



Original Article

**EFFECTIVENESS OF ADMINISTRATIVE SANCTIONS ON WORKERS'
ASSURANCE OF EMPLOYMENT AGAINST COMPANIES REGISTERING ONLY
PART OF THEIR EMPLOYEES**

Wisnu Aryo Dewanto^{1)*}, Hyun-Tae Suk²⁾

¹⁾ Faculty of Law, University of Surabaya, Indonesia

²⁾ Database Application System, Dongseo University, South Korea

*Corresponding Author, E-mail: aryodewa@ubaya.ac.id

ABSTRACT

Background. The social security program, managed by the Social Security provider of human resources (BPJS Employment), was created by the government as a legal protection measure for workers. Companies that only register some of their employees with Assurance Employment are not following the rules set out in Article 15 of Law Number 24 of 2011 regarding workers' assurance. This research aims to examine the BPJS Employment branch applies the law in dealing with companies that only register some of their workers.

Research Method. This study is an Empirical Juridical research that uses qualitative descriptive analysis. This research was conducted in the BPJS Employment Surabaya Rungkut branch with two informants related to the regulation.

Findings. Partially Registered Companies of workers are an example of violations mentioned in Article 32, paragraph (3) of Government Regulation Number 44 of 2015 about the implementation of work accident and death insurance. Because of this, unregistered workers are unable to claim the benefits of the social security program.

Conclusion. The administrative actions taken by the BPJS Employment branch are in line with the applicable regulations, and the efforts made to handle PDS cases have been properly carried out.

Keywords: Administrative Sanctions, Partial Registered Company, Social Security.

BACKGROUND

Labor is one of the supporting factors in economic development in Indonesia. Human resources are not merely tools, but play a crucial role in increasing effectiveness and determining the success of a company in achieving its goals[1]. This quote means that labor plays a significant role in improving productivity and prosperity for companies, and as a driving force of society, the labor force has continued to grow. Workers who contribute to productivity and development must also be supported through social security protections. Therefore, workers must be provided with protection, care, and improved welfare so that eventually national productivity will increase[2].

The goal of labor protection is to help employment relationships go smoothly, so that workers are not treated unfairly by those in more powerful positions. Because of this, employers must follow labor protection rules as set by the law. These views can be put simply: labor protection is very important for the well-being of workers, as they play a key role in helping the country develop. Article 99 of Law No. 13 of 2003 on Manpower (also known as the Manpower Law) says, "Every worker and their family has the right to get social security benefits, which must be provided according to the law." Welfare is also achieved through a legal system that protects people's rights and makes sure they fulfill their responsibilities,

which supports the idea of a welfare state. Law No. 40 of 2004 on the National Social Security System (also called the SJSN Law) is the law that sets up the social security system in Indonesia. SJSN is a government program aimed at giving protection and social benefits to all Indonesians [3]. The changes in social security policies in Indonesia started with the creation of the national health insurance system, which was later included in the SJSN system. The SJSN Law is connected to the amendment of Article 34, paragraph (2) of the 1945 Constitution, which now states that the state must create a social security system for everyone and help those who are weak and in need, according to the dignity of human beings.

Law No. 24 of 2011 on the Social Security Administering Body (also known as the BPJS Law) further explains how the BPJS program is implemented, and divides it into BPJS Health and BPJS Employment. Labor law encompasses legal protections, particularly regarding worker safety, and includes complete regulations and mechanisms for resolution. Legal protection is thus constructed as a form of service and the subject being protected[4]. Legal protection through BPJS is expected to create a sense of security and comfort for both workers and employers in their daily work. It provides protection to human rights that are violated by others, enabling people to enjoy the rights granted by law[5]. Article 14 of the BPJS Law states that every person, including foreigners working in Indonesia for at least six months, must be registered as a social security participant. Based on this, all employers operating in Indonesia are obliged to register their employees with BPJS. The BPJS Law also outlines the obligations of employers and workers to participate in BPJS programs and details the contribution payment mechanisms[6].

Companies manage different departments to fulfill their operational goals, but obstacles, particularly in fulfilling workers' rights, can hinder smooth operations. This often results in violations through noncompliance. According to a field inspector from the Surabaya Rungkut branch of BPJS Employment, employer violations fall into three categories: Unregistered Mandatory Companies (PWBD), Contribution-Arrears Companies (PMI), and Partially Registered Companies (PDS). For instance, a company that registers only some of its workers with BPJS Employment (referred to as PDS labor) can harm workers. PDS companies directly violate Article 99 of the Manpower Law, which affirms the right of all workers and their families to receive social security.

Article 15, paragraph (1) of the BPJS Law says that employers need to slowly sign up themselves and their workers as members of BPJS, following the correct social security plans. Also, Article 32, paragraph (3) of Government Regulation No. 44 of 2015, known as PP 44/2015, explains that if a non-state employer gives wrong information about their workers, and because of that some workers aren't included in the Work Accident Insurance (called as JKK) program at BPJS Employment, then when an accident happens, the employer must give the worker the benefits as described in this regulation.

This article implies that PDS companies must provide workers' rights if a work-related risk occurs. Risk is the uncertainty inherent in any activity, whether in or outside of an employment relationship[7]. For example, a company with 400 employees may register only 250 with BPJS Employment and leave the rest unregistered. The obligation for employers to comply is accompanied by regulations regarding sanctions for noncompliance. "In Dutch, the term for sanctions is 'sanctie', meaning punishment" (Sudarsono, 2012). Violating these rules leads to administrative sanctions. Article 59 paragraphs (1) and (2) of PP 44/2015 outlines the sanctions: (1) Non-state employers who violate the provisions of Articles 8(3), 10(4) and (7), 27(1), 32(2), (3), and (4), 35(1), 43(1) and (3), 44(1) and (3), 45(4), 52(1), and 53 shall be subject to administrative sanctions; (2) Administrative sanctions include: a. Written warnings; b. Fines; and/or c. Denial of access to certain public services. These sanctions must be

administered according to proper procedures, with the aim of encouraging employer compliance.

Cases of PDS companies have been reported in various regions. For example, Berita Lima (July 23, 2020) published a report titled “Partnering with SP, BPJAMSOSTEK Sidoarjo Discusses Follow-up Handling of PDS.” It detailed a coordination meeting between trade unions and BPJAMSOSTEK Sidoarjo to improve future services and prevent companies from engaging in PDS practices. This report highlights the need for stricter action against PDS companies and for educating workers to avoid company fraud. In 2015, BPJS Employment also published “BPJS Reports 35 Recalcitrant Companies,” revealing widespread violations by companies failing to fulfill their social security obligations. PDS violations have affected workers' rights, especially when facing retirement or work-related accidents [4].

As Indonesia's second-largest city, Surabaya attracts many business ventures, as evidenced by the presence of four BPJS Employment branches. This increases the likelihood of PDS practices in the area. The root of this issue lies in employers' reluctance to allocate additional funds for BPJS contributions, often compounded by internal company issues. Traditionally, corporate responsibility is narrowly interpreted as profit-oriented for the sake of business continuity[5].

One example of a noncompliant private company in Surabaya. In 2019, a worker died in a work accident and was found not to be enrolled in the JKK and JKM programs. BPJS Employment admitted that they could not provide benefits for the unregistered worker. In conclusion, PDS noncompliance deprives workers of their rightful benefits and causes hardship for those seeking them. Despite numerous company justifications, the consequences for workers in risky environments are serious and tangible. PDS companies must be warned, and legal enforcement must be implemented to ensure that labor rights are protected and that the employment system operates properly.

This study aimed to analyze the implementation of administrative sanctions on companies that register only some of their employees with BPJS Employment and to examine the efforts taken by the Surabaya Rungkut branch in handling such companies. The results will provide insights that help workers understand that social security, as mandated by law, is a necessity and encourage employers to enhance their legal compliance through government-organized BPJS programs.

RESEARCH METHOD

Based on the problems previously described, the type of research used in this study is Empirical. The Empirical Juridical research type is conducted through field research by identifying the law, aiming to understand unwritten legal norms based on the law that applies within society. The researcher went directly to the field to observe a phenomenon in its natural setting [6]. The researcher conducted fieldwork to gather data at the Surabaya Rungkut branch office of BPJS Employment located at Jemur Wonosari, Wonocolo District, Surabaya City, focusing on companies that only partially register their employees with BPJS Employment in the city.

The Surabaya Rungkut branch of BPJS Employment was selected as the research site because the Rungkut area includes an industrial complex known as SIER, which serves as an industrial center in Surabaya. This selection was based on the assessment that the area covered by the Surabaya Rungkut branch has a higher potential for non-compliance violations. The researcher selected informants consisting of a representative from the Surabaya Rungkut branch of BPJS Employment and a representative of workers from a company that violated the

PDS (Partially Registered Company) provision. The informants were 2 people from Field Inspector at the Surabaya Rungkut Branch of BPJS Employment and Head of the Workers' Union Organization.

The research approach is defined as the process of solving a problem by arranging specific stages in order to achieve the research objectives. In this study, the researcher uses a qualitative approach. A qualitative approach is generally used to generate descriptive data in the form of written or spoken words from observed people or behaviors, and is further supported by primary and secondary data sources.

The qualitative approach focuses on general principles of social phenomena within society. This study uses primary data in the form of interview results obtained from informants, and secondary data, which consists of: Primary legal materials are derived from current regulations, Secondary legal materials in the form of expert opinions found in books or other literature that supports the research, and Non-legal materials from other sources unrelated to law but useful in helping the researcher complete the study. The data collection technique used in this qualitative research involves processing data as it becomes available, without waiting for all data to be complete. Each piece of data is analyzed individually. The data collected in this study includes legal products and government policies, as well as interview results from informants to support the findings.

The method used to collect data is library research, which means getting secondary information like primary legal documents, secondary legal sources, and other non-legal materials that relate to how companies take responsibility for only some of their workers. The way to analyze the data is through a qualitative descriptive approach. Qualitative research is when the researcher themselves is the main tool for collecting and analyzing data, using methods like integrating information and looking for patterns inductively[7]. It also involves working with descriptive data such as recorded interviews and observations[8]. This method is chosen because the goal is to understand how labor social security is implemented in a natural way, rather than in a controlled setting.

The theoretical review in this research consists of several aspects: First, a general overview of workers, including definitions, rights and obligations of workers, and various types of workers. Secondly, a general overview of legal protection, including the definition, forms, and legal protection of workers. Thirdly, a general overview of labor social security, including the definition of social security, labor social security, provisions for workers to obtain social security, and administrative sanction regulations for employers. The Fourth, a general overview of BPJS, including its definition, history, and scope. The Fifth, a general overview of company non-compliance violations. And last but not least, a theoretical review, including legal effectiveness and socialization.

FINDINGS

Normatively, the protection of workers' rights in Indonesia is guaranteed by the Manpower Law and several articles within it that have been amended under the Job Creation Law, covering rights such as receiving wages and labor social security. The BPJS Law also regulates the mechanism for social security enrollment and sanctions for violators. This research refers to the Manpower Law and the BPJS Law concerning all obligations regarding the implementation of social security. Government Regulation No. 86 of 2013, which deals with the imposition of administrative penalties on employers (except government officials) and other individuals, including workers and those who receive social security contributions, is used as a reference for enforcing penalties on people who break the rules. This regulation is

known as PP 86/2013. The researcher carried out interviews at the Surabaya Rungkut office of BPJS Employment, specifically who work as Field Inspectors.

Employers who only register part of their workers with BPJS Employment are breaking the rules set out in the BPJS Law. The responsibility for enforcing labor-related social security rules lies with BPJS Employment. How the Surabaya Rungkut Office of BPJS Employment Enforces Administrative Penalties on Companies That Register Only Some of Their Employees. Occupational safety and health, as well as worker welfare, are rights that companies must provide. The main goal of national development is the welfare of the people, including the workforce[9]. Workers contribute to productivity and development, so they need legal protection to ensure their basic rights. The forms of legal protection for workers are outlined in the Manpower Law.

Registering employees in short-term programs such as the Work Accident Insurance Program is a mandatory obligation for companies. When workers face job-related risks, the consequences can be severe both for the injured worker and for the company. By enrolling in BPJS Employment programs, workers may feel secure and comfortable, which helps maintain their work concentration[9]. Programs managed by BPJS Employment are expected to protect workers' rights by either preventing or compensating losses resulting from work-related risks, where the costs of such losses are covered by BPJS Employment. However, in practice, there are still companies neglecting their obligations to register their employees.

Individuals or legal entities subjected to administrative sanctions are generally viewed negatively, as they are seen as neglecting their responsibilities. Administrative sanctions are imposed by a public legal entity (government agency) that issues or grants licenses, when the licensee violates or deviates from the granted license[10]. Administrative sanctions for companies that register only some of their employees in BPJS Employment are regulated in Article 59 of PP 44/2015. In field practice, the Surabaya Rungkut branch of BPJS Employment has implemented such sanctions [4].

According to the Field Inspector at the Surabaya Rungkut Branch of BPJS Employment, several factors lead companies to only partially register their employees, including evasive responses from legal officers or HR staff regarding issues such as inadequate income. Turnover in HR staff is also cited as a contributing factor, compounded by poor dissemination of information and workers' limited knowledge about social security. Employer noncompliance violations are divided into three categories, as clearly defined by law: 1. Employers Not Yet Registered (called PWBD); 2. Employers with Contribution Arrears (called PMI); 3. Partially Registered Employers (called PDS).

Violations in the labor social security sector are subject to administrative sanctions imposed by BPJS Employment, in cooperation with government institutions such as the Department of Manpower, the police, and the Attorney General's office. The BPJS Law clearly emphasizes the obligation for companies to enroll their workers in labor social security programs, at least in accordance with the scale of the business. This obligation is directly contradicted by the actions of companies that only partially register their employees with BPJS Employment. The BPJS Law also stipulates sanctions for such companies. Article 17 of the BPJS Law mentions the types of administrative sanctions that can be imposed on noncompliant companies, including: (1) Written warning; (2) Fine; and/or (3) Denial of access to certain public services.

Companies found to have committed non-compliance violations in the form of partial registration (PDS) will be immediately subject to action in accordance with applicable regulations[11]. PDS labor violations are difficult to detect because the company may appear

compliant by registering some of its employees with BPJS Employment, while failing to register others. The Surabaya Rungkut branch of BPJS Employment cannot follow up on cases that cannot be substantiated, unless there are anomalies that raise suspicions.

The Surabaya Rungkut branch of BPJS Employment will monitor companies to oversee their activities. This supervision is triggered by suspicious signs, such as companies that fail to update their data for several periods or whose registered data remains unchanged. These suspicions are followed up with on-site visits to verify the truth of the information received by BPJS Employment regarding potential violations. If the violations are confirmed, BPJS Employment at Surabaya Rungkut will issue a first written warning.

The Field Inspector of BPJS Employment Surabaya Rungkut explained that the first written warning has a validity period of 10 working days from the date it is received by the company. During this period, BPJS Employment also provides socialization (education and outreach) to the company about the violation and the potential sanctions to be applied. If the first written warning is deemed ineffective in terms of legal enforcement, a second written warning is issued, which also has a validity period of 10 working days after receipt.

This is reinforced by Article 10 paragraph (2) of PP 86/2013 that if, after the first written warning period of 10 days, the employer (except a state organizer) does not meet their responsibility as mentioned in paragraph (1), BPJS will issue a second written warning that lasts for another 10 days. BPJS Employment also conducts investigations related to the violations. In this phase, the inspector performs a deeper inquiry into the violation, which serves as the basis for deciding the next steps. One of the challenges in this process is that the violating company often requests extra time to prepare the documents needed for phased registration[11].

If written warnings are ignored or no steps are taken to fulfill the obligations, then a summons is issued. This summons is directed to the company's executives to provide clarification regarding the violation and to inform them of the administrative sanction in the form of a fine that will be applied. The written warning stage ends at the level of summoning and investigation.

Article 7, paragraph (1) of PP 86/2013 states that the fine must be imposed on the company no later than 30 days after the second written warning period ends, if the company still fails to fulfill its obligations[12]. According to the field inspector at the Surabaya Rungkut branch, companies that reach the fine sanction stage will have their status changed from Partially Registered Companies (PDS) to Contribution Arrears Companies (PMI).

Companies that initially fall under the PDS category will be reclassified as PMI during the fine enforcement phase, which is used to determine the amount of the fine imposed. BPJS Employment Surabaya Rungkut refers to PP 86/2013 for calculating fines for companies that partially register their employees[13].

Article 10 paragraphs (4) and (5) of PP 86/2013 explain the fine imposition mechanism. The fine mentioned in paragraph (3) will be charged at a rate of 0.1% (zero point one percent) for each month that the contribution was not paid. This fine is calculated starting from the end of the second written warning period[14]. The fine mentioned in paragraph (4) must be paid to BPJS together with the contribution payment for the next month. The calculation of fines is based on the contribution amount for each BPJS Employment program.

The fines referred to become other income for the social security fund [15]. The Surabaya Rungkut branch of BPJS Employment encounters challenges at this stage when the violating companies request an extension of the fine period. Companies that partially register their employees and still fail to correct their non-compliance will subsequently be summoned

by BPJS Employment to a meeting with the Workers' Union and Labor Inspectors, as well as the authorized institutions that impose the sanction of being denied access to certain public services.

The Minister of Manpower Regulation No. 4 of 2018, known as Permenaker 4/2018, outlines the steps for applying and removing penalties that take the form of limiting access to certain public services for employers who are not government-run organizations. This regulation sets the process for how these penalties are handled. BPJS Employment can only suggest these penalties to the appropriate authorities[16]. Some companies that feel supported may not be willing to address issues related to labor social security, though this is not very common.

The central government, provincial governments, or local governments (regencies or cities) carry out the penalties of denying access to public services when BPJS requests it. BPJS Employment advises these local governments on imposing the penalties and works with other relevant agencies to ensure that companies that partially register their employees face these sanctions[17,18].

At this stage, BPJS Employment and the Workers' Union will discuss the next steps and the resulting impacts. BPJS Employment Surabaya Rungkut will explain the consequences of non-compliance and possible follow-up actions, such as revocation of business licenses and bankruptcy applications. For instance company that continued to ignore administrative sanctions prompted BPJS Employment to collaborate with the One-Stop Integrated Service (PTSP) to revoke its business license[19,20].

The first effort to address PDS (Partially Registered Company) cases[21], especially in labor, is the optimization of regulations concerning sanctions for companies that register only part of their employees with BPJS Employment[22-24]. These include:

1. BPJS Law

Article 15 paragraph (1) of the BPJS Law stipulates the obligation of employers to register their employees in the social security programs corresponding to their business scale. Article 17 provides administrative sanctions for violators of Article 15, including written warnings, fines, and denial of access to public services.

2. Government Regulation No. 44/2015 (PP 44/2015)

Article 32 of PP 44/2015 outlines violations where a company only partially fulfills its obligation to register workers for labor social security. Article 32 paragraph (3) specifically addresses companies that partially register employees. Article 59 paragraphs (1) and (2) explain the administrative sanctions for such violations.

3. Government Regulation No. 86/2013 (PP 86/2013)

This regulation sets out the procedure for imposing and revoking administrative sanctions for non-state employers and others involved in the social security system, including companies that only partially register employees. It gives BPJS Employment a legal basis for enforcing these sanctions.

4. Ministerial Regulation No. 4/2018 (Permenaker 4/2018)

This regulation governs the procedures for imposing and revoking the sanction of denial of access to public services for companies that commit PDS violations. BPJS Employment must collaborate with public legal institutions (government agencies) to impose such sanctions[25-28].

Another key effort is monitoring and controlling, conducted in collaboration with local government through a program called Surabaya Single Window (SSW). Under SSW, individuals or business entities seeking business permits are required to be registered with BPJS Employment, and the data submitted is used for screening and verification[29].

The field inspector noted that monitoring is also done by observing companies that fail to update their data or show unchanged records over several periods. Internal company issues, such as staff turnover in HRD, can cause information gaps regarding social security obligations. In the case of PT DCP, excuses such as lack of board approval or inadequate income are seen as unjustifiable, as these are clear signs of corporate non-compliance. The inspector added that verifying a company's income is not difficult, as financial data can be confirmed through external auditors. In summary, BPJS Employment Surabaya Rungkut also takes steps such as collaboration with other agencies, including the police, prosecutors, and other authorities, to enforce the law. If a company is suspected of having protection from certain institutions, BPJS will redirect sanction recommendations to neutral agencies. Another major initiative is outreach and education. Socialization efforts aim to introduce, explain, and build trust among workers regarding the labor social security system. The goal is to instill lasting understanding and awareness among workers.

The inspector also explained a common misunderstanding among workers who confuse BPJS Employment with BPJS Health. BPJS Employment has rebranded its name to BPJAMSOSTEK to address this confusion. The use of the new brand name is expected to improve public understanding of BPJS Employment's unique role and responsibilities. BPJS Employment Surabaya Rungkut aims to contact the Person in Charge (PIC) of each company at least once a month to conduct socialization on labor social security implementation. Final Measures by BPJS Employment Surabaya Rungkut The last effort is to provide a direct complaint facility for workers who feel their rights related to labor social security have been violated. This complaint channel allows direct reporting to BPJS Employment of any fraudulent practices by companies[30,31].

BPJS Employment Surabaya Rungkut has also initiated the following:

1. Social Security Advocates

Perisai is designed to educate and inform workers about their social security rights. One of the strategies by BPJS Employment Surabaya Rungkut is to increase the number of Perisai agents to enhance the effectiveness of education and outreach. Perisai is considered an innovative way to expand BPJS's reach and reduce non-compliance.

2. Partnerships with Banks and E-commerce

This initiative applies not only to the Surabaya Rungkut branch but to BPJS Employment nationally. The inspector explained that partnerships with e-commerce platforms are aimed at simplifying payment processing for contributions. With improved registration procedures and streamlined payment flows, companies should have no more excuses for not fulfilling their social security obligations, which are essential for the protection of workers. Based on the discussion drawn, the researcher offers the following recommendations to BPJS Employment and companies that remain non-compliant:

1. BPJS Employment Surabaya Rungkut is expected to act more firmly in imposing administrative sanctions on non-compliant companies, especially those that register only part of their workforce with BPJS Employment. This firmness is necessary to foster a greater sense of employer responsibility toward providing workers with social security.

2. Companies are encouraged to comply with and improve their adherence to labor social security regulations.
3. Workers who are not registered with BPJS Employment are encouraged to request.

DISCUSSIONS

The findings underscore a crucial intersection between legal mandates and practical enforcement in Indonesia's labor social security system. The BPJS Employment Surabaya Rungkut branch plays a pivotal role in implementing the provisions of the BPJS Law, PP 44/2015, PP 86/2013, and Permenaker 4/2018, particularly against companies that violate their obligations by partially registering employees (PDS)[32,33]. While the regulatory framework is robust, challenges in field implementation remain significant.

The categorization of employer noncompliance into three distinct types—PWBD (not registered), PMI (arrears), and PDS (partially registered)—highlights the nuanced nature of violations. PDS, in particular, poses a complex challenge because companies appear compliant on the surface, creating a false sense of legality. This subtlety often hinders early detection unless anomalies in data reporting raise suspicions. The fact that BPJS Employment relies on periodic data updates and field verification to uncover violations reveals both diligence and the limitations of reactive enforcement.

Administrative sanctions beginning with written warnings, followed by fines and potential denial of public services form a structured response mechanism. However, the effectiveness of these measures is often reduced by company resistance, excuses involving HR turnover, or misleading claims about insufficient income. The research reflects a broader issue: enforcement alone may not ensure compliance unless it is backed by awareness, transparency, and consistent legal follow-through[34,35].

Furthermore, the transition of companies from PDS to PMI when fines are applied reveals a systematic tracking process, but also underscores the need for earlier intervention. The reliance on cooperation with external bodies such as the Department of Manpower, police, and local government agencies adds legitimacy to the enforcement process, yet can be hindered when companies exploit connections or institutional weaknesses.

One of the most strategic efforts mentioned is BPJS Employment's integration with the Surabaya Single Window (SSW), where company registration data is screened for BPJS Employment enrollment. This proactive approach, combining policy with digital administration, can significantly reduce loopholes. Similarly, the Perisai (Social Security Advocate) program and partnerships with banks and e-commerce platforms are commendable steps to simplify contribution payments and expand socialization.

Nevertheless, a major gap persists in worker awareness. Misconceptions—such as confusing BPJS Employment with BPJS Health indicate a pressing need for more targeted and culturally relevant education campaigns. Monthly socializations, direct complaints facilities, and outreach to company PICs are necessary steps to address this.

In conclusion, the Surabaya Rungkut branch of BPJS Employment demonstrates institutional commitment to enforcing labor social security. However, systemic gaps in employer honesty, worker awareness, and inter-agency enforcement dilute its full potential. For meaningful change, enforcement must be paired with stronger monitoring tools, broader outreach, legal simplification, and possibly, the introduction of automated compliance audits. Addressing these layers will strengthen the protective net intended by Indonesia's labor laws.

CONCLUSION

The researcher concludes that BPJS Employment Surabaya Rungkut Branch implements administrative sanctions in accordance with PP 86/2013 procedures, but leniency beyond permitted limits is considered less optimal. The branch aims to enforce compliance through monitoring, collaboration, socialization, capacity building, and public understanding of BPJS Employment's call name. Workers not registered with BPJS Employment are encouraged to request assistance.

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