



Enhancing Legal Protections for Workers in Industrial Accidents: Towards Better Occupational Safety in Indonesia

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Abstract

Industrial workplace accidents continue to reveal significant weaknesses in Indonesia's occupational safety and labor protection framework, particularly regarding enforcement mechanisms, employer accountability, and access to workers' compensation. Existing studies on Indonesian labor law have primarily focused on national regulatory structures, while limited attention has been given to the role of regional legal governance in strengthening occupational safety enforcement. This study aims to critically evaluate the effectiveness of Indonesia's occupational safety and health (OSH) regulations and to examine the potential role of regional labor regulations in improving worker protection at the local level. The research employs a normative-juridical and comparative legal approach through the analysis of statutory regulations, doctrinal legal materials, and international labor standards, particularly International Labour Organization (ILO) Convention No. 155 and Convention No. 187. The findings demonstrate that Indonesia's labor protection regime remains hindered by fragmented regulatory implementation, weak institutional supervision, limited labor inspection capacity, and inconsistencies in compensation procedures affecting vulnerable and contractual workers. The study further finds that the absence of responsive regional labor regulations contributes to enforcement gaps, particularly in industrial areas with limited administrative oversight. By linking occupational safety governance with decentralization and regional regulatory reform, this article offers a doctrinal contribution to labor law scholarship and proposes a more integrated legal framework for strengthening occupational safety protections in Indonesia. The study is limited to normative and regulatory analysis and does not include empirical field investigation.

Keywords:

Occupational Safety and Health (OSH); Labor Law Enforcement; Industrial Accident Compensation; Workplace Governance; Regional Labor Regulation; Indonesian Labor Law

1. Introduction

Occupational safety and health (OSH) have become increasingly important issues within contemporary labor governance, particularly in developing countries experiencing rapid industrialization. Industrial expansion contributes significantly to economic growth, employment opportunities, and regional productivity; however, it also increases the risk of



workplace accidents, occupational diseases, and labor exploitation when legal protection mechanisms are weak or inconsistently enforced. The International Labour Organization (ILO) consistently emphasizes that safe and healthy working environments constitute fundamental labor rights and essential components of sustainable economic development. Nevertheless, many developing countries continue to experience substantial gaps between formal labor regulations and practical implementation, especially in labor-intensive sectors characterized by weak institutional supervision and limited regulatory capacity (Lee & Di Ruggiero, 2025). Studies further demonstrate that inadequate occupational safety systems contribute not only to worker vulnerability but also to economic inequality, reduced productivity, and weakened institutional legitimacy (Torm & Oehme, 2024). Consequently, occupational safety protection should be understood not merely as an administrative obligation of employers, but also as an essential element of social justice, human rights protection, and sustainable industrial governance.

Indonesia faces similar structural challenges in ensuring effective occupational safety protection amid rapid industrial development. As one of Southeast Asia's largest industrial economies, Indonesia has experienced substantial growth in manufacturing, construction, plantation, mining, and logistics sectors. Although industrialization has strengthened economic development and labor absorption, workplace accidents remain a persistent concern affecting thousands of workers annually. In many industrial sectors, workers continue to encounter unsafe working conditions, inadequate safety training, limited access to protective equipment, and delays in compensation mechanisms following occupational accidents. Indonesia's legal framework concerning occupational safety primarily derives from Law No. 1 of 1970 on Occupational Safety and Law No. 13 of 2003 on Manpower, as amended by Law No. 11 of 2020 on Job Creation. Articles 86 and 87 of the Manpower Law explicitly recognize workers' rights to occupational safety and oblige employers to implement occupational safety and health management systems (SMK3). Despite these legal guarantees, implementation remains inconsistent across industrial sectors and regional jurisdictions. Previous studies reveal that Indonesian labor governance continues to experience regulatory fragmentation, weak supervision, unequal protection between formal and informal workers, and limited enforcement capacity within labor institutions (Harahap et al., 2024; Johan & Yuan, 2023). Similar findings in comparative labor governance studies indicate that developing countries frequently struggle to balance industrial productivity with adequate worker protection when institutional oversight remains weak (Hossain & Fazi, 2024).

The challenges surrounding occupational safety are particularly visible within regional industrial areas where local regulatory capacity and labor supervision remain limited. In Kota Banjar, West Java, workplace accidents involving workers at PT. Albasi Priangan Lestari have intensified public concern regarding inadequate occupational safety standards and weak legal protection for industrial workers. Reports concerning workplace injuries, delayed compensation claims, and uncertainty regarding employer liability have triggered criticism from labor organizations and civil society groups. These incidents illustrate the continuing disconnect between statutory labor guarantees and the realities experienced by workers in industrial environments. In response, labor organizations such as Sarbumusi and POSNU, alongside labor activists including Awwal Muzzaki, have advocated for the establishment of a Regional



Regulation (Peraturan Daerah/Perda) specifically addressing labor protection and occupational safety in Kota Banjar. They argue that national labor regulations alone are insufficient to address localized industrial safety problems and that regional legal instruments are necessary to strengthen supervision, clarify institutional responsibilities, and accelerate responses to occupational accident cases. Comparative experiences from other developing countries further indicate that decentralized regulatory frameworks may improve institutional responsiveness and strengthen labor protection implementation through localized governance strategies (Abdullah et al., 2024). Moreover, effective coordination among institutions is considered essential in addressing complex labor and safety risks within decentralized governance systems (Abdeen et al., 2021).

Despite growing scholarly attention toward labor law reform and workers' welfare in Indonesia, significant research gaps remain concerning the relationship between occupational safety governance, industrial accidents, and regional legal reform. Existing studies largely focus on wage regulation, employment agreements, labor welfare, or social security systems rather than specifically examining how regional legal instruments may strengthen occupational safety protection at the local level. Several studies discuss BPJS Ketenagakerjaan and comparative labor law issues in Indonesia and neighboring countries (Harahap, 2025; Harahap et al., 2024), while other research highlights the importance of institutional commitment and safety climate in reducing workplace accidents and improving industrial productivity (Masudin et al., 2024). However, limited scholarly attention has been devoted to analyzing the legal urgency and institutional implications of regional labor protection regulations in decentralized industrial regions such as Kota Banjar. Consequently, insufficient academic discussion exists regarding how regional regulations may function as complementary mechanisms to national labor law in strengthening post-accident worker protection, improving employer accountability, and enhancing access to justice for injured workers.

This study therefore examines the effectiveness of Indonesia's current occupational safety legal framework while analyzing the urgency of establishing regional labor protection regulations in Kota Banjar, West Java. Specifically, the research identifies legal and institutional gaps hindering the implementation of occupational safety protections and evaluates how regional regulations may strengthen occupational safety governance, employer accountability, and workers' legal protection following industrial accidents. This research employs a normative-juridical approach using statutory, conceptual, and comparative legal analysis based on Indonesian labor regulations, occupational safety laws, and relevant scholarly literature. The significance of this study lies in its contribution to both academic discourse and policy development concerning occupational safety governance within decentralized legal systems. Unlike previous studies focusing primarily on national labor legislation, this research emphasizes the strategic role of regional legal frameworks in strengthening labor protection implementation at the local level. The findings are expected to provide practical recommendations for policymakers, labor organizations, employers, and legal institutions in developing more responsive and effective occupational safety governance systems in Indonesia.



2. Literature Review

Occupational safety and health (OSH) has become an increasingly important issue within global labor governance, particularly in developing countries experiencing rapid industrialization and economic transformation. Industrial growth contributes significantly to economic productivity and employment opportunities, yet it also increases the risk of workplace accidents, labor exploitation, and occupational vulnerability when legal protection mechanisms remain weak or inconsistently enforced. Contemporary scholarship emphasizes that occupational safety should not merely be viewed as a technical workplace issue, but as a multidimensional governance concern involving legal accountability, institutional capacity, and social justice (Lee & Di Ruggiero, 2025). In this context, effective labor protection is closely connected to sustainable development and institutional legitimacy. Whitmee et al. (2024) argue that sustainable governance frameworks require integrated protection systems capable of safeguarding human welfare, including occupational safety and labor rights. Within developing countries, the implementation of labor protection policies frequently encounters institutional and regulatory challenges. Weak supervision systems, fragmented authority, and limited coordination among governmental institutions often reduce the effectiveness of labor law enforcement. Abdeen et al. (2021) explain that poor inter-agency collaboration frequently undermines governance effectiveness in complex policy environments. Similar findings are identified by Asare et al. (2024), who demonstrate that governance fragmentation and weak regulatory oversight contribute to ineffective implementation of public protection policies. These institutional weaknesses become particularly problematic within labor-intensive industries where workplace risks require rapid administrative responses and effective accountability mechanisms.

Several studies further emphasize the relationship between labor governance and socioeconomic development. Danja and Wang (2024) argue that sustainable industrialization requires institutional frameworks capable of balancing economic growth with labor protection standards. Similarly, Asaleye and Strydom (2024) highlight that inclusive economic growth and labor participation are strongly influenced by the quality of labor governance and social protection systems. Lout et al. (2022) also found that decent work standards and worker protection mechanisms are essential for sustaining productivity and institutional legitimacy within labor-intensive sectors. These findings collectively indicate that occupational safety governance should be understood as part of a broader development strategy rather than merely a legal obligation. In Southeast Asian countries, including Indonesia, decentralization has significantly reshaped labor governance and regional administrative responsibilities. However, decentralization frequently produces disparities in regulatory implementation due to unequal institutional capacity among local governments. Rahayu et al. (2024) explain that governance challenges in developing countries often emerge from fragmented policy coordination and uneven administrative capability. Likewise, Meckelburg and Wardana (2024) argue that decentralized governance systems may generate legal inconsistencies when regional authorities lack adequate institutional resources and regulatory clarity. In Indonesia, such conditions contribute to inconsistent occupational safety enforcement across industrial regions.

Indonesia formally provides labor protection through Law No. 1 of 1970 on Occupational Safety and Law No. 13 of 2003 on Manpower, as amended by Law No. 11 of 2020 on Job Creation. These regulations require employers to ensure workplace safety standards and



implement occupational safety management systems (SMK3). In addition, BPJS Ketenagakerjaan serves as a national social security institution responsible for workplace accident protection and compensation. Nevertheless, several scholars argue that Indonesian labor governance continues to suffer from implementation gaps and weak enforcement mechanisms. Harahap et al. (2024) observe that labor protection in Indonesia often remains normative rather than operational due to limited supervision and unequal bargaining positions between employers and workers. Johan and Yuan (2023) similarly note that labor protection enforcement frequently encounters institutional inconsistency and legal uncertainty.

The issue of worker welfare is also closely connected to occupational safety governance. Harahap (2018) argues that labor protection should be interpreted through broader principles of social justice and human dignity rather than solely through economic considerations. Harahap (2025) further explains that employment relations in Indonesia continue to reveal structural inequalities affecting workers' welfare and legal certainty. Comparative studies from other developing countries demonstrate similar patterns. Hossain and Fazi (2024), examining labor conditions in Bangladesh, found that rapid industrial growth without effective legal enforcement increases worker vulnerability despite the existence of formal labor regulations. Qin and Liu (2024) likewise demonstrate that inconsistent environmental and labor regulation in China contributes to disparities in labor protection outcomes. Qin et al. (2024) further argue that administrative sanctions and labor supervision mechanisms significantly influence corporate compliance and labor welfare. Recent scholarship increasingly highlights the importance of organizational safety culture and participatory governance in reducing industrial accidents. Masudin et al. (2024), studying the Indonesian oil and gas sector, found that positive safety climates significantly improve organizational sustainability and worker protection outcomes. Their findings indicate that occupational safety governance requires not only formal regulation but also managerial commitment, institutional monitoring, and worker participation. Habib et al. (2024) similarly argue that weak rule-of-law environments often reduce the effectiveness of governance reforms and regulatory compliance systems. Pereira da Silva (2024) further demonstrates that accountability and transparency mechanisms influence labor-related organizational behavior and institutional responsibility.

From a theoretical perspective, this study employs Legal Realism and Regulatory Compliance Theory. Legal Realism emphasizes that the effectiveness of law should be assessed through practical implementation rather than solely through statutory existence. Within occupational safety governance, this perspective highlights the importance of institutional responsiveness, administrative enforcement, and workers' real access to justice. Meanwhile, Regulatory Compliance Theory explains that compliance behavior is influenced by supervision systems, sanctions, incentives, organizational culture, and stakeholder participation. These theoretical approaches are relevant to Indonesia's labor governance context, where formal legal protection frequently remains ineffective due to weak enforcement capacity and fragmented institutional coordination. Despite increasing scholarly attention toward labor law reform and worker welfare, limited research specifically examines the role of regional legal instruments in strengthening occupational safety governance within Indonesia's decentralized system. Existing studies predominantly focus on national labor regulation and general labor rights without analyzing how regional regulations may strengthen occupational safety enforcement



and workers' legal protection following industrial accidents. Therefore, this study seeks to fill this research gap by examining the strategic role of regional regulations (Peraturan Daerah/Perda) as complementary legal instruments capable of strengthening institutional accountability, improving occupational safety governance, and enhancing workers' access to justice in industrial regions such as Kota Banjar, West Java.

3. Methodology

This study employs a normative-juridical research method to examine the legal protection framework for workers involved in industrial accidents in Indonesia, particularly regarding occupational safety and health (OSH) governance at the regional level. The normative approach is appropriate because this research focuses on statutory regulations, legal principles, institutional responsibilities, and the effectiveness of labor protection mechanisms within Indonesia's occupational safety system. Rather than relying on empirical quantitative measurement, the study emphasizes doctrinal legal analysis and regulatory evaluation to assess how occupational safety laws are implemented and how regional legal reforms may strengthen worker protection. Previous studies demonstrate that labor governance in developing countries frequently encounters implementation gaps due to weak institutional supervision and fragmented regulatory structures (Lee & Di Ruggiero, 2025; Torm & Oehme, 2024). Therefore, this study seeks to analyze the relationship between labor law enforcement, institutional accountability, and regional governance within Indonesia's decentralized legal framework.

This research applies three legal approaches: statutory, conceptual, and comparative. The statutory approach analyzes Indonesian legal instruments governing occupational safety and labor protection, including Law No. 1 of 1970 on Occupational Safety, Law No. 13 of 2003 on Manpower, Law No. 24 of 2011 concerning BPJS, and Law No. 11 of 2020 on Job Creation. The conceptual approach examines theories concerning labor protection, regulatory compliance, decentralization, and social justice in labor governance. In this regard, the study incorporates Legal Realism and Regulatory Compliance Theory to evaluate whether formal labor protections are effectively implemented in practice. Comparative analysis is also employed by examining labor governance experiences in other developing countries, particularly Pakistan, Bangladesh, and South Korea, to identify institutional strategies capable of strengthening occupational safety enforcement and regional accountability mechanisms (Abdullah et al., 2024; Hossain & Fazi, 2024). Comparative governance studies indicate that institutional coordination and effective supervision significantly influence labor protection outcomes within decentralized systems (Abdeen et al., 2021).

The legal materials used in this research consist of primary, secondary, and tertiary legal sources. Primary legal materials include legislation, government regulations, regional policy instruments, and international labor standards, particularly International Labour Organization (ILO) Convention No. 155 concerning Occupational Safety and Health. Secondary legal materials include scholarly journal articles, books, and policy studies discussing labor law, occupational safety governance, decentralization, and workers' welfare (Masudin et al., 2024; Qin & Liu, 2024). Data collection was conducted through document-based legal research by reviewing statutes, academic literature, and publicly accessible institutional reports related to occupational safety issues in Kota Banjar, West Java. The collected legal materials were



analyzed qualitatively using descriptive-analytical methods to identify regulatory inconsistencies, institutional weaknesses, and gaps between national labor law and regional implementation. Through this approach, the study evaluates how regional regulations (Peraturan Daerah/Perda) may strengthen occupational safety governance, improve employer accountability, and enhance workers' legal protection following industrial accidents.

4. Results and Discussion

4.1 Effectiveness of Indonesia's Occupational Safety Legal Framework

Indonesia formally possesses a comprehensive legal framework governing occupational safety and worker protection. The primary legal foundations consist of Law No. 1 of 1970 on Occupational Safety, Law No. 13 of 2003 on Manpower, and Law No. 11 of 2020 on Job Creation. These regulations establish the legal obligation of employers to provide safe working environments, prevent workplace accidents, and guarantee workers' rights to occupational safety and health protection. Articles 86 and 87 of the Manpower Law specifically recognize occupational safety as a fundamental labor right and require employers to implement Occupational Safety and Health Management Systems (SMK3). From a normative perspective, the Indonesian occupational safety framework reflects international labor principles promoted by the International Labour Organization (ILO), particularly regarding employer responsibility and state obligations in labor protection. The existence of BPJS Ketenagakerjaan further demonstrates state commitment toward social protection and compensation mechanisms for workers experiencing occupational accidents. Formally, these legal instruments indicate that Indonesia has adopted a rights-based approach toward labor governance.

However, the effectiveness of these regulations remains limited in practical implementation. Legal protection frequently operates at the level of formal compliance rather than substantive enforcement. The persistence of industrial accidents across manufacturing, mining, construction, and plantation sectors demonstrates that legal norms alone are insufficient without effective institutional supervision and regulatory accountability. Similar findings appear in global labor governance studies emphasizing that weak institutional enforcement often undermines occupational safety systems in developing economies (Lee & Di Ruggiero, 2025). The implementation gap is particularly visible in regional industrial areas where labor inspections remain limited. Although employers are legally required to provide safety equipment, conduct safety training, and implement emergency response mechanisms, many companies fail to fully comply with these obligations. Weak supervision allows occupational safety standards to become administrative formalities rather than operational workplace practices. In this context, Legal Realism Theory becomes relevant because the effectiveness of law depends not merely on written regulations but also on institutional behavior, enforcement practices, and social realities.

The Indonesian occupational safety framework also faces structural problems concerning legal fragmentation. Multiple regulations govern labor protection, social security, industrial relations, and workplace safety simultaneously, often producing overlapping institutional responsibilities. Coordination between the Ministry of Manpower, BPJS Ketenagakerjaan, regional labor offices, and local governments frequently remains inconsistent. Such fragmentation weakens accountability mechanisms and delays institutional responses following industrial accidents.



Moreover, labor protection remains unequal between formal and informal workers. Contract workers, outsourcing workers, and informal laborers often experience weaker legal protection and more limited access to compensation mechanisms. Research concerning labor governance in developing countries indicates that vulnerable labor groups frequently experience exclusion from effective occupational safety systems due to weak bargaining positions and limited institutional representation (Torm & Oehme, 2024). Consequently, although Indonesia's occupational safety framework appears adequate normatively, its practical effectiveness remains constrained by weak enforcement capacity, institutional fragmentation, and unequal labor protection structures.

4.2 Legal and Institutional Gaps in Occupational Safety Enforcement

The findings of this study reveal several legal and institutional gaps that hinder the implementation of occupational safety protections in Indonesia. These gaps are not merely technical problems but represent structural weaknesses within labor governance systems. The first gap concerns the limited capacity of labor inspection institutions. Effective occupational safety governance requires regular supervision, monitoring, and enforcement mechanisms capable of ensuring employer compliance. However, many labor inspectorates in Indonesia operate with limited personnel, insufficient budgets, and inadequate technical resources. As a result, workplace inspections are often infrequent and reactive rather than preventive. Companies violating occupational safety standards frequently avoid meaningful sanctions due to weak enforcement capacity. This institutional weakness reflects broader governance challenges commonly experienced in developing countries. Studies on public sector governance demonstrate that fragmented institutional coordination significantly reduces regulatory effectiveness (Abdeen et al., 2021). In Indonesia, overlapping authority between national and regional institutions often creates uncertainty regarding enforcement responsibilities, particularly after the implementation of decentralization policies.

The second gap involves employer accountability mechanisms. Existing regulations formally require employers to provide occupational safety protection; however, legal sanctions for non-compliance are often inconsistently implemented. In practice, some companies continue to prioritize production efficiency over workplace safety due to limited enforcement risks. Occupational safety obligations therefore become procedural requirements rather than substantive commitments to worker protection. The industrial accident involving PT. Albasri Priangan Lestari in Kota Banjar illustrates this problem clearly. Reports concerning workplace injuries allegedly linked to inadequate safety procedures generated public criticism regarding employer negligence and weak institutional oversight. Although national labor regulations already require employers to implement occupational safety systems, the incident demonstrated that enforcement mechanisms remain insufficient to prevent workplace risks effectively. Delays in compensation processing and uncertainty regarding legal responsibility further exposed weaknesses within Indonesia's labor protection system.

The third gap concerns workers' access to justice. Many workers experiencing occupational accidents face difficulties navigating compensation procedures, legal reporting systems, and institutional complaint mechanisms. Workers with limited legal literacy often depend entirely on employers or informal negotiations rather than formal legal processes. This condition



weakens workers' bargaining positions and contributes to underreporting of occupational accidents. Regulatory Compliance Theory explains that legal compliance depends significantly on institutional credibility and enforcement certainty. When employers perceive sanctions as weak or inconsistent, compliance incentives decline substantially. Similarly, workers are less likely to utilize legal protection mechanisms when institutions are perceived as inaccessible or ineffective. Therefore, occupational safety problems in Indonesia are closely related to broader institutional trust and governance legitimacy issues. Another important gap concerns decentralization governance. Although regional governments possess administrative responsibilities in labor governance, many local administrations lack specific regulatory instruments concerning occupational safety. Consequently, regional governments often rely entirely on national regulations without developing localized enforcement strategies tailored to regional industrial conditions. This creates regulatory rigidity and reduces institutional responsiveness toward local occupational safety challenges.

4.3 Regional Governance and the Urgency of Local Labor Regulations in Kota Banjar

The case of Kota Banjar demonstrates the growing importance of regional governance within Indonesia's occupational safety framework. Industrial accidents involving workers at PT. Albasi Priangan Lestari intensified public demands for stronger local labor protection mechanisms, particularly through the establishment of a Regional Regulation (Peraturan Daerah/Perda) concerning occupational safety and labor protection. The absence of a specific regional labor protection regulation in Kota Banjar has created a regulatory vacuum at the local level. Existing national regulations provide general occupational safety standards; however, they do not adequately address localized enforcement mechanisms, emergency response systems, or institutional coordination structures specific to regional industrial conditions. As a result, occupational accident cases are often managed through fragmented administrative responses rather than integrated governance mechanisms. Labor organizations such as Sarbumusi and POSNU, alongside labor activists including Awwal Muzzaki, have emphasized the urgency of establishing a regional legal instrument capable of strengthening occupational safety governance. Their demands reflect broader concerns regarding the limitations of centralized labor governance within decentralized administrative systems. Under Indonesia's decentralization framework, local governments possess significant responsibilities in implementing national policies, yet they often lack regulatory authority specifically tailored to occupational safety governance.

From a legal governance perspective, regional regulations could strengthen labor protection in several ways. First, a Perda could establish localized occupational safety monitoring mechanisms involving local labor offices, employers, labor unions, and community representatives. Second, regional regulations could provide clearer administrative sanctions for companies violating occupational safety obligations. Third, a regional legal framework could facilitate faster institutional responses to occupational accidents through integrated complaint and mediation systems. Comparative experiences from other developing countries support the importance of decentralized labor governance. Research concerning regional industrial governance demonstrates that localized regulatory frameworks improve institutional responsiveness and facilitate closer supervision of industrial activities (Abdullah et al., 2024). Similarly, labor protection studies in Bangladesh and South Korea indicate that stronger



regional enforcement mechanisms contribute significantly to improving employer accountability and reducing workplace safety violations (Hossain & Fazi, 2024; Lee & Di Ruggiero, 2025). Nevertheless, regional legal reform must remain harmonized with national legislation to avoid regulatory conflict and legal uncertainty. Regional regulations should function as complementary instruments strengthening implementation capacity rather than replacing national labor laws. Therefore, effective decentralization requires both local regulatory innovation and strong coordination between national and regional institutions.

4.4 Comparative Legal Analysis and International Perspectives

Comparative legal analysis demonstrates that occupational safety governance challenges are not unique to Indonesia. Many developing countries experience similar tensions between industrial growth, labor protection, and institutional enforcement capacity. However, comparative experiences also reveal important strategies capable of strengthening occupational safety systems. South Korea represents an important example regarding the strengthening of employer accountability. Following increasing public concern over industrial fatalities, South Korea introduced stricter criminal liability mechanisms concerning workplace safety violations. According to Lee and Di Ruggiero (2025), stronger legal accountability significantly increased employer compliance and public awareness regarding occupational safety obligations. Although Indonesia operates within a different legal culture, the South Korean experience demonstrates that enforcement credibility is essential for effective labor protection. Bangladesh provides another relevant example concerning labor-intensive industries. International criticism following industrial accidents in garment factories encouraged reforms involving stronger labor inspections, international monitoring mechanisms, and enhanced worker protection standards (Hossain & Fazi, 2024). These reforms indicate that occupational safety improvements require not only legal reform but also institutional commitment and external accountability pressures.

Pakistan's regional governance reforms also provide useful insights for Indonesia. Several provinces introduced region-specific industrial safety mechanisms adapted to local economic conditions (Abdullah et al., 2024). Such decentralized approaches improved coordination between employers, local governments, and labor institutions. This suggests that Indonesia's regional governments could similarly develop localized occupational safety frameworks aligned with national labor standards. These comparative experiences reinforce the argument that effective occupational safety governance depends on three interconnected factors: strong legal enforcement, institutional coordination, and localized regulatory responsiveness. Indonesia's current challenges therefore require not merely additional legislation but comprehensive governance reform integrating national standards with regional implementation mechanisms.

4.5 Reconstructing Regional Occupational Safety Governance in Indonesia

Based on the findings above, this study argues that Indonesia requires a reconstructed occupational safety governance model integrating national labor law with decentralized regional protection mechanisms. Existing labor regulations already provide important normative foundations; however, enforcement effectiveness remains weak due to fragmented institutional coordination and insufficient regional governance structures. The reconstruction of occupational safety governance should begin with strengthening regional legal authority



through the establishment of specialized labor protection regulations at the municipal and provincial levels. Such regulations should contain clear provisions regarding workplace safety audits, employer reporting obligations, emergency response coordination, compensation procedures, and administrative sanctions. In addition, institutional coordination between labor offices, BPJS Ketenagakerjaan, employers, and labor organizations must be strengthened through integrated governance systems. Multi-agency collaboration is particularly important because occupational safety governance involves overlapping administrative responsibilities requiring coordinated institutional responses (Abdeen et al., 2021).

Worker participation should also become a central component of occupational safety governance. Companies should be required to establish joint occupational safety committees involving workers directly in workplace risk assessment and safety monitoring processes. Participatory governance increases institutional accountability while strengthening workplace safety culture. Furthermore, occupational safety governance should be integrated into broader sustainable development policies. Contemporary scholarship increasingly recognizes that labor protection, social justice, and economic sustainability are interconnected governance objectives (Whitmee et al., 2024). Industrial growth cannot be considered sustainable when workers remain exposed to unsafe working environments and weak legal protection. The novelty of this study lies in its integration of occupational safety law, decentralization governance, and regional regulatory reform within Indonesia's labor protection framework. Unlike previous studies primarily focusing on national labor legislation, this research emphasizes the strategic role of regional legal governance in strengthening occupational safety enforcement and institutional accountability at the local level.

4.6 Implications for Labor Law Reform and Industrial Governance

The findings of this study have important implications for labor law reform and industrial governance in Indonesia. First, occupational safety should be repositioned as a central component of labor governance rather than merely a technical compliance issue. Stronger labor protection contributes not only to worker welfare but also to economic productivity, institutional legitimacy, and sustainable industrial development. Second, Indonesia requires stronger enforcement-oriented labor reform emphasizing institutional accountability and preventive supervision mechanisms. Regulatory modernization should prioritize practical implementation capacity rather than solely expanding legal formalism. Third, decentralization policies should be utilized strategically to strengthen regional occupational safety governance. Regional governments possess important institutional proximity enabling more responsive labor protection mechanisms tailored to local industrial conditions. However, regional innovation must remain coordinated with national labor standards to ensure legal consistency. Finally, occupational safety governance should incorporate broader human rights and social justice perspectives. Workers are not merely economic resources within industrial systems but legal subjects entitled to dignity, safety, and effective protection. Therefore, strengthening occupational safety governance represents both a legal necessity and a moral obligation within Indonesia's industrial development trajectory.



5. Conclusion

This study examined the effectiveness of Indonesia's legal framework in protecting workers involved in industrial accidents, particularly within regional industrial contexts such as Kota Banjar, West Java. The findings demonstrate that although Indonesia possesses a relatively comprehensive legal foundation through Law No. 1 of 1970 on Occupational Safety, Law No. 13 of 2003 on Manpower, and the occupational social security system administered by BPJS Ketenagakerjaan, substantial weaknesses persist in implementation, supervision, and institutional coordination. The study found that legal protection for workers remains uneven due to limited labor inspections, inconsistent enforcement of occupational safety standards, inadequate employer accountability, and procedural obstacles in compensation mechanisms. Consequently, the existence of statutory guarantees has not fully translated into effective protection for workers experiencing industrial accidents.

This research also identified several legal and institutional gaps that hinder occupational safety governance at the regional level. The absence of specific regional labor regulations in Kota Banjar has contributed to weak local enforcement capacity and limited institutional responsiveness toward workplace accidents. The case involving PT. Albasi Priangan Lestari illustrates how deficiencies in workplace supervision, safety training, and post-accident compensation mechanisms continue to expose workers to legal and economic vulnerability. Furthermore, the study confirms that decentralization in Indonesia has not always been accompanied by adequate regional regulatory instruments capable of addressing local industrial conditions and labor protection challenges. In response to these findings, this study argues that regional regulations (Peraturan Daerah/Perda) can play a strategic role in strengthening occupational safety governance and improving workers' legal protection. Regional legal instruments may complement national labor laws by establishing clearer supervisory mechanisms, strengthening coordination between local governments and labor institutions, mandating periodic safety audits, and enhancing access to legal remedies for workers. Comparative perspectives from other developing countries also demonstrate that localized regulatory approaches can improve institutional responsiveness and accountability in labor governance.

The study further emphasizes that occupational safety protection should not be viewed solely as a technical regulatory issue, but as part of broader commitments to social justice, sustainable industrial development, and human rights protection. Stronger occupational safety systems can contribute to improved worker welfare, increased productivity, reduced industrial conflict, and greater public trust in labor governance institutions. Therefore, collaboration among government agencies, employers, labor unions, and civil society organizations is essential to ensure the effective implementation of occupational safety policies in Indonesia. Nevertheless, this research has several limitations. First, the study primarily employs a normative-juridical approach and therefore relies heavily on statutory analysis, policy documents, and secondary sources rather than extensive empirical fieldwork. Second, the discussion focuses mainly on the regional context of Kota Banjar and may not fully represent occupational safety conditions across other industrial regions in Indonesia. Future research is therefore encouraged to incorporate empirical socio-legal methods, broader comparative regional studies, and



quantitative assessments of workplace accident data in order to provide a more comprehensive evaluation of occupational safety governance and labor protection effectiveness in Indonesia.

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