

**Systematic Review**

**Implementation Protection Law Safety And Health Work (K3) on Worker Plantation Sector**

**Nadila Putri Pramesti<sup>1</sup>, Harun Harun<sup>2</sup>, Rizka Rizka<sup>3</sup>**

<sup>1,2,3</sup> Faculty of Law, University of Muhammadiyah Surakarta, Indonesia

**ABSTRACT**

**Background:** Worker plantation prone to risk safety And health high work , however implementation protection law Still become challenge . Limitations regulation , lack awareness And knowledge , capacity weak , as well lack of monitoring And enforcement law become factor main obstacle protection law for worker plantation . Study about implementation protection law safety and health work on worker plantation need done for evaluate challenge And existing problem as well as look for right solution for increase protection worker plantation. Aim of this study is to describe implementation protection law safety and health work (KS) on worker plantation sector.

**Methods:** A systematic review , with use article And book as source reference . Election source References done through machine Google search with criteria inclusion form article from journal national accredited Sinta And journal international Scopus accredited or non-Scopus issued No more from year 2020. Analysis done in a manner systematic with consider methodology research, findings main, and conclusion from every included research in study.

**Results:** Implementation protection K3 law in plantations important For well-being worker . Required awareness , training, supervision, and enforcement firm law. Protection child laborer still minimal, necessary effort intensive . Expansion of the OSH program, increase of human resources, and repair system information required . Evaluation And repair sustainable important. The hope, effective implementation can upgrade condition work on the plantation. Four articles were found in this research article.

**Conclusion:** Implementation K3 law in the sector plantation important For guard safety worker. Needed awareness, training, supervision , and enforcement firm law . Protection child laborer Still need improved . Expansion of the OSH program, increase of human resources, and repair system information required . Evaluation And repair sustainable important. Expected condition work in the sector plantation can getting better with effective implementation.

**ARTICLE HISTORY**

Received : June 29<sup>th</sup>, 2023  
Accepted: July 12<sup>th</sup>, 2023

**KEYWORDS**

legal protection; occupational health and safety (K3); plantation sector workers

**CONTACT**

Nadila Putri Pramesti

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[nadilaprmst@gmail.com](mailto:nadilaprmst@gmail.com)

Master of Law, University of Muhammadiyah Surakarta, Sukoharjo, Indonesia

Cite this as: Pramesti, N. P. ., Harun, H., & Rizka, R. (2023). Implementation Protection Law Safety And Health Work (K3) on Worker Plantation Sector. *Interest : Jurnal Ilmu Kesehatan*, 12(1), 32–42. <https://doi.org/10.37341/interest.v12i1.572>

## INTRODUCTION

Plantation workers are a group of workers who are vulnerable to high occupational safety and health risks. They are often exposed to various hazards such as exposure to pesticides, work accidents, fatigue, and unsafe working conditions. In addition, plantation workers also often face problems such as low wages, inadequate social security, and lack of access to health services. Work accident cases in Indonesia based on BPJS Ketenagakerjaan data 2019 there were 114,235 cases and increasing to 117,161 cases in 2020 (Ketenagakerjaan, 2020). According to Al Dian (2023) states that work accidents are happening at work can cause death, disability and occupational disease (SIR) (Mei et al., 2023).

Legal protection of the occupational safety and health of plantation workers is essential to ensure that they work in a safe and healthy environment. However, the implementation of this legal protection is still a challenge in many countries, especially in developing countries which have a large plantation sector (Malau, 2020). Several factors cause challenges in the implementation of occupational safety and health legal protection for plantation workers, including regulatory and policy limitations: Some countries do not yet have adequate regulations to protect plantation workers. In addition, existing regulations have not always been properly enforced and the lack of policies that focus on occupational safety and health of plantation workers is a major obstacle.

Lack of awareness and knowledge: Both employers and plantation workers are often not aware of the importance of legal protection for occupational safety and health. Lack of knowledge about the risks and dangers that exist and the preventive steps that must be taken is also an obstacle in the implementation of this legal protection. Weak capacity: Limited human and financial resources in the plantation sector often become an obstacle in implementing occupational safety and health legal protection. The lack of trained personnel and adequate infrastructure makes the implementation of regulations ineffective. Lack of monitoring and law enforcement: Weaknesses in monitoring and law enforcement have become a serious problem in the implementation of occupational safety and health legal protection for plantation workers. Indecision and the lack of sanctions given to violators makes employers pay less attention to occupational safety and health obligations (Hamzah & Sari, 2019)

This sentence explains several factors that cause challenges in implementing legal protection for occupational safety and health for plantation workers. Some of these factors include limited regulations and policies, lack of awareness and knowledge, weak capacity, and lack of supervision and law enforcement. All of these factors become obstacles in the implementation of legal protection for occupational safety and health of plantation workers.

Occupational accidents in the plantation sector are a serious problem that often occurs. Plantation workers are often exposed to various risks and hazards in their working environment. This includes the use of potentially hazardous pesticides, agricultural tools and machinery that can cause injury, and work at heights or in hard-to-reach areas. These high-risk working conditions increase the likelihood of work accidents. Plantation workers may not have adequate training in occupational safety. They may not be aware of the risks that exist in their workplace or do not know how to deal with them safely (Nkuhi, M. S., & Benjamin, 2020). This lack of awareness and knowledge can increase the likelihood of an accident occurring. Inadequate oversight or weak law enforcement can lead to a lack of compliance with work safety standards. If the company does not prioritize work safety or there are no strict sanctions for violations, the risk of accidents

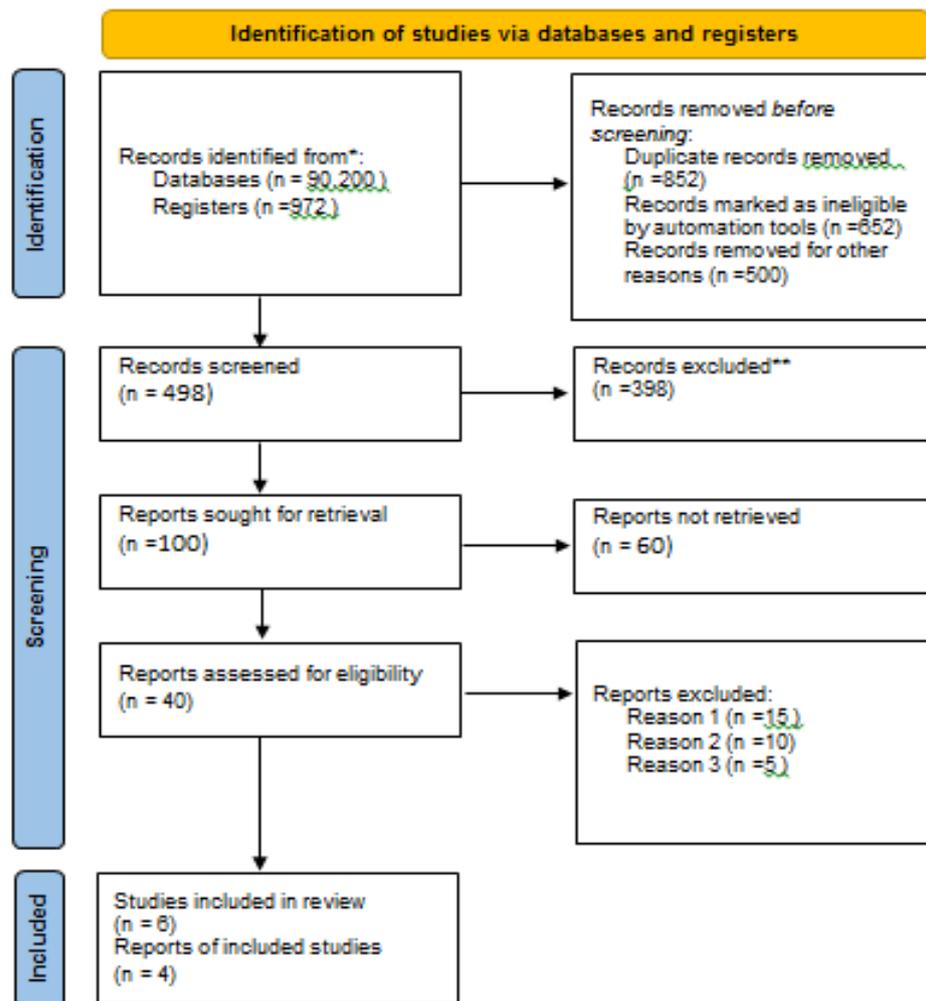
will increase. Physical and environmental factors can also contribute to work accidents in the plantation sector. For example, inclement weather conditions, such as rain or high winds, can increase the risk of falling or being caught. In addition, poor infrastructure conditions or obsolete equipment can also cause accidents. Plantation workers often work in grueling conditions, including long hours and high work intensity. Physical and mental fatigue can reduce concentration and quick reactions, increasing the risk of accidents (Selin Hosana Siagia, 2022)

Study about implementation protection law safety And health Work on worker plantation need done For evaluate challenge And existing problem as well as look for right solution For increase protection worker plantation . Study This expected can give recommendation policy And steps practical in push implementation protection effective law for worker plantation .

## **MATERIALS AND METHOD**

Research method it's quantitative in form systemic review This aim For identify And analyze results study previously related with implementation protection law health And safety work (K3) on plantation workers . Work write This based on studies used literature article And book as source reference .

Election source References done through machine Google search as many as 3 journals with criteria inclusion form article from journal national accredited Sinta And journal international Scopus accredited or non-Scopus who have year the longest published is 2016. Method used in study this is systemic review , where researcher identify And analyze findings study previously related with protection law inner batik workers K3 context . Analysis done in a manner systematic with consider methodology research , findings main , and conclusion from every included research in study .



In the research identification process, there were 972 articles entered into the Google Scholar database, and there were 90,200 articles. Articles that have been processed based on their titles then enter the abstract review stage by excluding articles related to interventions, essays or personal opinions, articles from nationally accredited Sinta journals and internationally accredited Scopus or non-Scopus journals, with the oldest publication year being 2016, research subjects on plantation workers, and research conducted in Indonesia. Therefore, the articles submitted in the systematic review stage may include as many as 4 studies.

**RESULTS**

Based on the results of a literature search, the following studies were obtained:

Table 1. Results Literature on Implementation Protection Law On Batik Workers With Health And Safety Work (K3)

No	Name/Year	Title	Method	Results
1	(Fanggi, 2016)	Effort Protection Law To Coffee Plantation Workers In The District Jember	Method used _ is study law normative and sociological juridical with do analysis to regulation related	Results study show that Means Protection Law Preventive can _ done through

		legislation _ with health And safety working on a coffee plantation	arrangement safety Work in product Constitution. Means Protection Law Repressive that can done with complete means safety Work so that created comfort in Work
2	(Silitonga, 2021)	Application Protection Health And Safety Work To Laborer Children Working in Tobacco Plantations Garut , West Java	Research _ law empirical , which is done with method see law in meaning real in scope community , which is the primary data and rule legislation _ _ as material law secondary . So that approach taken _ is approach case (case approach) and approach legislation (statute approach).
3	(Fauziyah, 2019)	Enforcement Law Environment Through Effort Safety , And Health Work (K3) On Employee Ptpn X Kebun Kertosari Jember	Study This use approach qualitative with interview And observation as method data collection . 1) The K3 program only applies to permanent employees on plantations. 2) Leaders are committed to providing adequate human resources and PPE in accordance with the

				needs of workers.
				3) The Social Security program is provided for permanent employees with Work Accident (JKK), Old Age Benefits (JHT) and Death Benefits (JK) benefits.
				4) Inhibiting factors in the implementation of OSH include the low quality of human resources and weak data and information related to OSH.
4	(Pramana et al., 2021)	Implementation of Law Protection of Work Safety for Workers : PTPN IX Persero	Approach study This is juridical empirical qualitative with style writing descriptive analytical . object study This is PTPN IX Persero .	Results study show that protection law to safety work at PTPN IX Persero is form implementation of Good Corporate Governance in general held based on Constitution Number 13 of

2003 concerning  
Employment ,  
that is that  
businessman  
required For  
ensure  
protection power  
work which is  
base  
implementation  
protection safety  
must work \_  
owned And  
fulfilled by  
company .

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## DISCUSSION

The implementation of occupational safety and health legal protection for plantation workers has an important role in maintaining the welfare and security of workers operating in this sector. Through relevant laws and regulations, the government establishes a framework that regulates occupational safety and health standards that plantations and workers must comply with. The application of occupational safety and health legal protection requires high awareness on the part of the plantation and the workers themselves. Awareness of the risks and hazards that exist in the work environment needs to be well understood. Therefore, adequate training and education should be provided to enhance workers' understanding of the risks that may occur and the precautions that can be taken to maintain their safety and health. In this case, plantation workers need to know their rights as workers and how to protect themselves in a risky workplace (Nkuhi, M. S., & Benjamin, 2020)

Supervision and strict law enforcement are also very important in the implementation of legal protection for occupational safety and health. The government and supervisory agencies should carry out routine inspections and enforcement actions against violations that occur. (Yustiana et al., 2020) This includes imposing strict sanctions on plantations that violate work safety regulations. Effective oversight will ensure regulatory compliance and ensure worker safety. In addition, it is also important to involve related parties in the process of implementing occupational safety and health legal protection. Consultation with trade unions and other civil society organizations can assist in developing more effective policies and measures and ensuring workers' interests are properly represented. Their participation is also important in supervising and monitoring the implementation of occupational safety and health policies (Tauwi & Pagala, 2022)

The results of research conducted by (Fanggi, 2016) show that there are two means of legal protection in the context of work safety: preventive legal protection facilities and repressive legal protection facilities. Preventive legal protection facilities refer to work safety arrangements in statutory products. This means that the government or related institutions have made regulations governing work safety standards that must be complied with by plantations and workers. This facility aims to prevent work accidents and promote

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safe and healthy work practices. For example, in labor laws or worker protection laws, there are provisions regarding the obligation of companies to provide a safe work environment, provide personal protective equipment, provide work safety training, and so on.

Means of repressive legal protection, on the other hand, refers to efforts to complement work safety facilities to create comfort at work. This means that the government or supervisory agency carries out inspections and law enforcement against work safety violations committed by plantations or workers. If violations are found, repressive measures can be imposed, such as sanctions or fines imposed on companies that do not comply with work safety standards. This facility aims to provide a deterrent effect to companies and encourage them to prioritize occupational safety and health.

In the context of interpretation, the results of this study indicate that legal protection in occupational safety can be carried out through two complementary approaches. The preventive approach through work safety regulations in the law aims to prevent work accidents by fulfilling certain standards and requirements. Meanwhile, a repressive approach through inspection and law enforcement aims to correct violations that have occurred and provide sanctions to violators in order to create a higher awareness of work safety.

These two means of legal protection are interconnected and mutually supportive. Good governance of laws provides a clear framework for plantations and workers, while effective law enforcement provides the necessary pressure for companies to comply with occupational safety standards. Thus, preventive and repressive legal protection work together to create a safer, healthier and more comfortable work environment for workers in the plantation sector.

The results of research conducted by (Silitonga, 2021) show that occupational health and safety protection for child laborers in plantation work environments is minimal. There are several factors that cause this lack of protection.

First, the lack of awareness of child workers regarding the importance of occupational health and safety is one of the main factors. They may not understand the risks that exist in the work environment or are unaware of the negative impacts that can occur if they do not take care of their own health and safety. The lack of education and information provided to child laborers can also be a factor affecting their level of awareness.

Second, the lack of desire of child laborers to study occupational health and safety can be an obstacle in the implementation of this protection. They may not feel the need or interest in participating in training or learning related to occupational health and safety. This can be caused by a lack of motivation or understanding of the benefits that will be obtained from this knowledge and skills.

Third, the lack of oversight from the Manpower Office is also a contributing factor to the lack of occupational health and safety protection for child laborers. Weak or inadequate oversight from the authorities can allow violations of applicable work safety standards. Tighter supervision and strict law enforcement are needed to ensure that regulations and policies related to occupational health and safety are actually implemented in the plantation work environment.

From the results of this study, it can be interpreted that the protection of occupational health and safety for child laborers in the plantation sector is still inadequate. More intensive efforts are needed to increase the awareness and motivation of child laborers regarding the importance of occupational health and safety. In addition, the

government and related institutions need to improve supervision and law enforcement to ensure more effective protection for child laborers. Collaborative efforts between the government, plantations, community organizations and the wider community can also be a solution in improving occupational health and safety protection for child laborers in the plantation sector.

Based on the results of research conducted by (Fauziyah, 2019), there are several findings that provide an overview of the implementation of occupational safety and health legal protection in plantations. These findings can be interpreted as follows.

First, research shows that the occupational safety and health (K3) program only applies to permanent employees on plantations. This indicates that occupational health and safety protection is still limited to employees with permanent status, while contract workers or temporary workers do not receive the same protection. This finding implies inequalities in the protection of workers on plantations and emphasizes the need to widen the scope of OSH programs to cover all employees.

Second, research states that plantation leaders are committed to providing adequate human resources (HR) and personal protective equipment (PPE) according to the needs of workers. This shows the awareness and responsibility of the leadership in maintaining the health and safety of workers. Fulfillment of adequate human resources and appropriate PPE can improve worker protection and reduce the risk of occupational accidents and diseases.

Furthermore, research findings reveal that plantations provide a Social Security program for permanent employees, which includes work accident insurance (JKK), old age security (JHT), and death security (JK). This indicates plantation efforts to provide social protection to permanent employees, including protection against the risk of work accidents and financial guarantees in retirement or death. This step can improve the well-being and financial security of employees.

However, the research also identified several inhibiting factors in the implementation of OSH in plantations. These factors include the low quality of human resources and weak data and information related to OSH. The low quality of workers' human resources indicates the need to improve education and training in order to increase workers' awareness and understanding of occupational health and safety. In addition, it is also necessary to make efforts to improve the system for collecting data and information related to OSH so that it can support more effective decision making in implementing occupational health and safety protection.

Overall, the results of this study illustrate the efforts made in implementing occupational safety and health legal protection in plantations. However, there are still several aspects that need to be improved, such as expanding the scope of the OSH program for all employees, improving the quality of human resources, and improving the system for collecting data and information related to OSH. By carrying out these improvements, it is hoped that occupational health and safety protection on plantations can be improved as a whole.

Results of research conducted by (Pramana et al., 2021) show that at PTPN IX Persero, protection law to safety Work implemented as part from Good Corporate Governance. Implementation This generally refers on provision in Constitution Number 13 of 2003 concerning Employment. In matter this, entrepreneur required For ensure protection for power Work as base in carry out protection safety work. this is not quite enough must answer fulfilled by company.

Continuous evaluation and improvement is also an important component in the implementation of occupational safety and health legal protection. Plantations should regularly evaluate their policies and practices to identify areas for improvement. Feedback from workers and inspection results must be used as a basis for making continuous improvements in the occupational safety and health system. This improvement must be sustainable and cover all aspects from improving infrastructure, changing policies, to meeting training needs.

Through the effective implementation of occupational safety and health legal protection, it is hoped that working conditions in the plantation sector can continue to be improved. The risk of occupational accidents and diseases can be significantly reduced, and worker welfare is a top priority. Thus, the implementation of good legal protection will provide clear benefits for all parties involved in the plantation industry.

## CONCLUSION

Implementation protection law safety And health work in the sector plantation own role important in guard well-being And security para worker . Required high awareness from party plantation And workers , adequate training , as well supervision And enforcement firm law . Protection law preventive And repressive each other complete in create environment Work safe . However , protection health And safety Work for laborer child still minimal and need effort intensive For increase it . Important Also For expand OSH program coverage , increase the quality of human resources workers , and repair system data collection and information related to K3. Evaluation And repair sustainable Also important For increase safety And health work. With effective implementation , is expected condition work in the sector plantation can improved in a manner thorough .

## ACKNOWLEDGEMENT

None

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