



Analysis of the Implementation of Qanun Aceh No. 7 of 2014 on Employment Social Security in Lhokseumawe City

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Abstract

This study analyzes the implementation of Qanun Aceh No. 7 of 2014 on employment social security in Lhokseumawe City. The main focus of this study is to examine the legal rules of BPJS Ketenagakerjaan, analyze the implementation of the qanun, and identify the obstacles faced in its implementation. This study uses a qualitative method with data collection techniques through interviews, observations, and documentation studies. The results of the study show that although the employment social security regulation has a strong legal basis, its implementation in Lhokseumawe City still faces challenges. The level of corporate compliance varies, where large companies have generally fulfilled their obligations, while the small and medium enterprises (SMEs) sector still has many that have not complied with the rules. Workers' awareness of the importance of social security is also still low, especially in the informal sector, which leads to a low level of BPJS Employment participation. The main obstacles in the implementation of this qanun include lack of socialization, weak supervision and sanctions for non-compliant companies, and limited human resources in supervision. To overcome this problem, strategies such as increasing education for employers and workers, stricter law enforcement, and collaboration between the government, BPJS Employment, and employer associations are needed. This study concludes that although Qanun Aceh No. 7 of 2014 has become a strong legal instrument, its implementation still needs to be strengthened so that the benefits of employment social security can be optimally felt by all workers in Lhokseumawe City.

Introduction

Qanun Aceh No. 7 of 2014 concerning Manpower is a regulation that regulates various aspects of employment in Aceh Province, including social security for workers (Prabowo, 2023). This regulation aims to protect the rights of workers and improve their welfare in the world of work. In its implementation, this qanun refers to national laws and regulations, especially Law No. 40 of 2004 concerning the National Social Security System (SJSN) and its derivative regulations (Sopyan, 2022).

In Lhokseumawe City, as one of the industrial cities in Aceh, the implementation of Qanun Aceh No. 7 of 2014 is an important aspect in labor protection. This city has various economic sectors, ranging from the oil and gas industry, trade, to services. The existence of these various business sectors requires optimal labor protection to create a conducive and fair work climate (Charda, 2015; Sulasno, 2022).

Employment social security is one of the main instruments in providing protection for workers in Lhokseumawe. This social security program includes work accident insurance, old-age insurance, pension insurance, and death insurance. The implementation of this qanun plays a

role in ensuring that workers have access to their basic rights, especially in terms of economic protection and social welfare (Nasional & Nasional, 2014; Arifin & Safrina, 2021; Alidar et al., 2023; Prasetyo & Embong, 2025).

However, in its implementation, there are still various challenges in the implementation of this qanun in Lhokseumawe City. Some companies are still not fully compliant with existing regulations, both due to a lack of understanding and economic factors that make them reluctant to allocate budgets for labor social security (Borshch, 2024; Bielousov et al., 2023). In addition, there are still obstacles in terms of supervision and law enforcement against companies that do not fulfill their obligations.

Local governments, through related agencies, have an important role in ensuring that the implementation of this qanun runs well. Socialization and education to business actors and workers must continue to be carried out so that awareness of the importance of social security is increasing. In addition, there needs to be a stricter supervision mechanism and clear sanctions for companies that violate these regulations.

Apart from the government and companies, the role of the workforce itself is also very decisive in the implementation of this qanun. Workers' awareness of their rights in social security needs to be continuously increased. Many workers do not understand the benefits of the social security program, so there are still those who do not register for the labor protection scheme that has been provided (Perwira et al., 2003).

An analysis of the implementation of Qanun Aceh No. 7 of 2014 in Lhokseumawe City is important to assess the extent to which this regulation has been implemented and what are the obstacles faced. This study will provide an overview of the level of compliance of companies with these regulations, the effectiveness of government supervision, and workers' awareness in utilizing employment social security.

The study also aims to identify the factors that support and hinder the implementation of this qanun. Thus, it is hoped that an effective solution can be found in improving the implementation of employment social security in Lhokseumawe City. The results of this analysis can be an input for policymakers in designing better strategies to improve labor protection.

The research method used in this study will involve a qualitative approach. A qualitative approach will be used to explore a deeper understanding of the implementation of this qanun through interviews with related parties, such as local governments, company representatives, and workers.

One of the aspects that is the focus of this study is the extent to which this qanun has had an impact on the welfare of workers. With social security, it is hoped that workers will have better protection against occupational risks and their economic future (Prabowo, 2023). Therefore, the analysis of the effectiveness of this qanun is important in assessing its success in providing labor protection.

The social and economic context in Lhokseumawe City is also a factor that needs to be taken into account in this study. As an industrial city that has quite complex economic dynamics, various external factors can affect the implementation of this qanun. For example, global and national economic conditions that affect a company's ability to provide social security for its workers.

On the other hand, this regulation must also be able to adapt to the times and the changing needs of the workforce. Digitalization and changes in increasingly flexible work patterns are also new challenges in the employment social security system (Adha, 2020). Therefore, it is

important to see how this qanun can remain relevant in facing various changes in the world of work.

In addition, the aspect of legal compliance is also a part that cannot be ignored in the implementation of this qanun. Weak law enforcement can lead to non-compliance among companies and impact on the lack of protections for workers (Hananto & Lie, 2024). Therefore, there needs to be a more effective mechanism to ensure that this regulation is actually implemented in accordance with applicable regulations.

It is important to review how this qanun contributes to creating better working conditions for the workforce in Lhokseumawe. With optimal social security, it is hoped that labor productivity can increase, which will ultimately have a positive impact on the regional economy as a whole.

In this study, the comparison of the implementation of this qanun with other regions in Aceh will also be studied. This comparison will provide an overview of whether there are differences in the implementation of these regulations and the factors that cause gaps in their implementation. It is hoped that this research can provide concrete recommendations for stakeholders. The government, companies, and workers must play an active role in improving the implementation of this qanun in order to create a better working environment.

By understanding more deeply the various aspects related to the implementation of Qanun Aceh No. 7 of 2014, it is hoped that this regulation can be more effective in providing protection and welfare for workers in Lhokseumawe City. In conclusion, the implementation of Qanun Aceh No. 7 of 2014 has a very important role in the employment social security system in Lhokseumawe City. However, there are still various challenges that need to be overcome so that this regulation can run optimally. Therefore, this study seeks to provide a comprehensive analysis of the extent to which this qanun has been applied and how efforts can be made to improve it in the future.

Methods

Research Approach

This study uses a qualitative approach with a descriptive method (Rukajat, 2018). This approach was chosen because it aims to deeply understand the implementation of Qanun Aceh No. 7 of 2014 on employment social security in Lhokseumawe City. The qualitative approach allows researchers to dig deeper into the understanding, perception, and experience of stakeholders related to the application of this qanun. Descriptive methods are used to describe phenomena that occur in the field systematically, factually, and accurately. Through this method, the research will reveal how these regulations are implemented, the challenges they face, and their impact on the workforce and the company.

Location and Subject of Research

This research was conducted in Lhokseumawe City, Aceh, as an area that has various industrial and trade sectors that are the target of the implementation of this qanun. The selection of this location is also based on the diversity of business sectors operating in this city, so that it can provide a more comprehensive picture related to the implementation of the qanun. The research subjects consist of several groups that are related to the implementation of Qanun Aceh No. 7 of 2014, namely: a) The Manpower Office and related government agencies – to obtain information on policies, supervision, and obstacles in the implementation of qanun; b) Company representatives – to find out the extent of their compliance with employment social security regulations; c) Labor – to understand the extent of awareness and perceived benefits from the implementation of this qanun; c) BPJS Employment – as an institution responsible for the implementation of social security programs for workers.

Data Collection Techniques

In this study, data were collected through the following techniques (Jogiyanto Hartono, 2018): a) Interviews are conducted directly with relevant parties using open-ended questions. This technique aims to dig deeper information about the implementation of qanun, the obstacles faced, and expectations for the employment social security system in Lhokseumawe City; b) Observation was carried out to understand the conditions in the field related to the implementation of this qanun. The researcher will observe how the implementation of the employment social security program is implemented in companies, as well as the interaction between the workforce and other stakeholders in the implementation of this qanun; c) Documentation is carried out by collecting data from official documents, such as government regulations, implementation reports, BPJS Employment data, as well as news or publications related to the implementation of this qanun. This data will be used to strengthen the results of interviews and observations.

Data Analysis Techniques

The data analysis in this study was carried out qualitatively with an interactive model developed by (Miles & Huberman, 1992), which consists of several stages: a) Data Reduction – Data obtained from interviews, observations, and documentation is selected, summarized, and simplified to facilitate further analysis; b) Data Presentation – The data that has been reduced is compiled in the form of a descriptive narrative so that it can provide a clear picture of the implementation of this qanun in Lhokseumawe City; c) Drawing Conclusions – After the data is analyzed, conclusions will be drawn to answer the research problem. The conclusions obtained will be tested for validity by comparing various existing data sources

Results and Discussion

Analysis of BPJS Employment Legal Rules According to Laws and Regulations

Employment social security in Indonesia is regulated in various laws and regulations, especially Law Number 40 of 2004 concerning the National Social Security System (SJSN) and Law Number 24 of 2011 concerning the Social Security Administration Agency (BPJS). In the law, BPJS Employment has an obligation to provide social protection for workers through the Work Accident Insurance (JKK), Old Age Insurance (JHT), Pension Insurance (JP), and Death Insurance (JKM) programs.

In particular, in Aceh, the implementation of employment social security is also regulated in Qanun Aceh Number 7 of 2014 concerning Manpower. This Qanun regulates the rights of workers in Aceh, including participation in the social security program managed by BPJS Ketenagakerjaan. The articles in this qanun are in line with national policy, but still consider aspects of local wisdom and labor needs in Aceh. From the results of interviews with BPJS Employment and the Manpower Office in Lhokseumawe City, it is known that regulations related to employment social security have a strong legal basis. However, challenges in implementation remain, especially related to worker awareness and company compliance in meeting their obligations.

Normatively, the employment social security policy in Indonesia has been comprehensively regulated through Law Number 40 of 2004 concerning the National Social Security System (SJSN) and Law Number 24 of 2011 concerning BPJS. This law mandates that every worker, both in the formal and informal sectors, must receive social protection through BPJS Ketenagakerjaan. In Aceh, this rule is strengthened through Qanun Aceh No. 7 of 2014, which requires every worker in Aceh to get employment social security. The theory of legal compliance put forward by (Tyler, 2006) emphasizing that compliance with the law is not only

determined by the existence of regulations, but also by the effectiveness of their enforcement. In the context of this study, although regulations already exist, their implementation has not been fully effective in Lhokseumawe City due to certain factors such as lack of supervision and lack of awareness of workers and entrepreneurs.

The results of this study are in line with the study conducted by (Brahmana et al., 2023) which found that although employment social security regulations are strong enough, corporate compliance is still a major challenge, especially in the small and medium enterprises (SMEs) sector. This shows that policy implementation does not only depend on the existence of the rule of law, but also on the awareness and willingness of stakeholders to comply with it.

Implementation of Qanun Aceh Number 7 of 2014 on Employment Social Security in Lhokseumawe City

Based on the results of research conducted through interviews with the local government, BPJS Ketenagakerjaan, companies, and labor, the implementation of Qanun Aceh No. 7 of 2014 in Lhokseumawe City still faces various challenges.

Company Compliance Level

Several large companies, especially those engaged in the industrial and oil and gas sectors, have implemented employment social security programs according to the provisions. However, in the MSME and small business sectors, there are still many companies that have not fully complied with this rule. The main reasons found were a lack of understanding of social security obligations and the assumption that BPJS Employment membership fees could burden their businesses. There are still many informal entrepreneurs and freelancers who have not been registered with BPJS Ketenagakerjaan, even though this qanun requires protection for all workers.

Awareness and Labor Participation

Based on the results of interviews with several workers in Lhokseumawe City, it was found that some of them still do not understand the benefits of membership in BPJS Ketenagakerjaan. Some informal workers do not have the desire to register because they feel that they do not need social security protection. There are also workers who claim to have been registered with BPJS Ketenagakerjaan, but do not fully understand the benefits they can get.

The Role of Local Governments

The Lhokseumawe City Government has made efforts to improve the implementation of this qanun by conducting socialization and supervision of companies that have not fulfilled their obligations. However, supervision is still not optimal, especially in cracking down on non-compliant companies. In some cases, sanctions for companies that do not provide social security to workers have not been firmly implemented. Collaboration between the local government and BPJS Employment still needs to be improved so that the implementation of this qanun can be more effective.

Supervision Mechanism

From the results of observations, it was found that the supervision of the implementation of employment social security is still experiencing obstacles due to the limitation of human resources at the level of labor supervisors. Follow-up on non-compliant companies still relies on a warning system, but it has not yet reached a more decisive stage of enforcement.

The results of the study show that the level of compliance of companies with Qanun Aceh No. 7 of 2014 still varies. Large companies, especially those that have close ties with the

government or formal industries such as oil and gas and manufacturing, have generally carried out their obligations in registering workers with BPJS Ketenagakerjaan. However, the SME and small business sectors in Lhokseumawe City still have many who have not registered their workers. Economic factors are often the main reason why small companies are reluctant to meet these obligations. The perspective of cost-benefit analysis of the theory of economic regulation put forward by (Stigler, 1971) explain that companies are likely to comply with regulations if the economic benefits outweigh the costs that must be incurred. In this case, SME entrepreneurs feel that paying BPJS Employment contributions is an additional burden that can affect the sustainability of their business.

This study strengthens the findings of (Putri & Anggraeni, 2023) who stated that one of the main factors of low compliance of employers in registering workers with BPJS Employment is their perception of the cost of contributions which are considered as additional expenses that are not urgent. Therefore, a strategy is needed from the local government and BPJS Employment to provide a better understanding to business actors, including through stricter incentives and sanctions for non-compliant companies.

Obstacles or Obstacles in the Implementation of Qanun Aceh Number 7 of 2014

In this study, several main obstacles experienced by BPJS Ketenagakerjaan and other stakeholders in implementing Qanun Aceh No. 7 of 2014 were found, namely:

Lack of Awareness and Understanding from the Company and Workers

Many companies, especially small and medium enterprises, do not understand their obligations related to BPJS Employment membership. Some workers are also still reluctant to participate due to a lack of understanding of social security benefits.

Low Corporate Compliance Level

Although there are regulations that regulate the obligations of companies in providing employment social security, there are still many companies that have not implemented this rule properly. Economic factors are one of the main reasons why some companies are reluctant to enroll their workers in social security programs.

Lack of Strict Sanctions for Violations

Based on interviews with the labor office, it was found that there are still limitations in enforcing rules for companies that do not comply with their obligations. The administrative sanctions that should be given to companies that do not comply with this qanun have not been applied optimally.

Limitations of Human Resources in Supervision and Socialization

The number of supervisors tasked with monitoring the implementation of employment social security is still limited. As a result, supervision in the field has not run optimally, so there are still companies whose compliance is not monitored.

Challenges in Reaching Informal Workers

Most of the workforce in the informal sector has not been covered by BPJS Ketenagakerjaan. The lack of a clear mechanism to integrate informal workers into the social security system is a major obstacle in the implementation of this qanun.

The results of the study show that there are several main obstacles in the implementation of this qanun, including:

Lack of Strict Sanctions Against Non-compliant Companies

The administrative sanctions regulated in the qanun have not been implemented effectively. This causes companies to feel that there are no significant consequences if they do not register their workers with BPJS Ketenagakerjaan. These findings are in line with research (Ilmi & Suhaimi, 2022) which states that weak law enforcement is one of the main factors in low compliance with labor regulations in Indonesia.

Limited Supervision and Human Resources in the Field

The Manpower Office in Lhokseumawe City still has limitations in terms of the number of supervisors, so the supervision of the implementation of qanun has not run optimally. In the theory of governance put forward by (Kaufmann et al., 2008), the effectiveness of the policy is highly dependent on the capacity of the institution to carry out the supervisory and law enforcement functions.

Challenges in Reaching Informal Workers

Informal workers, such as small traders and freelance workers, are still difficult to reach by the BPJS Ketenagakerjaan program because they do not have a fixed payroll system. These results are in line with the study (Piteradja et al., 2017) stated that one of the biggest challenges in the implementation of employment social security in Indonesia is how to accommodate informal workers into the social protection system.

Conclusion

Based on the results of the research on the implementation of Qanun Aceh No. 7 of 2014 on employment social security in Lhokseumawe City, it can be concluded that regulations related to employment social security in Indonesia have a strong legal basis. Nationally, labor protection is regulated in Law Number 40 of 2004 concerning SJSN and Law Number 24 of 2011 concerning BPJS. Meanwhile, in Aceh, the implementation of this policy is strengthened through Qanun Aceh No. 7 of 2014, which requires every worker to get social employment protection. However, the implementation of this qanun in Lhokseumawe City still faces various challenges. In terms of company compliance, although several large companies have carried out their obligations, many small and medium enterprises (SMEs) still have not registered their workers with BPJS Ketenagakerjaan. The main reasons found were economic limitations and a lack of understanding of the importance of social security for the workforce. In terms of awareness and labor participation, there are still many workers, especially in the informal sector, who do not understand the benefits of employment social security. This causes the participation rate in BPJS Employment to be low, even though regulations have required protection for all workers. The main obstacles in the implementation of this qanun include lack of socialization, weak supervision and law enforcement, and limited human resources in supervising company compliance. To overcome this, strategic efforts are needed such as increasing education for employers and workers, imposing strict sanctions for non-compliant companies, and closer collaboration between local governments, BPJS Ketenagakerjaan, and entrepreneur associations.

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