



Model of Social Security for Informal Sector Workers (Social Protection Study on Leather Artisan at The Sukaregang Leather Center of Garut District)

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Abstract. According to 2022 data, in Indonesia the workforce is dominated by the informal sector with a figure of 59.31%. In 2022, the coverage of informal workers will only be 14% of all employment social security program participants. Since 1920, Sukaregang Leather Industrial has been the breadwinner of the economy the Sukaregang community. However, the leather workers at Sukaregang Leather Industry Center have not been fully protected from risks and vulnerabilities both economically, socially and physically. The purpose of this study is to analyze the risks and vulnerabilities of leather workers and the implementation of social security employment in Sukaregang Leather Industry Center. In addition, this research also aims to describe obstacles and efforts that be made to overcome obstacles the implementation of social security employment for leather workers in Sukaregang Leather Industry Center. The research design used is qualitative, which describes community-based social security model from a group of informal sector workers "leather workers" at Sukaregang Leather Industry Center. The research results show that the social security model for informal sector workers, especially leather workers is implemented by the government, communities and entrepreneurs. However, the implementation of social security leather workers at Sukaregang Leather Industry Center still has many obstacles and limitations in the form and management system of social security. Based on the results of this research, it is important to take strategic action in order to improve the community-based social security model for this leather workers group, such as providing outreach in order to increase knowledge and awareness.

Keywords: Social security, Community-based social security, informal sector workers, leather craftsmen.

1 Introduction

The United Nations (UN) through the international labor organization (ILO) in one of its conventions, namely Number 102 of 1952, based on the 1948 Declaration of Human Rights, states that all countries are recommended to provide minimum protection

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to every worker. In line with this statement in Indonesia, protection for workers has been stated in Article 28 H of the 1945 Constitution of the Republic of Indonesia, paragraph 3, emphasizing that all workers have the right to social security for workers which allows them to protect themselves as human beings with dignity from various dangers and disturbances that can cause disruption or loss of income. Therefore, the government as a state administrator, in accordance with the mandate of the Law, is tasked with ensuring the protection of its workforce. To ensure this protection is guaranteed, the government released Law Number 40 of 2004 concerning the National Social Security System, hereinafter abbreviated as SJSN.

It was through SJSN that the government in 2014 created the Social Security Administering Agency (BPJS), which is a public legal entity that provides several social security, one of which is a program that guarantees workers through BPJS Employment. As a country in the category of a third world country, the amount of social security provided is very limited because it is related to limited sources of funds to organize social security programs. However, within communities that uphold the values and norms of their respective cultures, informal structures have long developed that help residents when they need help (Ingleson, 1993). There are various forms of social activities that are in line with the concept of social security organized by the state, such as sector social security mechanisms life cycle (childbirth, death, illness) basic needs (clothing, food, shelter) and so on.

Social security programs, both those organized by the state and those organized by the community, both have a positive impact on the workforce. This is proven by research conducted by Septiyani Dewi Sugiyaningrum in 2020 entitled "The Role of BPJS (Social Security Administering Agency) for Employment in Increasing the Welfare of Workers in the Maqasid Syariah Perspective" The results obtained show that the role of BPJS Employment is very influential in improving the welfare of workers at PT. Solo Murni, Boyolali Regency. In line with this research, in 2020 Hafiz Sutrisno in his research entitled "The Influence of BPJS Employment in Improving Worker Welfare" obtained the results that the presence of BPJS Employment greatly influences the level of welfare of the workforce. As well as research conducted by Khoirin Nida in 2018 entitled "Community Based Social Security (Study of Social Protection through Waste Bank Groups in Pedak Baru Village, Karang Bendo, Banguntapan, Bantul)" Obtaining community-based social security results is a solution to the problems faced by workers in an effort to support the welfare of the community in Pedak Baru.

Garut Regency, West Java has various superior products such as dodol, sheep, woven crafts, and the most prominent is the Sukaregang Leather Craft Center which is located in Sukaregang Village, Garut District. The Sukaregang Leather Craft Industry started around the 1920s and has become the backbone of the community's economy. This leather industry employs a lot of informal workers. According to the UPT Disperindag and ESDM, Garut City District (2018), currently the Sukaregang Leather Industry Center has 387 leather tanning business units which employ 1617 workers, and 247 leather craft business units which employ 1366 workers. It should be noted that informal sector workers are the workers most vulnerable to being exposed to various risks related to hazards in the work environment and has the impact of causing

occupational diseases (PAK) and work accidents and even death (Ministry of Health of the Republic of Indonesia, 2016). For example, workers in the leather tanning industry are industries that process raw leather into finished leather. This leather tanning process uses various chemicals which can increase the safety and health risks of workers, these risks include causing fires, explosions, and even damage to red blood cells, kidneys and liver. (P4TK Arts and Culture Yogyakarta, 2011). Apart from that, workers in the leather craft industry are not immune from lurking risks, for example, in the production process, workers will often use glue that contains dangerous chemicals. This is something that cannot be avoided. It is known that there is an organic solvent in the glue in the form of more than 70% toluene. and benzene solvent around 1-2%¹¹, this glue can be dangerous to health. Therefore, workers at the Sukaregang Leather Craft Center, namely tannery workers and leather craftsmen, should receive social protection, both formal by the government and informal by the community, so that they have adequate guarantees to overcome the risks that lurk in their lives at work.

Social protection is needed for community groups who work in the informal sector such as traveling traders, hawkers, street vendors, farmers, laborers and craftsmen including leather craftsmen in Sukaregang. According to Law of the Republic of Indonesia Number 25 of 1997 concerning Employment, informal sector businesses are the activities of individuals or families, or several people who carry out joint ventures to carry out economic activities on the basis of trust and agreement, and are not a legal entity. Informal sector workers are workers who work in informal sector employment relationships and receive wages and/or rewards. Meanwhile, the informal sector employment relationship is an employment relationship that exists between workers and individuals or several people who carry out a joint business without a legal entity on the basis of mutual trust and agreement to receive wages and/or rewards or profit sharing.

Fulfillment of social protection for informal sector workers provided by the government is currently partially fulfilled by the BPJS Employment program. However, according to the Regent of Garut, Rudy Gunawan, in June 2022 the total number of BPJS Employment participants, both formal and informal, was 36 thousand, only around 700 informal sector workers were recorded as BPJS participants. This fact shows that informal workers, including leather craftsmen in Sukaregang, have very limited access to social security either from the government in the form of BPJS employment or community social security which was initiated by their community. The existence of leather craftsmen in Sukaregang actually represents enormous economic and social potential. The people in Sukaregang village and Garut Regency have quite a large opportunity to use and depend for a living on the leather craft sector.

With the opening of the market share for leather crafts both on a national and international scale, Sukaregang leather craftsmen as the spearhead of entrepreneurs should receive social security from both entrepreneurs, local government and their communities so that they have adequate guaranteed income to meet their daily needs. However, in reality this is not the case, poverty still plagues the lives of many leather craftsmen. From an economic perspective, the output of craftsmen is still far from sufficient to meet their daily needs. This is due to the lack of capital owned by crafts-

men as well as target pressure from entrepreneurs and various risks so that social security for craftsmen becomes very important. Social security according to Law No. 40 of 2004 is a form of social protection to guarantee that all people can fulfill their basic needs for a decent life. Social security provides financial and social protection resulting from illness, accident, death, old age, and reduced income due to retirement age or total disability. Social security can be in the form of health security, work accident security, old age security, pension security and death security. Based on the background of this problem, researchers are interested in conducting research on the implementation of the Social Security program for Informal Sector Workers of Sukaregang leather craftsmen. So that it can be described how the implementation of the social security program has been carried out and it is hoped that the results of this research will become an evaluation and create innovation in the implementation of social security for informal sector workers of Sukaregang Garut leather craftsmen.

In relation to this, there is a need for a study to (1) understand the social security model obtained by the leather workers in Sukaregang who are part of the informal sector workers. Stretchy skin? (2) What is the form of social security for workers in the informal sector of the Sukaregang leather industry? (3) How is the implementation of social security for workers in the informal sector of the Sukaregang leather industry? (4) What are the obstacles in the implementation of social security for workers in the informal sector of the Sukaregang leather industry? (5) How to overcome the obstacles in the implementation of social security for workers in the informal sector of the Sukaregang leather industry?

The research aims to obtain a comprehensive and in-depth picture of the implementation of the social security program for informal sector workers in the Sukaregang Leather Industry, which consists of: description risk vulnerability of workers in the informal sector of the Sukaregang leather industry, description of the form of social security for informal sector workers of the leather industry Sukaregang, description of the implementation of social security for informal sector workers of the leather industry Sukaregang, description of obstacles in the implementation of social security for informal sector workers of the leather industry Sukaregang , and a description of efforts to overcome obstacles in the implementation of social security for workers in the informal sector of leather industry artisans Sukaregang.

Several basic concepts used in this research are based on the theory that all Indonesian citizens have the right to social protection in the form of social security. This is stated in article 28H paragraph (3) which explains that every citizen has the right to obtain social security which guarantees that the state provides social security which enables his development to become a dignified human being.

These rights are reaffirmed in various regulations related to policies for implementing social security for informal sector workers, including:

1. Regulation of the Minister of Manpower and Transmigration of the Republic of Indonesia Number:PERMEN24/MEN/VI/2006 concerning Guidelines for the Social Security Program for Workers Who Do Work Outside the Employment Relationship.

2. Regulation of the Minister of Manpower No. 2 of 2015 on Protection of Domestic Workers.
3. Minister of Manpower and Transmigration Regulation No. 24 of 2006 concerning Guidelines for the Implementation of the Employment Social Security Program for Workers Who Do Work Outside the Employment Relationship

This social security is implemented in order to guarantee and protect informal sector workers so that they can live to meet their basic needs. If the basic needs of informal sector workers can be met adequately, it will create balance and personal integrity which will improve their performance. This policy will ultimately improve the welfare of informal sector workers in Indonesia

2 Research Methods

This research uses a qualitative approach (Field Research) with a case study strategy or Case Study Research (CSR), namely research that emphasizes in-depth discussion aspects which are usually in the form of descriptive words or sentences that have been arranged in a structured and systematic manner (Ibrahim, 2015). Through this method, it is hoped that it will describe the community social security received by informal sector workers, in this case namely leather craftsmen in Sukaregang, Garut, so that it can obtain a complete and comprehensive overview of the implementation of the community social security program among the leather artisans of Sukaregang Garut.

The informants for this research were leather company owners and leather workers, determined randomly purposive, every member of the population has the opportunity or possibility to be selected as a sample. Data from these informants was taken primarily from the total number of data sources involved in the research was eight people. The main source is several leather craft entrepreneurs and leather craftsmen in Sukaregang, Garut. There are three entrepreneurs and five leather craftsmen who are still active in the community.

3 Finding and Discussion

Model of social security for leather artisans at the Sukaregang leather craft center in Garut Regency, more done by their own communities. The social security model of this community has been present among the leather craftsmen for a long time.

3.1 The risk or vulnerability of the leather craftsman at the Sukaregang Leather Craft Center

Leather craftsmen at the Sukaregang Leather Craft Center are workers in the informal sector. Based on the results of interviews with several informants, namely entrepreneurs and craftsmen, it was revealed that the risks or vulnerabilities faced by craftsmen were found when they worked with types of risks ranging from physical risks

such as injuries and respiratory problems, as well as social risks such as conflicts between workers.

3.2 Form of social security for leather craftsmen at the Sukaregang Leather Craft Center

Based on the research results, it shows that leather craftsmen at the Sukaregang leather craft center have received social security for their community from the entrepreneurs where they work in the form of health insurance (treatment costs or reimbursement for medicine and doctor fees), interest-free loans, and vaccination assistance and celebration compensation. birth and marriage..

Based on research, it shows that the form of social security for workers in the informal sector of craftsmen and tannery workers organized by entrepreneurs and the community falls into the social safety net classification of micro insurance and community-based social funds in the form of death compensation, social gatherings and sick fund benefits.

3.3 Implementation of social security for informal sector workers, craftsmen and tannery workers Sukaregang leather industry

Risk and vulnerability protection owned Based on research results, informal sector workers and tannery workers in the Sukaregang Leather Industry Center are dominated by forms of employment social security that come from local entrepreneurs. This is based on the strong sense of kinship between entrepreneurs, craftsmen and tannery workers. However, the implementation of employment social security provided by employers in its management is still very simple, there is no structure, regulation or special management team.

Based on a strong sense of kinship and humanity between workers, craftsmen and tannery workers have good initiatives to help each other by holding donation or *kenclengan* programs. According to Suharto (2006), community-based micro schemes are a form of social security originating from community to respond to vulnerabilities that exist within the community. This is in line with the donation or *kenclengan* program done the artisans and tannery workers at the Sukaregang Leather Industry Center in responding to the vulnerability between workers.

3.4 Obstacles in the implementation of social security for workers in the informal sector of the Sukaregang leather industry

Based on the results of research conducted at the Sukaregang Leather Industry Center, craftsmen and tannery workers in Sukaregang do not yet have written work rules and the implementation of social security is based more on kinship and concern for employers. Therefore, the social security problem faced by craftsmen and tanning workers is that there are no permanent regulations from companies that regulate social security for craftsmen and tanning workers. This happens because until now there is

no association or group of workers or entrepreneurs at the Sukaregang Leather Industry Center.

Apart from that, there is still a lack of knowledge by both workers and entrepreneurs regarding employment social security, both provided by the community and by the government. The lack of knowledge is due to the lack of socialization regarding employment social security from the Garut Regency BPJS Employment.

3.5 Efforts to overcome obstacles in the implementation of social security for workers in the informal sector of the leather industry in Sukaregang

Based on the obstacles in the implementation of social security in the informal sector of leather industry artisans, in order to realize the implementation of social security in the informal sector of artisans and workers, several efforts can be made, such as:

1. Increased understanding of craftsmen and entrepreneurs regarding employment social security at the Sukaregang Leather Industry Center
2. Increasing employers' understanding regarding the management of employment social security for informal craftsmen and tannery workers at the Sukaregang Leather Industry Center
3. Formation of a community or union of craftsmen and tannery workers at the Sukaregang Leather Industry Center

4 Conclusion

Based on the analysis that has been carried out, leather craftsmen and leather tanners at the Sukaregang Leather Industry Center are included in the informal sector workers because they do not have a standard structure and their work networks are still family-friendly. Informal sector craftsmen and tannery workers have several risks that haunt the workers every day, such as the risk of exposure to chemicals, the risk of unstable income, and job loss. So that The implementation of social employment security for informal sector leather craftsmen and tannery workers is carried out by companies, communities and the government. The following is a form of implementation of employment social security for informal sector workers

1. Employment Social Security provided by the Government, such as:
 - a. Direct Cash Assistance
 - b. Death Guarantee
 - c. Health insurance
 - d. Accident insurance
2. Employment Social Security provided by the Company, such as:
 - a. Health insurance
 - b. Emergency Loans
 - c. Covid-19 Vaccination Assistance
 - d. Holiday allowance

- e. Loans for Eid al-Qurban fees
3. Employment Social Security provided by the Community, such as:
 - a. Donations or savings made between workers and intended for other workers affected by disaster
 - b. Compensation for death.

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