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Protection of Labor in Realizing Labor Welfare in Construction Projects (JIPE Manyar Gresik Construction Project Study)

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ABSTRACT

In the current era of 4.0, the job market opportunities for construction services continue to develop. The Java Integrated Industrial and Ports Estate (JIPE) construction project, which is located in an industrial area in Gresik, is an area development project that is targeted to be able to absorb a workforce of 500 thousand people. The workforce has a role in national productivity and community welfare. Therefore, the human resources of the workforce must be empowered in order to have the competence, skills, and quality optimally. The Construction Services Law Number 2 of 2017 Article 70 stipulates that every construction worker who works in the Construction sector is required to have a Work Competency Certificate. determined based on the certificate held, in addition, labor distribution and protection of workers are also not optimal, for the welfare of workers in construction projects. In this study using descriptive qualitative research . Data were obtained through interview, documentation, observation and questionnaire techniques, sampling using purposive sampling technique.



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1. Introduction

In the current era of 4.0, the job market opportunities for construction services continue to increase and experience development. This is based on data from the Central Bureau of Statistics (BPS) which recorded a growth rate in the construction sector which reached 10.39% in the third quarter of 2021 [1]. The role of the construction world is closely related to the absorption of labor, a new construction project will require new workers as well. There are a lot of factors influence this productivity on the construction project, labour resources have a high role in a productivity measurement [2]. Infrastructure and building projects are used as a means of investment in reciprocal relationships with supporting sectors, to become facilitators in the movement and growth of goods and services. According to data from the Committee for the Acceleration of Priority Infrastructure Provision, there are 18 industrial estate projects that will start in 2022, such as the Kuala Tanjung Industrial Estate in North Sumatra Province, Hedgehog Industrial Estate in West Kalimantan Province, Tanggamus Industrial Estate in Lampung Province and others [3]

construction project Java Integrated Industrial and Ports Estate (JIPE) is located in Gresik Regency, East Java Province, with an investment value of 26,220 trillion and has been operating since 2013 until now [3]. JIPE is a regional development project that is targeted to be able to absorb as many as 500,000 workers. In addition, the JIPE area is targeted to be able to accommodate 183 industries from various sectors, both from within and outside the country, thus the JIPE area has the potential to absorb as many as 500,000 workers [4]. The impacts (unintended) are influential on changes in the social and economic conditions of the community, including changes in village conditions, population development, changes in the social environment of the community, changes in people's livelihoods, changes in people's income, changes in the fulfillment of needs, the absorption of labor [5].

An increase in the number of workers in the bell graph at the construction stage can endanger the safety of workers, especially in the midst of a pandemic that is currently attacking various countries [6]. To become a company that advances and develops, a company must have a risk management system to identify, analyze, control, and monitor processes. risk in JIPE companies [7]. The number of activities and the number of workers can risk reducing the concentration or focus of the workforce, this is one of the factors that causes work accidents that have occurred so far [8]. According to Purwanto [9] the cause of work accidents is caused by human factors (unsafe human acts), in the form of actions. Often in the implementation of construction work, workers in the field ignore the provisions of Occupational Safety and Health (K3) [10]. Labor productivity can be increased through increased protection and welfare. the factors that impact significantly on worker productivity are salary, work environment and work experience. Work safety have a significant effect on employee performance [11]. The managerial implications based on this study are optimize employee salaries structures, repairing communication system at the field, conducting individual work rotation between section, including the development of organizations and promotional systems for employees can increase the productivity of worker [12].

The workforce has a role in productivity in a company, national and community welfare [13]. The productivity of workers will greatly affect the profit or loss of a project [14]. Therefore, human resources must be empowered to have optimal competence, skills, quality so that they are able to compete in the current 4.0 era [15]. Employee career development in Human Resource Management (HRM) is very important, because it can improve and increase the effectiveness of the implementation of employee work, so that more give the best contribution to realize the goals of the organization [16]. However, in reality there are still some construction workers who do not have competency certificates in accordance with their fields [17]. According to Simandalahi [18] in his research, he stated that there was a practice of irregularities related to Tenders, that there was a practice of borrowing SKA or adding SKA by one of the bidders. Therefore, workers who work in construction projects should also be given

the opportunity to develop their skills and competencies so that they obtain a Certificate of Work Competence [19]. With improvement of project performance so that the company can complete the project according to the work contract that has been agreed with the project owner [20].

The competency certification of construction workers is expected to increase the human resources of construction workers. The competencies discussed include hard skills, soft skills, and attitude, personality, and behaviors [21]. In addition, relevant competencies ensure the suitability of manpower needs with the implementation of duties and job requirements determined in accordance with the SKKNI [22]. SKKNI is used to design and implement job training, conduct an assessment of training outputs, as well as assess a person's current level of skills and expertise. Certificates of competence or certificates of expertise also affect the welfare of construction workers because the amount of wages received refers to the billing rate or wage standards that have been set based on the certificates they have [23]. The results of this study show that the most influential independent variable on work motivation is compensation [24]. Factors that influence the two payment systems are: First, based on Work Volume, are (1) Additional working hours, (2) Special jobs (Specialists), (3) Remote work locations, (4) High worker productivity, (5) Employee Competence Fulfilled, (6) Experienced more than 2 years, (7) Low risk of material damage [25].

2. Research Method

This research is a qualitative descriptive research, because in this study it tries to describe a social phenomenon, population characteristics and facts factually, systematically, and accurately [26]. The method used in this research is a survey method. In qualitative research, the survey method is carried out by giving questions that are added with statements containing open answers to respondents regarding existing phenomena. The phenomenon in this article is the workforce in the JIPE construction project.

Data sources are data sources that directly provide data to researchers, namely parties involved in the JIPE construction project. The sampling technique used purposive sampling, which means the sampling technique was intentional, including: HRD and project managers, Supervisors at JIPE as shown in Table 1.

Table 1. Population List

No	Field/Unit of Construction Expertise	Company name
1	Planning & supervising consultant	PT. ITS-TS
2	Industrial estate manager	PT. BKMS
3	Port area manager	PT. BMS
4	Residential area manager	PT. AKRLand
5	MK consultant for BKMS building works 11 floors	PT. Tethagra
6	BKMS building contractor 11 floors	PT. WKC

Source : *JIPE Construction* [27]

The sampling technique used in this research is purposive sampling, [28] because it was chosen based on considerations. Secondary sources are indirect sources, in the form of available document records related to the problems studied, such as: profiles of graduates of workers, what training has been obtained by workers, certificates of labor expertise (SKA). Data collection techniques to explore data to answer the problem formulation used in this study were observation, interviews and documentation.

4. Results and Discussions

Based on the results of the study, among the cases collected, there are several important roles of the workforce to achieve goals in a company. Werther and Davis in Sutrisno [29] state that: "Human resources are employees who are ready, capable, and alert in achieving organizational goals". Through this empowerment and utilization, it is expected to obtain human resources as Indonesian workers who can participate optimally in national development, while still upholding their human values. Meanwhile, after the SEZ (Special Economic Zone) was formed in the JIPE area, 400,000 workers were ready to be absorbed.

The high number of workers in the JIPE area is accompanied by various labor risks that occur, including the presence of the Covid-19 virus, intensive prevention efforts are carried out such as spraying disinfectants in all areas of the JIPE area, checking body temperature with a thermo gun and spraying disinfectant on the body. work and guests who enter the JIPE area. In addition, JIPE also sprayed disinfectants on residential areas around the JIPE area.

In addition, the impact given by the pandemic is a crisis situation, thus making the choice of layoffs in the business sector. To overcome this, JIPE takes anticipatory measures such as (1) conducting a two-way or bipartite dialogue. Employers and workers together with trade unions in industrial areas need to have a transparent dialogue early on in anticipating labor conditions due to the pandemic. Companies in the Jiipe industrial area, which because of the nature of the industry require the presence of workers, must regulate the work system by prioritizing occupational safety and health in the industrial area. In addition, the bipartite dialogue also needs to discuss the anticipation of the worst conditions in the working relationship between them, such as efficiency, regulation of working hours, and division of labor in industrial areas [30]; (2) Develop employment policies in the Jiipe industrial area in a pandemic situation. This policy must respond to any changes that occur due to the COVID-19 pandemic on the work system of industrial area employees. These changes include the implementation of a work from home system, social distancing, restrictions on public transportation facilities, and limited lockdowns that are currently being carried out by several regional governments [31]. Currently, there are many areas that have received approval to implement Large-Scale Social Restrictions (PSBB). The government, in this case the Ministry of Manpower, must be active in providing policy information for work and conducting periodic policy reviews. Policies that can be applied in industrial estates include policies on reducing working days and hours, furnishing/laying off workers, and so on. This is done as an effort to protect the workforce, which is intended to guarantee the basic rights of workers and guarantee equal opportunities and treatment without discrimination on any basis to realize the welfare of workers and their families while still fighting for the development of the progress of the business world (Latupono, 2011).

Following the progress of the business world, a mapping of the specific skills required by companies in the JIPE area was carried out. The mapping is then used to determine the next step by involving workers from various levels of education, such as SMK, Diploma 1 (D1), Diploma 3 (D3), and Bachelor (S1) in East Java. This is done so that the absorption of local workers in the JIPE East Java Industrial Estate can be carried out more optimally and efficiently. The workforce needs are adjusted to the required competencies.

In order to provide soft skills to its workforce, JIPE holds various trainings to equip competencies and provide opportunities for self-development for the workforce [32]. Some of the trainings that have been carried out by HRD and addressed to project managers and supervisors at JIPE are as follows:

Table 2. Training on the development of soft skills for workers

No.	Type of Training
1.	Training “Understanding ISO Integration Management System”
2.	Training “ <i>Integrated Management System Internal Audit</i> ”
3.	Training “HPS Preparation (Self Estimated Price)”
4.	Training “ <i>Integrated Supervisory Skills</i> ”
5.	Training “ <i>Outlook, Teams, One Drive</i> ”

Source: *JIIPE Construction* [27]

Discussion

The JIPE area provides opportunities for local residents to become part of the workforce by looking at the appropriate competencies. This is in accordance with Law No. 13 of 2013 concerning employment [33] which explains that employment is everything related to labor both before, during and after the work period. The regulation is based on the following objectives:

1. Empower and utilize power work optimally and humane
2. Realize even distribution opportunity work and provision power suitable work with need development national and regional
3. Give protection to power work in realize well-being
4. Upgrade well-being power work and family

Article 5 of Law 13 2013 confirms that every worker has the same opportunity to get a job without discrimination. Furthermore, the workforce can be classified into three groups, namely educated workers, trained workers and uneducated and untrained workers. Therefore, workers in the JIPE area are given the opportunity to develop their soft skills by participating in competency development trainings with the output of certificates of expertise or competency certificates in accordance with their fields [34]. . This is in accordance with the Decree of the Minister of Manpower of the Republic of Indonesia [35].

1. Adapt level competence with the needs of industry/business, by conducting a comprehensive exploration of primary and secondary data from the world of work.
2. Use references and references from similar standards used by other countries or international standards, so that in the future a mutual recognition arrangement (MRA) can be carried out.
3. Done together with representatives from worker associations, industrial/business associations institutionally, and associations of educational and professional training institutions or experts in their fields in order to facilitate the achievement of consensus and national implementation.

5. Conclusion and Suggestion

Manpower is an important asset in a company to achieve the goals of the company. Therefore, the protection and development of human resources for the workforce needs to be carried out in order to realize the company's goals. The competence of the workforce is expected to be in accordance with the field of work, and given the opportunity for career development or soft skills. This is because these competencies will provide welfare for workers and their familie.

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