the future.

This is an open access article under the [Lisensi Creative Commons Atribusi-BerbagiSerupa 4.0 Internasional](https://creativecommons.org/licenses/by-sa/4.0/)



Corresponding Author:

Muh. Fachri Arsjad

Prodi Ilmu Administrasi Publik, Fakultas Ilmu Sosial dan Ilmu Politik Universitas Gorontalo Coresponden

Email: sarfandjtabo@gmail.com

1. INTRODUCTION

As the fourth most populous country in the world, Indonesia has an abundant labor force. This large labor force, but not a high-quality one, poses a new challenge for Indonesia's development. An excess labor force but insufficient job opportunities will increase unemployment. (Ridho Hidayat & Dalimunthe, 2022). The workforce is an agent of development and an economic actor, both individually and as a group, so it has a very significant role in national economic activities, namely increasing productivity and community welfare. (Yuliartini, 2020) However, the percentage of the employed population is not a single measure of success in determining employment issues. Many factors influence the employment situation in a region. In addition to the number of people absorbed in economic activities, the quality of that workforce will also impact production output.

Having a job opportunity is invaluable to everyone. It's this opportunity that drives people to think ahead and achieve a decent living for themselves and their families. In fact, it's these job opportunities that foster positive thinking for those of productive age. (Noviasari & Nurwati, 2020). A person is classified as having entered working age when they are 15 years of age or older. If a person is engaged in work or categorized as unemployed, they are considered part of the workforce. Unemployment refers to someone who is looking for work, preparing for a business, feels they are no longer able to find work, or has a job but has not yet started working.

Article 27, paragraph (2) of the 1945 Constitution states that every citizen has the right to work and a decent living for humanity. From this article, it is clear that all Indonesian citizens who are willing and able to work are required to be given work, and with that work, they can live decently as human beings who have rights protected by law. In other words, employment issues are closely related to the issue of prosperity, welfare, and the survival of humans whose status as citizens and the right to work and a decent living are guaranteed by the Constitution of the Republic of Indonesia as a developing country, as is customary has strengthened development in all fields and the most prominent is development in the industrial sector. (Faculty of Law, Muhammadiyah University of North Sumatra & Hanifah, 2020)

The form of labor protection in Indonesia that must be implemented by every entrepreneur or company that employs people to work in the company must be given great attention, namely regarding the maintenance and improvement of the welfare in question is carried out in the form of general labor social security to be implemented or basic, based on joint efforts, family and cooperation as stated in the soul and spirit of Pancasila and the 1945 Constitution. More specifically, in the context of implementing protection for labor, the government has established Law of the Republic of Indonesia Number 13 of 2003 concerning Manpower. This is intended to guarantee the basic rights of workers/laborers and guarantee equal opportunities and treatment without discrimination on any basis to realize the welfare of workers/laborers and their families (Pratiwi & Andani, 2022).

Legally, Article 5 of Law Number 13 of 2003 concerning Manpower protects that every worker has the right and the same opportunity to obtain decent work and livelihood without differentiating gender, ethnicity, race, religion, and political affiliation in accordance with the interests and abilities of the worker concerned, including equal treatment for people with disabilities. Article 6 of Law Number 13 of 2003 concerning Manpower requires employers to provide the rights and obligations of workers or laborers without differentiating by gender, ethnicity, race, religion, or political affiliation (Husni, 2013).

To protect occupational safety and health in carrying out work, such protection must comply with applicable laws and regulations. For workers/laborers, the guarantee of occupational safety protection will create a peaceful working atmosphere so that workers/laborers will be able to focus their attention on the work as much as possible without worrying about being hit by a work accident at any time (Basofi & Fatmawati, 2023). For employers, the existence of occupational safety regulations in their companies will be able to reduce the incidence of accidents that can result in employers having to provide social security. For the government and society, with the existence and compliance with occupational safety regulations, what the government plans to improve the welfare of the community will be achieved by increasing company production, both in quality and quantity.

Meanwhile, employment information is compiled based on the results of the National Labor Force Survey (Sakernas), a household-based survey conducted semiannually

(February and August). Due to the very limited sample size in February 2023, estimates down to the district/city level could not be made during this period. Therefore, estimates of employment indicators at the district/city level can only be made in August 2023, including for Bone Bolango Regency, Gorontalo Province.

The Labor Force Participation Rate (LFPR) is the proportion of the working-age population (15 years and older) included in the labor force, namely those who during the week preceding the National Labor Force Survey enumeration were working or looking for work. Data from the National Labor Force Survey (Sakernas) for the August 2023 period for Bone Bolango Regency, Gorontalo Province, shows that the LFPR for men (82.42%) is higher than the LFPR for women (54.35%). This is because women generally tend to be faced with two choices: being active in economic activities or focusing on household chores. Compared to two years ago, running, in general, in Bone Bolango Regency, Gorontalo Province, where the population's TPAK has increased from 65.28% to 68.39% (*Data Source: Central Statistics Agency of Bone Bolango Regency 2025, n.d.*)

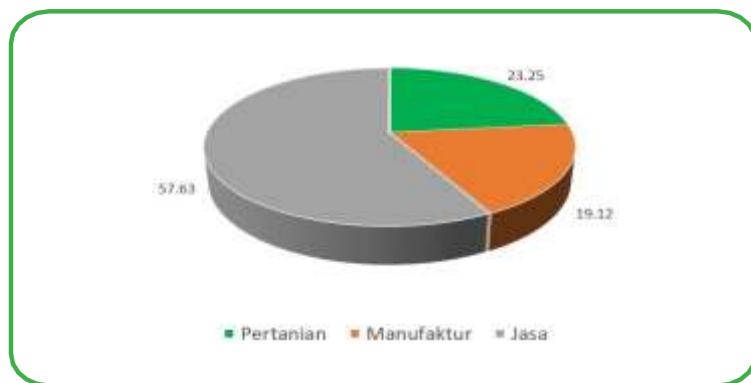
Figure 1
Labor Force Participation Rate Data by Gender, Bone Bolango Regency, Gorontalo Province



Bone Bolango Regency is largely rural. The regional economy tends to rely on the agricultural sector. However, this sector only employs 23.25% of the workforce (as of August 2023). This sector employs the second-largest workforce in Bone Bolango Regency, after the services sector, which employs 57.63%. *Data Source: Central Statistics Agency of Bone Bolango Regency 2025, n.d.*

This is due to Bone Bolango's geographic proximity to Gorontalo City, which is why most residents choose to work in the service sector there. Data on the distribution of employed residents aged 15+ in Bone Bolango Regency can be seen in Figure 2 below:

Figure 2
Data on the Percentage Distribution of the Population Aged 15+ Who Work According to the Main Field of Employment in Bone Bolango Regency



(Source: BPS Bone Bolango Regency Year 2025)

One of the employment issues currently facing Indonesia is the increase in labor supply that is not matched by job opportunities. This situation is similar in Gorontalo Province in general, and Bone Bolango Regency in particular. The resulting excess labor supply leads to unemployment.

The open unemployment rate in Bone Bolango Regency in 2023 reached 3.39%. When broken down by gender, the percentage of male unemployment was lower than the percentage of female unemployment. In 2023, the percentage of male open unemployment was 3.10%, while the percentage of female open unemployment was 3.82%. Data on the unemployment rate in Bone Bolango Regency can be seen in Table 1 below:

Table 1
Open Unemployment Rate Data for Population Aged 15+ According to the Gender Bone Bolango Regency Gorontalo Province

Gender	2023
(1)	(2)
Man	3,10
Woman	3,82
Total	3,39

(Source: BPS Bone Bolango Regency Year 2025)

Apart from the welfare aspect seen from activities and access to mass media, the following table will also display data on the socio-economic conditions of households, in this case, recipients of social security, as follows:

Table 2
Data on the Percentage of Households That Have Received Pension/Old Age Security During the Last Year

in Bone Bolango Regency, 2023

Have you ever received a pension/old age security?			
Amount	Of	No	Total
(1)	(2)	(3)	(4)
Household (%)	14,25	88,75	100,00

(Source: BPS Bone Bolango Regency Year 2025)

Based on Table 2, it has been shown that the number of recipients of social security in the form of pension/old age security in the last year, namely 2023, is relatively low, namely only 14.25%, so this has an impact on the level of community welfare in Bone Bolango Regency, especially for households receiving pension/old age security themselves.

2. RESEARCH METHODS

This research uses a qualitative descriptive approach with analytical methods. Moleong (in Mansur et al., 2021) states that qualitative research is "a research procedure that produces descriptive data in the form of written or spoken words from people and observable behavior." The phenomenon in question is how this research can reveal the extent to which the implementation of labor protection policies can improve the welfare of workers and the community in Bone Bolango Regency, Gorontalo Province.

The data used in this study consisted of primary data obtained directly through interviews, and secondary data in the form of documents obtained directly from the Office of Manpower, Cooperatives, and MSMEs in Bone Bolango Regency, Gorontalo Province. Data collection techniques used in this study included observation, interviews, and documentation. Data analysis techniques included data reduction, data presentation, and conclusion.

This research was conducted at the Department of Manpower, Cooperatives, and MSMEs in Bone Bolango Regency, Gorontalo Province. The study lasted three months.

3. RESULTS AND DISCUSSION

In accordance with the role and status of the workforce, improving the quality of the workforce requires workforce development. With a sufficiently large workforce, its rights, as the implementer of development, must be guaranteed, its obligations regulated, and its usefulness developed. Meanwhile, workforce development, the primary goal of which is to guarantee the rights of workers and ensure equal opportunities and non-discriminatory treatment on any basis, to realize the welfare of workers and their families, while still taking into account developments in the business world.

Many scholars have conducted studies on labor protection guarantees. In general, their studies place labor protection as a crucial issue that needs to be addressed and implemented properly (Hafizd et al., 2024). On the other hand, the purpose of labor protection is to ensure a harmonious labor relations system without pressure from the powerful on the weak. Labor protection is intended to guarantee basic rights and non-discriminatory treatment for workers or laborers in order to realize their welfare while still considering the progress of the company, institution, or government agency. Therefore, through this study, the researcher will explain several findings regarding labor protection policies in Bone Bolango Regency, namely:

1. Economic Protection

Economic protection for workers is protection provided to workers in the form of sufficient income. This protection also applies when workers are unable to work as they wish. Economic protection for workers can be realized in the form of: 1) work conditions or labor requirements stipulated in the employment agreement or regulations regarding employment relations; and 2) sufficient income, including when workers are unable to work as they wish.

Meanwhile, economic development is a process that causes the per capita income of a society to increase in the long term with changes in the important characteristics of a society, namely changes in technology, community mindsets, and institutions. In an economy, it can be said to be developing if the per capita income in the long term tends to increase, but that does not mean that the per capita income must experience a continuous increase; the most important thing is that activities or efforts in developing the economy always increase on average every year. Economic development can be done through investment, management, the use of technology, increasing skills, increasing knowledge, increasing organizational knowledge, and increasing business.

The Bone Bolango Regency Government in Gorontalo Province has implemented this initiative for its community by implementing an economic protection and welfare program through educational assistance to strengthen human resources and business capital assistance to increase income and well-being. This economic protection program is expected to help the community continue to develop its businesses to increase income and improve their families' standard of living.

Based on the results of research through direct interviews in the field, it shows that the economic protection program implemented by the Regional Government of Bone Bolango Regency has been running well. This can be seen from the average income of workers in Bone Bolango Regency has increased greatly and the development of the businesses they manage is all running well, as well as workers engaged in the service sector, where most workers find their daily needs are met, which of course the economic protection program for workers is in accordance with the provisions of applicable laws and regulations.

Therefore, according to the researcher's analysis, to improve the economy and community welfare in the future, the Bone Bolango Regency Government must continue to conduct regular monitoring and evaluation of businesses run by workers and the community to ensure the community's economy remains strong. Furthermore, it must provide ongoing educational assistance to workers and the community to strengthen its workforce.

Furthermore, providing business capital assistance to communities in need while simultaneously opening up employment opportunities for the community itself, and being able to establish cooperative relationships with investors and external parties to open access for workers and the community in developing the businesses they run, so that their economic level and welfare in Bone Bolango Regency continue to increase.

2. Social Protection

Social protection encompasses protection for workers in the form of occupational health insurance, freedom of association, and protection of the right to organize. Social protection can also take the form of monetary compensation to replace a portion of lost or reduced income. Workers have the right to protection of occupational safety and health, morals and ethics, and treatment that is in accordance with human dignity and religious values.

The social protection model essentially emphasizes the importance of poverty alleviation through empowering marginalized groups, namely by sustainably improving the living standards of those with low economic capacity. Social welfare protection is essentially a comprehensive set of strategies and activities undertaken by the government, the business world, and civil society to improve the quality of human life through policies and programs that include social services, social healing, social protection, and community empowerment.

Meanwhile, in relation to the social protection program, the Bone Bolango Regency Government of Gorontalo Province plays a very active role in responding to all the needs of the workforce and the community, including providing social security for workers in Bone Bolango Regency. Therefore, the implementation of this social protection program is expected to benefit both workers and the community, namely by making it easier to obtain health insurance and other social assistance.

Based on research results through direct interviews in the field, it is clear that the social protection program implemented by the Bone Bolango Regency Government has been running well. This is evident in the large number of workers who receive health insurance and other social assistance. Although some workers and members of the public still feel that their social security coverage is inadequate, this remains a concern for the local government to continue improving.

Therefore, according to the researcher's analysis, to improve social protection programs in the community in the future, the Bone Bolango Regency Government continues to conduct regular monitoring and evaluation of health insurance and other social security provided to the community itself, including the completeness of health facilities that guarantee the health of the community and workers, as well as increasing budget allocations for social assistance for people in need, so that the community and workers in the Bone Bolango Regency area can be guaranteed access to health and improve their welfare.

3. Technical Protection

Technical protection, namely protection of workers in the form of occupational safety and security. Occupational safety is included in technical protection, namely protecting workers/laborers from dangers that can be caused by work tools or materials being worked with. Therefore, as workers, female workers have the same rights as male workers to receive these three types of protection: economic protection, social protection, and technical protection.

Technical protection of labor is carried out by searching for and revealing weaknesses that have the potential to cause accidents, and is carried out by revealing the causes and effects of accidents and examining whether careful control is carried out or not. Meanwhile, technical protection of labor aims to realize optimal work productivity, which is carried out in accordance with applicable laws and regulations. Workers have the right to receive protection for occupational safety and health, workers also have the right to receive protection for morals and ethics, and have the right to receive protection for treatment in accordance with human dignity and religious values.

The Bone Bolango Regency Government, Gorontalo Province, has implemented a technical protection program for its residents, providing a sense of security and comfort in the event of a disaster or workplace accident while performing their duties. It is hoped that this technical protection program will provide the community with

assistance, including receiving occupational safety guarantees in the form of compensation and other benefits for any workplace accidents or accidents experienced by workers while on the job.

Based on research results through direct interviews in the field, it was shown that the technical protection program implemented by the Bone Bolango Regency Government has been running well. This is evident in the large number of workers who receive occupational safety insurance or compensation in the event of a work accident or disaster that befalls them while on duty. Therefore, this is a much-needed protection program for workers, as it can guarantee safety and comfort while working or experiencing a disaster while on the job.

Therefore, according to the researcher's analysis, to continue to improve the technical protection program for the community and workforce in the future, the Bone Bolango Regency Government must continue to conduct regular monitoring and evaluation of work safety guarantees and the amount of compensation provided to the workforce itself, to ensure whether the workforce feels that they have been helped by this protection program or not, and to also ensure the shortcomings of the technical protection program.

4. CONCLUSION

Based on the results of field research, it has been concluded that the labor protection policy program implemented by the Bone Bolango Regency Government has been running well in accordance with the provisions of applicable laws and regulations. This can be seen from several protection indicators used, namely: 1) Economic protection; 2) Social protection; and 3) Technical protection. Based on the results of the study, it has been shown that these three forms of protection provided can guarantee the welfare of workers and the community who participate in the protection program. This study recommends that the Bone Bolango Regency Government continue to maximize the labor protection program by continuing to monitor and evaluate various labor business activities, so that income and welfare for workers and the community in Bone Bolango Regency continue to increase in the future. Furthermore, the Bone Bolango Regency Government continues to strive to meet all the needs of workers and the community in improving their welfare by increasing budget allocations for business assistance, educational assistance, and other social assistance, as well as paying attention to the inadequate completeness of health facilities, for the survival of workers and the community in Bone Bolango Regency itself.

5. ACKNOWLEDGEMENT

The research team would like to express its gratitude to the Faculty of Social and Political Sciences, University of Gorontalo, for funding the research process, starting from the field observation stage, research process, holding FGD forums and workshops, to the process of publishing the article.

6. BIBLIOGRAPHY

Basofi, M. B., & Fatmawati, I. (2023). Perlindungan Hukum Terhadap Pekerja Di Indonesia Berdasarkan Undang-Undang Cipta Kerja. *Professional: Jurnal Komunikasi dan Administrasi Publik*, 10(1). <https://doi.org/10.37676/professional.v10i1.3544>

Fakultas Hukum Universitas Muhammadiyah Sumatera Utara, & Hanifah, I. (2020). Peran Dan Tanggung Jawab Negara Dalam Perlindungan Hukum Tenaga Kerja Indonesia Yang Bermasalah Di Luar Negeri. *DE LEGA LATA: Jurnal Ilmu Hukum*, 5(1), 10–23. <https://doi.org/10.30596/dll.v5i1.3303>

Hafizd, J. Z., Maulina, A. F., & Rofi, A. (2024). Jaminan Perlindungan Tenaga Kerja Home Industry dalam Perspektif Undang-Undang Cipta Kerja. *Jurnal Studi Inovasi*, 4(1). <https://doi.org/10.52000/jsi.v4i1.141>

Husni, L. (2013). *Hukum Ketenagakerjaan*. PT. Raja Grafindo Persada, Jakarta.

Mansur, M., Agustang, A., Idhan, A. M., Kadir, Y., & Nuna, M. (2021). Perencanaan Partisipatif Pemerintah Desa Dan Masyarakat Dalam Mengelola APBDES. *Publik: Jurnal Manajemen Sumber Daya Manusia, Administrasi dan Pelayanan Publik*, 8(2), 349–362. <https://doi.org/10.37606/publik.v8i2.244>

Noviasari, D. T., & Nurwati, N. (2020). Perlindungan Tenaga Kerja Disabilitas dalam Perspektif Hak Asasi Manusia. *Borobudur Law Review*, 2(1), 16–29. <https://doi.org/10.31603/burrev.3921>

Pratiwi, W. B., & Andani, D. (2022). Perlindungan Hukum Tenaga Kerja Dengan Sistem Outsourcing Di Indonesia. *Jurnal Hukum Ius Quia Iustum*, 29(3), 652–673. <https://doi.org/10.20885/iustum.vol29.iss3.art9>

Ridho Hidayat, M., & Dalimunthe, N. (2022). Hukum Perlindungan Tenaga Kerja Wanita Dalam Perspektif Undang-Undang. *Sibatik journal: Jurnal Ilmiah Bidang Sosial, Ekonomi, Budaya, Teknologi, dan Pendidikan*, 2(1), 233–250. <https://doi.org/10.54443/sibatik.v2i1.536>

Sumber data: Badan Pusat Statistik Kabupaten Bone Bolango Tahun 2025. (n.d.).

Yuliartini, N. P. R. (2020). *Peran Dinas Tenaga Kerja Transmigrasi Kabupaten Buleleng Dalam Penempatan Dan Pemberian Perlindungan Hukum Tenaga Kerja Indonesia Di Luar Negeri*. 8(2).

Undang-Undang Dasar Negara Republik Indonesia Tahun 1945.

Undang-Undang Republik Indonesia Nomor 13 Tahun 2003 tentang *Ketenagakerjaan*.

Arsip Dinas Tenaga Kerja, Koperasi dan UMKM Kabupaten Bone Bolango Tahun 2025.