

Legal Protection for Occupational Safety and Health for Health Workers

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ABSTRACT. *The purpose of this study is to determine and analyze the implementation of occupational safety and health protection for health workers at the Regional Public Hospital according to the Manpower Law, to determine and analyze the views of Islamic law on occupational safety and health for health workers at the Regional Public Hospital. In this study, the researcher also used a qualitative research approach. This type of research is a sociological juridical research. In the sociological juridical approach, law as law in action, is described as an empirical social phenomenon. The data sources used for this study are Primary Data, Secondary Data, Tertiary Data. In this study, the data collection method used by the researcher was Interview, Documentation. Several levels in reviewing data are Editing/Editing, Classifying/Classification, Verifying/Verification, Analyzing/Analysis. The results of the study indicate that the efforts of the Demak Precision Regional Public Hospital in providing protection and ensuring occupational safety and health are by making efforts to prevent work accidents, namely by providing work safety protective equipment in the form of masks, helmets, protective glasses, shoes, body hardness, and others. This is a form of fulfillment of one of the workers' rights stated in Article 87 paragraph (1) of Law Number 13 of 2013 concerning Manpower. However, in practice in the field, not all workers are willing to use personal protective equipment. The low awareness of workers certainly harms other workers in working comfort and of course harms the company because the possibility of work accidents will be high if workers do not carry out their obligations by using personal protective equipment. Labor law divides types of industrial relations disputes into four categories, namely disputes over rights, disputes over interests, disputes over Termination of Employment and disputes between unions in the company. Industrial relations disputes that occur in work accidents at the Demak Regency Hospital always end with mutual consensus because the company is very cooperative in carrying out its responsibilities towards victims of work accidents in the company.*

Keywords: Legal; Occupational; Protection. Safety.

1. Introduction

Legal protection is an effort to protect the interests of individuals by giving them the power to act on their own behalf. In addition, it is also stated that the nature and purpose of law is to provide protection to society. Therefore, legal protection for society must achieve legal certainty. It is stated in the 1945 Constitution Article 28D paragraph (1) of the Constitution that everyone has the right to recognition, guarantees, protection and legal certainty that is fair and equal treatment before the law. This is also in line with Law No. 39 of 1999 Article 5 paragraph (1) concerning Human Rights which also states that everyone is recognized as a human being who has the right to demand and obtain equal treatment and protection in accordance with his human dignity before the law.

Legal protection for workers is very necessary considering their weak position. Zainal Asikin stated that: "Legal protection from the power of the employer is implemented if the laws and regulations in the labor sector that require or force employers to act as in the laws and regulations are truly implemented by all parties because the validity of the law cannot be measured only legally, but also sociologically and philosophically."¹.

The workforce in Indonesia welcomes the government to make regulations so that the workforce in Indonesia can be protected. The government makes regulations, one of which is protection and welfare for workers as regulated in Law Number 13 of 2003 concerning Manpower. Social Security for Workers that overcomes various risks at once will provide peace of mind which in time will help increase work productivity. Peace of mind can be created because Social Security for Workers supports human independence and self-esteem in facing various socio-economic risks. Therefore, participation of employers and workers in Social Security for Workers is mandatory. However, due to the breadth of participation, its implementation is carried out in stages according to the technical, administrative and operational capabilities, both from the Organizing Body and the employers and workers themselves.

The financing of Social Security for Workers is borne by the employer and the workers themselves according to an amount that is not burdensome for the finances of both parties. The financing of work accident insurance is borne entirely by the employer, because accidents and illnesses arising in the employment relationship are the full responsibility of the employer. The financing of death insurance and health insurance is also the responsibility of the employer who must be responsible for the welfare of the workforce and their families.

The implementation of social security programs is one of the responsibilities and obligations of the State to provide socio-economic protection to the community. In accordance with the financial capacity of the State. Indonesia, like other

¹Zainal Asikin, 1993, Basics of Labor Law, Raja Grafindo Persada, Jakarta, p. 5

developing countries, is developing a social security program based on funded social security, namely social security funded by participants and still limited to workers in the formal sector. The government also issued Law Number 40 of 2004 concerning the National Social Security System. The law is related to the Amendment to the 1945 Constitution of the Republic of Indonesia concerning the amendment to Article 34 paragraph 2, which now reads: "The state develops a social security system for all people and empowers the weak and underprivileged in accordance with human dignity". The benefits of this protection can provide a sense of security to workers so that they can concentrate more on increasing motivation and productivity. Workers in carrying out their work will certainly face risks that may occur to workers, both the risk of illness caused by their work, the risk of work accidents, which result in disability, loss of work and even death.²

Realizing the magnitude and nobility of this responsibility, BPJS Ketenagakerjaan continues to improve its competence in all service lines while developing various programs and benefits that can be directly enjoyed by workers and their families. Now with an increasingly advanced implementation system, the BPJS Ketenagakerjaan program not only provides benefits to workers and employers, but also makes an important contribution to increasing the nation's economic growth and the welfare of the Indonesian people.³

The National Social Security System is basically a state program that aims to provide certainty of protection and social welfare for all Indonesian people. Through this program, every resident is expected to be able to meet the basic needs of a decent life if something happens that can result in loss or reduction of income due to a work accident or death. Work Accident Insurance, hereinafter abbreviated as JKK, is a benefit in the form of cash and/or health services provided when a Participant experiences a work accident or illness caused by the work environment. Death Insurance, hereinafter abbreviated as JKM, is a cash benefit given to heirs when a Participant dies not due to a work accident.⁴

Social Security Benefits are the rights of Participants and their family members which aim to provide protection for Participants, business continuity, and continuity of the implementation of the Employment Social Security Program during the non-natural disaster of the spread of Coronn Virus Disease 2019 (COVID-19). Every worker who faces employment risks must be protected

²Reski Seno Adireja and Siti Ummu Adillah, Legal Review of the Implementation of Social Security for Online Drivers (Grab) in Semarang, Jurnal Daulat Hukum, Sultan Agung Islamic University, Semarang, October 18, 2019, p. 777

³ <http://www.bpjsketenagakerjaan.go.id/history.html>, January 02, 2020

⁴Government Regulation Number 82 of 2019 concerning Amendments to Government Regulation Number 44 of 2015 concerning the Implementation of Work Accident Insurance and Death Insurance Programs

through the implementation of Occupational Safety and Health (K3) norms, work norms, and social security.⁵

According to the Minister of Health of the Republic of Indonesia Number 1204/Menkes/SK/X/2004 concerning the requirements for hospital environmental health, it states that a hospital is a place of health services in which there are sick and healthy people and it is possible for the transmission of disease and health disorders. Therefore, the implementation of occupational safety and health in hospitals needs to be carried out to overcome work accidents in the form of work-related diseases. Grati Regional General Hospital (RSUD Grati) is a regional government hospital with the category of regional general hospital category D. This hospital is located at Jalan Raya Ranu Klindungan No. 199, Grati District, Demak Regency, East Java Province. The construction of RSUD Grati can be said to be still new, namely in 2017 and Regent Irsyad Yusuf inaugurated the building on February 13, 2018. The problem that can be a question mark is the implementation of legal protection at RSUD Grati for its health workers according to positive law and Islamic law. In reality, the protection of safety and health at RSUD Grati is not yet optimal, including the fact that not all health workers at this hospital are registered and protected by the Employment Social Security (BPJS Ketenagakerjaan). In addition, this hospital has not fully implemented the regulations of the occupational safety and health management system (SMK3).

Based on the description above, by looking at the conditions in the field, the author is interested in conducting research with the title: "Occupational Safety and Health Protection for Health Workers: Review of Employment Law and Islamic Law".

Based on the description that has been put forward in the problem above, the objectives of this study are: To find out and analyze the implementation of occupational safety and health protection for health workers at the Regional Public Hospital according to the Manpower Law, and To find out and analyze the views of Islamic law on occupational safety and health for health workers at the Regional Public Hospital.

2. Research Methods

The research approach method used in this study is sociological juridical (Social Legal Approach), namely this approach as a reference for studying legal aspects that exist in the field and are currently happening in society. In this study, the researcher also used a qualitative research approach. This type of research is sociological juridical research. In the Sociological Juridical approach, law as law in action is described as an empirical social phenomenon.

⁵ <https://jabarnews.com/read/91223/menaker-minta-bpjamsostek-socialisasi-pp-nomor-49-tahun-2020>, Wednesday 09 September 2020 at 19.00 WIB

In this study, the data collection methods used by researchers include Observation, Interviews, and Documentation. Several levels in reviewing data are Editing, Classifying, Verifying, Analyzing.

3. Results And Discussion

3.1 Implementation of Occupational Safety and Health at Demak District Hospital

The use of personal protective equipment is the use of a set of tools used by workers to protect part or all of the body from potential hazards or work accidents. PPE cannot protect the worker's body perfectly, but it can reduce the severity of the occurrence. The use of personal protective equipment can prevent work accidents that are greatly influenced by the knowledge, attitudes and practices of workers in the use of personal protective equipment.

Protection of workers includes quite broad aspects, namely protection from a physical aspect that includes protection of safety from work accidents and health as well as the maintenance of work morale and treatment in accordance with human dignity and religious morals, as has been emphasized in Article 86 of Law Number 13 of 2003 concerning Manpower.

The protection is intended so that workers can safely carry out their daily work safely so that they can increase their work production and productivity. Workers must receive protection from various events around them and on themselves that can befall and interfere with the implementation of their work. In the industrial sector, there are several tools used to protect a person from accidents or dangers that may occur in carrying out work.

If the personal protective equipment provided does not meet the requirements, workers have the right to refuse to wear it. Of the three fulfillments of these requirements, consideration factors must be considered where the PPE must be: comfortable and convenient to wear, not disturb the peace of the worker and not limit the worker's movement, provide effective protection against all types of dangers or potential dangers, meet aesthetic requirements, pay attention to the side effects of using PPE and easy to maintain, the right size, the right provision, and affordable prices.

The personal protective equipment referred to includes: head protection, eye and face protection, ear protection, respiratory protection and accessories, hand protection, and/or foot protection.

RSUD Demak Regency is a company that has implemented occupational safety and health, by organizing occupational safety and health efforts, one of which is by providing personal protective equipment. Considering that the company is an industrial company engaged in the field of car spare parts which has a fairly high potential for accidents. According to the results of the interview with Mrs. Endang as HRD staff said:

“The implementation of occupational safety and health in this company has been maximized. For work safety, we have provided personal protective equipment in the form of helmets, gloves, boots, glasses, body hardness, and masks. Moreover, in the midst of the current pandemic, we provide hand sanitizers on every production line, check the temperature of employees and routinely clean production machines with disinfectants every week. However, in reality, there are still workers who enter the factory area without using personal protective equipment. As for occupational health, our form of protection is that if one of the workers has a work accident, we immediately provide first aid and take them to the hospital.”

From the statement above, it can be concluded that Demak District Hospital has implemented occupational safety and health efforts, by providing personal protective equipment for workers in the company. In the midst of this pandemic, Demak District Hospital also pays close attention to factory cleanliness and also implements SOPs according to health protocols in order to provide prevention so that the company environment is free from the Covid-19 virus. Because if one of the workers is infected with Covid-19, not only the worker will be harmed, but the company will feel the loss because the factory will temporarily stop production to prevent the transmission of the Covid-19 virus. However, there are still some workers who do not comply with these rules. The company tries to give verbal warnings to workers who do not implement occupational safety and health, but these workers do not want to use personal protective equipment because they are used to the conditions in the production process. In fact, wearing personal protective equipment and fulfilling and complying with all occupational safety and health requirements is the worker's obligation to the company.

Personal protective equipment provided by Demak District Hospital is in accordance with the standards set by the Department of Manpower. Provision of personal protective equipment as one of the preventive efforts carried out by the company to reduce the potential for work accidents and work-related diseases. The company is very aware of the importance of providing PPE according to the needs and comfort of workers who function to protect themselves from potential work accidents, and can also increase work productivity.

Occurrence of work accidents in production activities at Demak District Hospital was caused by workers who did not carry out their obligations by using personal protective equipment in the production process. The use of PPE required by the company with the hope that workers can avoid work accidents or minimize injuries caused by work accidents was not carried out optimally by workers.

Workers who do not wear personal protective equipment argue that they rarely wear work safety equipment because they are not used to it and are actually uncomfortable when using PPE, what they usually use are gloves and masks. The

company has often reminded workers to wear personal protective equipment, but there are some workers who still dare not comply with the rules, and are followed by other workers. This is due to the lack of supervision from the company in following up on workers who violate the rules.

Law Number 36 of 2009 concerning Health, Article 165 paragraph (2) explains that workers are required to create and maintain a healthy workplace and comply with applicable regulations in the workplace. In reality, workers at PT. Systema Precision have not fully complied with these regulations and have not been able to create a safe workplace. In addition, the company has not maximized its guidance and supervision of K3, and has not maximized its sanctions for workers who violate the regulations.

3.2 Implementation of Occupational Safety and Health Legal Protection at Demak District Hospital

Occupational safety and health in PP Number 59 of 2012 concerning the Implementation of the Occupational Safety and Health Management System is all activities to guarantee and protect the safety and health of workers through efforts to prevent work accidents and occupational diseases. Occupational safety and health is one of the important discussions regarding workers' rights that must be fulfilled by the company where workers work as stated in Article 27 of the 1945 Constitution that every citizen has the right to work and a decent living for humanity.

Based on Article 86, Demak District Hospital has provided occupational safety and health protection to workers by providing facilities in the form of comprehensive personal protective equipment without distinguishing worker status, although in reality there are still many workers who do not use personal protective equipment during the production process. Workers should heed the company's efforts in providing occupational safety and health protection to workers. Companies and workers must be integrated in implementing occupational safety and health to create a safe work environment. A safe work environment will increase worker productivity, and that productivity will produce good production results. In order to increase work productivity, efforts are needed to guarantee workers through occupational safety and health protection. The implementation of occupational safety and health protection in increasing work productivity is intended to provide guarantees for worker safety and health by preventing accidents and occupational diseases, controlling hazards in the workplace, promoting health, treatment and rehabilitation.

Work productivity as stated by the International Labour Organization (ILO) states that in simpler terms, productivity is a mathematical comparison between the amount produced and the amount of each source used during production.

According to the results of the interview with Mrs. Endang as HRD staff of Demak District Hospital, she explained that in the occupational safety and health of workers is the main priority in the company environment of Demak District

Hospital, both for permanent workers and non-permanent workers. The form of the company's commitment to protecting occupational safety and health for permanent workers/laborers is given health insurance, namely BPJS employment and BPJS health. Meanwhile, for non-permanent workers/laborers, preventive measures will be taken directly if an accident occurs at work, in order to prevent and reduce the possibility of an unwanted incident occurring during work. Non-permanent workers do not get health insurance because the worker can stop at any time even though the production process has not been completed. The company will suffer losses if they register non-permanent workers in the health insurance program because the worker can stop in the middle of the road. In fact, it has been explained in Article 15 paragraph (1) of the 2001 BPJS Law, that "Employers are required to gradually register themselves and their workers as participants with BPJS in accordance with the social security program they follow"

The legal protection of occupational safety and health provided by Demak District Hospital to its workers has been implemented according to applicable laws. Permanent workers at Demak District Hospital are given health and work accident insurance in the form of BPJS Health and BPJS Employment. This is certainly very important for workers in order to create a sense of security in working at Demak District Hospital.

In order to implement the guarantee of K3 protection, K3 is implemented with integration in the K3 Management System (SMK3) which is part of the company's overall management system. Covering; structure, organization, planning, implementation, responsibility, procedures, processes, and resources needed for the development of implementation, achievement of assessment and maintenance of K3 policies in order to control risks related to work activities in order to create a safe, efficient and productive workplace.

3.3 Factors Causing Work Accidents at Demak District Hospital

An industry really does not want accidents to occur, because it can cause losses for the industry. Accidents can be caused by workers or work environment conditions in a company that are not organized and orderly. The causes or potential dangers that cause accidents are often ignored because they are not yet detrimental to the company, until an accident occurs, the company begins to pay attention to them. Workers also often carry out dangerous actions without realizing it, even though workers already know that the action is dangerous, the workers still do it. From the statistical data on accidents in Indonesia, it was found that 85% of the causes of accidents are due to human factors.

Every accident has many causes. All causes if sought to the root cause will lead to management dysfunction. Accident causative factors that are directly related to the accident are called direct causes. Direct causes are caused by other factors called indirect causes.⁶

The main cause of work accidents is the existence of occupational safety and health factors and requirements that have not been implemented properly. The main causes of work accidents include:

a. Human factors or unsafe actions

Human factors or unsafe acts are dangerous actions by workers that are caused by various reasons, including lack of knowledge and skills, inability to work normally, body dysfunction due to invisible disabilities, fatigue and boredom, unsafe attitudes and behavior, noise and stress due to new work procedures that are not yet understood, not mastering or not being skilled with new equipment or machines, decreased concentration of workers when doing work, the attitude of not caring from workers, and the tendency to harm themselves. Dangerous actions are behaviors or mistakes that can cause accidents such as carelessness not wearing personal protective equipment, this is caused by disorders of carelessness, carelessness, drowsiness, fatigue, health, impaired vision, illness, anxiety, and lack of knowledge in the work process, and how to work.

b. Environmental factors or unsafe conditions

Environmental factors or unsafe conditions are unsafe conditions of machines, tools, materials, work environment, work processes, work characteristics, and work systems. The environment can be defined not only as the physical environment, but also as the environment related to the provision of facilities, past or immediate human experience before the assignment, work organization arrangements, relationships between workers, economic and political conditions that can interfere with concentration. Unsafe conditions are physical environmental factors that can cause accidents such as unsafe machines, inappropriate lighting, ineffective personal protective equipment, oily floors, inadequate lighting, or open machines.

The work accident that occurred at the Demak District Hospital last April was caused by workers not wearing complete personal protective equipment, it happened when one of the workers who was operating a steam engine was sprayed by the fire that was the source of energy for the steam engine. The incident resulted in quite serious burns and the victim had to undergo surgery. If workers realize how important it is to use personal protective equipment, of course the losses that occur can be minimized.

Many reasons from workers, as well as the lack of supervision from the company make workers not pay attention to their safety. This means that one of the factors that causes work accidents is the lack of awareness of workers about the dangers of safety and health in working at the Demak District Hospital. In addition to factors from the workers, of course the most important role is the supervisor in the field. Supervisors in the field should be able to take firm action against them by giving sanctions that have a deterrent effect if there are those who do not apply occupational safety and health while working at the Demak

District Hospital. As stated in Article 14 of Law Number 1 of 1970 concerning Occupational Safety, namely:

"a. Place in writing in the workplace he leads, all work safety requirements required by this law and all its implementing regulations that apply to the workplace concerned, in places that are easy to see and read according to the instructions of the supervisory employee or work safety expert. b. Install in the workplace he leads, all required work safety drawings and all other training materials, in places that are easy to see and read according to the instructions of the supervisory employee or work safety expert. c. provide free of charge all required personal protective equipment to workers under their leadership and provide it to everyone who enters the workplace. Accompanied by the necessary instructions according to the instructions of employees or work safety experts"

It is natural that many workers at Demak District Hospital are still negligent in occupational safety, because the company has not implemented points "a" and "b" as stated in Article 14 of Law Number 1 of 1970 concerning Occupational Safety. In this point it is explained that the company must write all occupational safety requirements and all implementing regulations in the form of a law, install all occupational safety images that are easy to see and easy to read, especially by workers. That way, workers will better understand the importance of wearing personal protective equipment while working to avoid work accidents, another goal is to make them afraid and deterred if they do not wear personal protective equipment, because of the danger of work accidents that can happen at any time.

3.4 Legal Settlement of Work Accident Cases at Demak District Hospital Against Work Accident Victims

Demak District Hospital in carrying out its responsibility to provide protection and prevent work accidents for its workers in the event of a work accident is carried out by providing first aid such as providing wound medicine that is appropriate to the injuries experienced by the worker, if the worker experiences serious injuries, the company will take him to the nearest hospital for medical treatment. Workers will be exempted from medical expenses because workers have received health insurance that has been registered by the company at BPJS Ketenagakerjaan.

So far, the work accident cases that occurred at the Demak District Hospital have always been resolved through mutual consensus. There have been no work accident victims who have brought this case into an industrial relations dispute because the company is very cooperative in carrying out its responsibilities towards work accident victims at the Demak District Hospital.

For victims who experience work-related disabilities, companies are prohibited from terminating employment. Moreover, in this case the disability does not prevent the worker from working as usual. As explained in Article 153 paragraph (1) letter j, employers may not use the reason for terminating employment

because the worker/laborer is permanently disabled, sick due to a work accident, or sick due to work relations which according to a doctor's certificate the recovery period cannot be ascertained. Judging from these provisions, employers cannot terminate employment. If the termination of employment is carried out on the basis of a disability suffered by the worker, then as regulated in Article 153 paragraph (2) of the Manpower Law, the termination is null and void by law and the employer is required to re-employ the worker/laborer concerned. If the employer tries to negotiate with the worker regarding termination of employment on the basis of disability, and no agreement is reached, then the employer cannot terminate the worker. If no agreement is reached between the employer and the worker, the employer can only terminate the worker/laborer after obtaining a decision from the industrial relations dispute resolution institution.

3.5 Analysis of the Implementation of Legal Protection for Workers at Demak District Hospital Based on Applicable Laws and Regulations

Every company is required to implement occupational safety and health in the workplace (company). However, the implementation is still many companies in Indonesia that still underestimate it. In fact, occupational safety and health is one of the basic rights of workers and as one of the efforts to improve the quality of employee work in the company itself. This is indicated by the still high level of work accidents in Indonesia.

The implementation of occupational safety and health at Demak District Hospital has not been implemented well in its entirety. Although the K3 program has a strong legal basis in the Law. Because work accidents are unexpected events and it is not known when they will occur. Actually, the company can prevent these accidents if the company provides good occupational safety and health services to its employees and provides guarantees for the accident. So that employees feel safe and protected by the existence of the occupational safety and health program implemented in the company.

An accident is an unwanted, unplanned, unexpected event that results in losses. No one wants an accident because there are many losses experienced by employees, employee families, and the company. Therefore, it is necessary for employees to know the impact of K3 on employees, employee families, or the company.¹

As a company engaged in the field of motor vehicle spare parts, indeed in the implementation of occupational safety and health for workers is not applied comprehensively regarding workers' rights in accordance with the Employment Law, however the company still pays attention to the rights of workers or laborers where workers' rights are divided into two, the first is the rights of permanent workers who receive BPJS Health, BPJS Employment, and wages, the second is the rights of seasonal workers who are given wages that are given

according to the amount of goods produced and directly to workers when a work accident occurs.

Based on the above, it can be seen that Demak District Hospital does not implement comprehensively the occupational safety and health mandated by Law Number 1 of 1970 concerning Occupational Safety and Health, however, the rights of workers are still considered by the company in order to support the smooth performance of workers in the company. The obstacles for the company itself are in accordance with what was explained by Mrs. Endang Solehati, namely obstacles in implementing occupational safety and health in full in accordance with what is mandated by the Law, due to the factor of the work being pursued being seasonal. The company has its own initiative and way of implementing occupational safety and health in the company, namely by directly handling every worker or laborer who has an accident while doing work. Meanwhile, based on the results of an interview with one of the workers named Mr. Aji who is a non-permanent worker or laborer at the company, he stated that the system or implementation of occupational safety and health does exist in the company, but they are not aware of any specific regulations regarding occupational safety and health. They only know that the rules on occupational safety and health implemented by this company are already running but are not really heeded by the workers. In general, workers are only aware of what their obligations are as laborers while working at the company.

It can be concluded that there are various obstacles in the implementation of occupational safety and health in companies in Indonesia, especially in Demak District Hospital. These inhibiting factors include:

1. Budget Constraints

Budget is a very important thing to determine the implementation of programs or activities in a company, especially in the implementation of occupational safety and health needed for K3 management audits and worker capability development. Many companies have not been able to provide a budget for the requirements for implementing occupational safety and health, this is also experienced by the Demak Regency Hospital.

2. Human Resource Limitations

In the implementation of occupational safety and health at Demak District Hospital, it is constrained by the quality of human resources that are less competent. Based on educational background, many employees are only junior high and high school graduates, some are even elementary school graduates, so employees do not understand the benefits or objectives of implementing occupational safety and health.

3. Lack of Socialization

Socialization regarding the implementation of occupational safety and health in the Demak District Hospital environment has not been running optimally. There

are still many workers who do not realize how important it is to implement occupational safety and health in the production process. Socialization in the form of K3 coaching in the company has not been running optimally. This happens because of limited human resources and also limited budget.

From the scope of worker protection above which aims to create industrial relations in order to find a balance between the interests of workers, employers, and the government. Because of the several components that have been explained, each has its own role and function. Because for workers, the company is a place to work and at the same time a source of income and livelihood for themselves and their families

Worker protection can be carried out either by making demands or by increasing recognition of human rights, physical and technical protection, as well as social and economic protection through norms that apply in the work environment.

Labor as a factor of production has a very large meaning and role. All natural resources are useless if not processed properly by humans/laborers. Labor can also be interpreted as all efforts and endeavors made by body parts or minds to get decent rewards. Including all types of work done physically or mentally. Therefore, maintaining occupational safety and health is absolutely necessary to increase labor productivity which will have implications for the rate of development and growth of the company. Reasons for health problems are the biggest reason for absence when compared to other reasons for absence such as absenteeism, permission, etc. So that it will have an impact on the occurrence of work accidents, decreased production, and increasing medical costs. Therefore, it is an obligation for company management to implement occupational safety and health programs. For the government, the existence of a company is part of the economic strength that produces goods or services that can meet the needs of the community, because of that the government has an interest and responsibility for the continuity and success of each company. Thus, it is only natural that the government plays a big role in efforts to create industrial relations that are harmonious, harmonious, and balanced in accordance with Pancasila and the 1945 Constitution.

4. Conclusion

Based on the explanation that has been presented in the previous chapters, it can be concluded that the efforts of Demak Precison District Hospital in providing protection and guaranteeing occupational safety and health are by making efforts to prevent work accidents, namely by providing work safety protective equipment in the form of masks, helmets, protective glasses, shoes, body hardness, and others. This is a form of fulfillment of one of the workers' rights stated in Article 87 paragraph (1) of Law Number 13 of 2013 concerning Manpower. However, in practice in the field, not all workers are willing to use personal protective equipment. The low awareness of workers of course provides disadvantages to other workers in working comfort and of course harms

the company because the possibility of a high number of work accidents if workers do not carry out their obligations by wearing personal protective equipment. Labor law divides the types of industrial relations disputes into four categories, namely disputes over rights, disputes over interests, disputes over Termination of Employment and disputes between unions in the company. Industrial relations disputes that occur in work accidents at the Demak District Hospital always end with mutual consensus because the company is very cooperative in carrying out its responsibilities towards victims of work accidents at the company.

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