

# Review Generically About International Labour Organization (Ilo) To Health And Working Safety (K3).

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## **ABSTRACT**

*In ILO (International Labour Organization) implement constitute guidance for states to apply K3 at its state, but default what does declared by ILO can be followed a portion and gets to be followed entire in each State. State that one can adjust order that issued by ILO as standard as, what can fasten to apply at each State. Base on this thing one makes writer interest to take title **Review Generically About International Labour Organization (ILO) to health And working safety (K3)**. There is aim even that appointed from topic it is subject to be know ILO relevance that is applied in K3. There is method even research that is utilized in this research is empirical judicial formality, meanwhile data source of this research utilize primary data source and secondary data source. Wherever we work indeed that safety always been used or also been done. This is about how approach (approaching) that has 3 reason we need to manage safety work which is Moral reason, Legal reason and Financial reason*

**Kata Kunci:** *International Labour Organization; Health And Working Safety; Employee.*

## **A. INTRODUCTION**

Regulation about invitation hits K3 at Indonesian which is Undang-Undang Nomor 1 Tahun 1970 tentang Keselamatan Kerja is still was changed hitherto. Previously Commanding Indonesian have meratifikasi drives a hard bargain International Labour Organization (ILO) Number 120 about Hygiene in trading and offices with Undang-Undang Nomor 3 Tahun 1969 and last come into the world at ratifies it Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan. Formation that order if is seen at field is still really in contrast to order already be established<sup>1</sup>. According to Joint ILO / WHO Committee didefenisikan's job health as follows:

“Upaya pemeliharaan derajat yang setinggi-tingginya; keadaan fisik, mental dan sosial pekerja di semua jenis pekerjaan, pencegah gangguan kesehatan yang disebabkan kondisi pekerjaan, perlindungan

1. Parningotan Malau, *Perlindungan Hukum Pekerja/Buruh*, (Medan: PT Softmedia, 2013), Hal. 7

pekerja dari faktor-faktor yang mengganggu kesehatan, penempatan dan pemeliharaan pekerjaan dalam suatu lingkungan kerja sesuai dengan kemampuan fisiologis dan psikologis, dan penyesuaian pekerjaan terhadap manusia terhadap pekerjaan”.<sup>2</sup>

## B. PROBLEM

Base description already being explained above, therefore writer formulates problem to hit How ILO relevance that is applied in K3?

## C. RESEARCH METHOD

In writer research utilizes to methodic penelitian Yuridis Empiric. There is type even research that is utilized is kualitatif’s observational method. Research kualitatif is an observational one be attributed to describe and menganalisis is phenomenon, scene, social activity, attitude, trust, perception, thinking person individual’s ala and also group<sup>3</sup>. In this research utilize descriptive research character analistis. Descriptive analistis constitutes research that gives picture, then studying, word and also utilizes analisis data by describes or give picture to existing something as regulation of legislation<sup>4</sup>. In this research data source that utilized by writer to complete writing is utilize primary data source and secondary data source.

## D. DISCUSSION AND ANALYSIS

### DISCUSSION

If speaking hits safety can be seen from multifungsional angle with the meaning if is seen from practice each work that is done a long cry, which is its example as: If someone works at working safety school that necessarily she gets must in contrast to person that works at shipyard. So, whatever form of work that done by indispensable working safety by employ.

According to interview result that did by writer with Mr. Abdul Mutalib Bin Ithnin CEO PT. SSTC Sertifikasi Internasional, name that:

“There is 3 reason be done managemen safeties

1. Moral is:

- Safe Plan of work
- Safe Plan equipment
- Safe system of work
- Competency of staff

But sometimes also reason’s moral that be not been followed. Example: may not suck smoke but even regular extant one smokes therefore thereto mark sense legal reason.

2. *Legal is : all jurisdictions require fines penalties prosecutions, improvement & stop-work orders.*

3. *Financial is: Reduce insurance rates, reduce costly injuries, avoid fines and penalties, insurance rebates, access to more customers, avoid hidden costs, employee retention”.*

2. Ibid. 33

3. Ariesto Hadi Sutopo, dkk, Terampil Mengolah Data Kualitatif Dengan NVIVO, (Jakarta: Kencana Prenada Media Group, 2010), h. 14.

4. Sugiyono, *Metode Penelitian*, Alfabeta, (Bandung, 2004) hal 169

## ANALYSIS

That change that is done gets to refer on good thing, as reference that makes ILO as directive. International Labour Organization that abridged with (ILO), in ILO convention about Kebebasan Berserikat dan Perlindungan Hak Berorganisasi, 1984 (No.87) have at ratification and is poured deep Keputusan Presiden RI Nomor 83 Tahun 1998, and ILO Convention about Rights gets organization and conferred with, 1949 (N. 98) have at ratification in Undang-Undang Nomor 18 Tahun 1956. Convention No.87 is meant as a whole to protect berserikat freedom to pretty much government interference. Konvensi No. 98 ditujukan untuk mendorong pengembangan penuh mekanisme kolektif sukarela<sup>5</sup>. According to interview result to Mr. Abdul Mutalib Bin Ithnin CEO PT. SSTC Sertifikasi Internasional, order that is at ILO can be taken by each State group ILO and at inserts into State each as guidance, well a portion and also entire pending that State requirement. There is State which take all of ruling ILO that and be applied at its state. If takes all of ruling ILO that actually don't such a problem but actually ILO this as a recommendation or that reference ILO what does its convention made by reference that nicely to guidance for state. In a State wants to make ILO that becomes Law or not constitute belonging of that State. Actually myriad ILO base Convention already comes out. Basically from ILO what do relate with K3 by Indonesia Government on the fifteenth 5th April 1969 already ratification ILO Conventions Numbers 120 About Hygiene in trading and Office with Undang-Undang Nomor 3 Tahun 1969. At same year which is date 19th November 1969 published by Undang-Undang Nomor 14 Tahun 1969 tentang Pokok-pokok Mengenai Tenaga Kerja.<sup>6</sup> From 3 (three) reason that is gotten from interview result that did by writer corresponds to that is interposed above therefore formulation it is as follows:

### 1. Moral

On a basic moral this is therefore

For example if we come to that mall and its building suddenly toppling, seeing that thing if you will accept? Its answer don't. Next example: while are you go hike then you see at road suddenly person fell from tall building because she is working. What do you think? Must it that thing inadmissible. Next example talks shop in real who is done has to be noticed available 4 things:

- a. *Safe place of work.*
- b. *Safe plan equipment/requtment*  
Its aim that men that works at that office safe
- c. *Safe system of work*  
*Her trick restrain work shall accord system that right in order not to happens accident*  
*Example: Of making cutter coucal so don't be gone its finger to cut, therefore has to follow order*
- d. *Competency of staff*

If that person be works to have available one keeps company or that frequent recognized with (Supervission), and if staff have no ability therefore staff is proposed to follow training.

5. *Op.Cit*, Parningotan Malau, Hal. 96

6. *Ibid.* 68

Category this moral was applied but extant employ that doesn't follow order and that thing jeopardizes so get to be taken to pidana therefore that thing was entering to jurisdictional domain, example: prohibition may not smoke but person over there regular just they smoke even there is prohibition may not smoke.

2. **Law** in here also dilihat of order that is at ILO who is made as guidance it, presented by person that understands to hit K3, and gets also invite person of other State already sees to that thing. For International has had alone standard but if another states that include in organization that gets bearing about that thing, therefore standard already there is that gets to be applied at State each according to its state requirement and is adjusted even with order which will be made by that State. Besides, if order already becomes international standard, was followed, then government order have also been followed, but firm perceives less be applied at its firm, therefore firm can add alone order, but doesn't deviate from order already being managed by government. Law that is made must have aim because if no order, therefore person won't follow that order. Base fact who that we can present see, order have available about social distancing, but in reality still a lot of person that ignore that order. In this case those breach one will come in law to manage it. Alarmed by that writer: if order there is made tighter again therefore was obviously society feels equal to follow. To sample reality about K3 which is applied at PT, writer will give directly K3's example that given unto by employ. There is PT even that will be example have applied K3 at work it is PT Restu Bumi Lestari at Batam City. According to information from Miss. Verawaty that works at PT, that PT Restu Bumi Lestari have applied K3, where on this image an employ is doing welding or its frequent so-called person with Welder brazing by use of attribute K3. This attribute utilized by welder as peacemaker in working where aims to give security and convenience for its employ in does work. In journal Hester J. Lipscomb , dkk explained about: Good company will place heavy emphasis on safety and safe practices. They will adhere to safety in doctrine and in practice. All accidents are avoidable if foreseeable.<sup>7</sup>

**Picture 1.**

*Person Brazing*



7. Hester J. Lipscomb, dkk. *Non-Reporting of Work Injuries and Aspects of Jobsite Safety Climate and Behavioral-Based Safety Elements Among Carpenters in Washington State*, *American Journal Of Industrial Medicine*, (2015) 58:411–421

### 3. Financial

In term financial already being named at discussion part will be enlightened as follows in example. Writer can give example if accident happening therefore reputation of one firm, well of propertied corporate that must will deteriorate. If this reputation bad, therefore person which will job with corporate that worried and hesitating, since reputation already bad therefore others trust will also get lost. Disadvantages following it will there are many be gotten since bad reputation, but regular net-operating cost shall besued.

Thing upon constitutes 3 win reason that narasumber gives few that explanation make firm more look after safety at work. Basic who we shall understand from K3 angle well local and also international becomes we are more tofu distinctive or our plus again, since if we have understood that thing therefore we will know its step. To increase ability can take K3 common at Dimas Tenaga Kerja (DISNAKER), if more want has competency / expert can take from training International as one at arranges at PT. SSTC Sertifikasi Internasional. It constitutes competency step-up.

Actually if is seen of the whole lot mutually support, where is management is lovely of a firm followed by prevailing law to management that is utilized from that firm. Employ in here if not follow order already being made, therefore that employ can also put on prevailing law order. Any other thing it if a working but because her negligence, therefore she do burn to its firm therefore she will touch law. Its rights as employ gets to follow ILO, for example employ if she perceives place work that not comfortable divides it she may report because if she doesn't report she is following even false therefore thing which as it also concerning with law. Viewpoint that its weight constitutes management system.

#### Picture 2.

*PT. SSTC Sertifikasi Internasional*

This constitute office image that is taken from outside which constitute place for person can



develop self studies K3 internationally. PT. SSTC Sertifikasi Internasional provides many training professional's services that can be followed to add competency self and they also working equal to NEBOSH.

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Nurlaila Febriani Siregar (Marketing) PT. SSTC Sertifikasi Internasional

Verawaty staff PT. Restu Bumi Lestari

Frederich S.B

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### Journal

Hester J. Lipscomb, dkk. *Non-Reporting of Work Injuries and Aspects of Jobsite Safety Climate and Behavioral-Based Safety Elements Among Carpenters in Washington State*, *American Journal Of Industrial Medicine*, (2015) 58:411–421

Interview

Bapak Abdul Mutalib bin Ithnin (CEO) PT. SSTC Sertifikasi Internasional

Verawaty staff PT. Restu Bumi Lestari