
Public Policy: Jurnal Aplikasi Kebijakan Publik dan Bisnis



LPPM STIA Said Perintah

Volume 5, No. 2, September 2024

<https://stia-saidperintah.e-journal.id/ppj>

Received; 2024 - 07 - 27

Accepted; 2024 - 09 - 03

Published; 2024 - 10 - 01



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Analysis of Community Welfare in the Implementation of the City Minimum Wage; Johns Rawls Justice Approach

Andrean Caspari¹⁾

Arman²⁾

Achmad Nur Wahyu Kartiko³⁾

Robertha Astri Karunia Dewi Rizkwanti⁴⁾

^{1,2,3,4} Universitas Airlangga

Surabaya, Jawa Timur, Indonesia

Andrean.caspari-2023@fisip.unair.ac.id

Abstract

This study aims to analyze the welfare of the people in Tanjung Pinang City regarding implementing the city's minimum wage using a Critical Study approach, specifically John Rawls' Theory of Justice. Data collection for this research utilizes secondary data sources, including reports, literary books, and other literature sources. The findings suggest that community welfare is crucial for everyone in fulfilling Decent Living Needs (KHL), assessed through various aspects such as health, education, employment, housing, consumption, transportation, income, and expenses, particularly in the context of the Minimum Wage Implementation in Tanjung Pinang City. John Rawls' Justice Approach guarantees freedom for all individuals, including workers and disadvantaged communities. Consequently, the Tanjung Pinang City Government and the private sector assist in the form of training, mentoring, and empowerment for disadvantaged communities and rewards for workers, which include social security, health insurance, and job safety measures provided by companies by the policies implemented by the Tanjung Pinang City Government.

Keywords : Municipal Minimum Wage, Welfare, Community, Justice, Worker/Labor

Introduction

Indonesia is a developing country with a population of 278.8 million people in 2023, according to the Central Statistics Agency (BPS) of Indonesia (Pemerintah Indonesia, 2009). Indonesian society has a classification of community welfare, namely the lower middle class, middle class, and upper middle class which is influenced by several factors that affect the condition of community welfare in Indonesian society in their survival which includes the type of work, income, health, consumption costs, expenses, housing, and transportation so that people try to survive to receive wages from where they work as laborers, employees, bosses or other levels in meeting all these needs.

Based on the 1945 Law on community welfare is a part of economic development in a country seen from the condition of the community in the socio-economic aspect as the fulfillment of the basic rights of the community both in individuals, groups, families, and communities for their survival related to the fulfillment of daily needs such as primary needs which include clothing, food, and shelter so that they can survive properly from one day to the next. The Central Government and Regional Governments must fulfill the basic needs of the community to open up opportunities for employment, education, public services, health, and income, if the community is unable or lacking in welfare related to meeting needs, the Central Government and Regional Governments must open up jobs, free education, facilitate access to public services, increase work wages in obtaining income so that people can prosper in a directed, integrated and sustainable manner, especially for people in Tanjung Pinang City.

Tanjung Pinang is a city that has a city area of 144.56 Km² with a population of 239,854 people Tanjung Pinang City is located in the Riau Islands Province. Based on data collected from the total working population and unemployed population with an open unemployment rate and labor force participation rate, namely (1) The number of working population in Tanjung Pinang City is 104,730 people with a labor participation rate of 65.37% in Tanjung Pinang City. (2) The number of unemployed residents in Tanjung Pinang City is 5,829 people with an open unemployment rate of 5.27% in Tanjung Pinang City. Therefore, the Tanjung Pinang City Government must open up employment opportunities to overcome the percentage level of open unemployment of 5.27% so that people achieve welfare both individually and in groups, but people who work do not necessarily experience

social welfare for the fulfillment of basic rights in daily needs seen in terms of income, health, education, consumption costs, expenses, housing and transportation for the people of Tanjung Pinang City (Badan Pusat Statistik Kota Tanjung Pinang, 2023).

Based on data collected from BPS of Tanjung Pinang City in Figures 2023 related to Social and People's Welfare in 2022 in Tanjung Pinang City, namely (1) Poverty depth index (Poverty Gap Index) with a percentage of 1.64%. (2) Poverty severity index (Poverty Severity Index) with a percentage of 0.44%. The number of poor people has an average per capita expenditure each month below the poverty line of 21.67 thousand people with a percentage of poor people of 9.85% in Tanjung Pinang City. The Tanjung Pinang City Government must prepare the Tanjung Pinang City Regional Budget (APBD) to reduce the poverty line so that residents can live a minimum decent life, including food and non-food needs with a budget of 764,410.00. The Tanjung Pinang City Government must make various efforts in providing social welfare that aims to improve the level of welfare in community survival through socialization, assistance, training, social assistance, and social empowerment contained in Law Number 11 of 2009 concerning Social Welfare (Pemerintah Indonesia, 2009).

The welfare of society is inseparable from the issue of wages for something that is done by someone both work using physical, thought, and services, where the wages received in return when the work has been completed need to be assessed and will be paid in the form of money, but the amount of money received by someone has been determined in the regulations or policies that have been applied, an agreement between employees and employers, and can be based on agreements determined by the parties involved. The problem that exists in Tanjung Pinang City is the minimum wage received by labor workers with a working period of less than one year at a company the minimum wage received is regulated in Law Number 13 of 2003 concerning Manpower, where the fulfillment of the rights of labor workers is guaranteed by the existence of policies that are enforced which aim to achieve Decent Living Needs (KHL) even though the policy is implemented in stages in providing guarantees for wage receipt.

The application of the minimum wage system carried out by the Central Government to determine the minimum wage policy in 2023 in guaranteeing the rights of workers related to a decent life for humans through Ministerial Regulation (Permen) of Manpower Number

18 of 2022 concerning Determination of Minimum Wage in 2023 in accordance with article 2 paragraph (1), Where the Regional Government must carry out the policies that have been enacted by the Central Government in implementing the minimum wage policy, especially for the Tanjung Pinang City Government so that the minimum wage referred to by the Central Government and the Regional Government is a wage without benefits, basic wages and fixed benefits, but the minimum wage is determined based on levels including the Provincial Minimum Wage (UMP) and District or City Minimum Wage (UMK) as contained in Permen Ketenagakerjaan Number 18 of 2022 in article 2 paragraph (2), article 3 letters a - b, article 5 paragraph (1) letters a - b (Depdagri, 2023).

This makes the author's attention or focus to discuss the problem which aims to examine and analyze in depth using the Critical Study Approach, namely the Theory of Justice from John Rawls' Perspective. The theory of justice referred to by John Rawls is to encourage equal rights to obtain the same and equal situation between one another, even though some people have different positions, social status, and power so equal rights are needed through agreements in maintaining balance. The theory of justice has two principles, namely (1) The principle of freedom focuses more on the openness of fair opportunities in obtaining positions or positions regardless of social and economic conditions, and (2) The principle of difference based on a person's willingness, ability, and quality in obtaining equal rights so that it is considered fair (Faiz, 2009). The difference between John Rawls' Theory of Justice Perspective and other approaches such as Friedrich Engels' Feminism Perspective shows that there is a difference between the class of husbands and wives in the domestic environment, so previous research from Wahyuni & Casmiwati, (2024) discusses Gender Equality in Women in West Klampis Village, Bangkalan Regency.

Some previous studies used the theory of justice from John Rawls' perspective with a different focus such as research from Mastuti & Syarwi, (2019) discussing "Indonesia's Nickel Ore Export Ban Policy from the Point of John Rawls' Theory of Justice" and previous research by Jemarut et al., (2023) regarding "Determination of Minimum Wages in the Perspective of John Rawls' Theory of Justice", so that it is different from this research discussing the welfare of the community in Tanjung Pinang in the Implementation of the City Minimum Wage. Therefore, Justice can be explained as a condition fought for by individuals, families, groups, and communities to obtain equality, balance, and obtain the

same rights as all existing social layers, justice aims to create conditions that are peaceful, safe, and comfortable to avoid conflict between one another. Based on this background, the author makes a problem formulation, namely How is the analysis of community welfare in Tanjung Pinang City in the Application of the City Minimum Wage using the Justice Theory Approach from Johns Rawls.

Theoretical Framework

Minimum Wage

Based on the Minister of Manpower Regulation Number 15 of 2018 minimum wage is the lowest monthly wage in the form of wages without allowances or basic wages including fixed allowances set by the governor as a security network, where the wage is used for the needs of a worker in meeting the Decent Living Needs (KHL) or daily needs which include consumption, education, health, housing, transportation and other needs (Indonesia, 2018). The wages received by a worker or laborer are a right received from the results of a job that has been completed, but the size or size of the wages received by a worker or laborer is seen from the level of productivity, namely the productivity of a worker has decreased from working hours and the number of products made less than the company's request then they will receive a low reward or wage, while the productivity of a worker has increased well with more working hours or overtime and products made exceeding the limit will receive a high reward or wage so that the wage is assessed from the results of their hard work.

In addition, wages received by workers or laborers can be received in the form of money or facilities that have been determined in a work agreement between the company and workers through an agreement letter or work contract paper so that they are required to follow the rules that apply in a company where workers or laborers work. Several factors influence the level of wages received by a worker or laborer through the private sector in their place of work, namely the influence of the conditions of Regional Original Income (PAD), Regional Revenue and Expenditure Budget (APBD), and policies enacted by the Government regarding employment and labor rights in an area.

The minimum standard in wages carried out by the private sector to laborers or industry players related to providing wages is referred to as the minimum wage which is seen from several types of minimum wages, namely the Provincial Minimum Wage (UMP),

Regency or City Minimum Wage (UMK), Regional Minimum Wage (UMR), Sector Minimum Wage (UMS). UMP is a minimum wage that applies at the provincial level covering a district/city, each province has a different Minimum Wage based on economic growth, inflation, and certain indices (Nurhanisah, 2023). District or City Minimum Wages are only applicable to one district/city, while sector minimum wages are set by the Governor of a region based on the relationship between employers and trade unions or labor unions in that sector. The Regional Government implements the policy enacted by the Central Government regarding the Minimum Wage received by workers with a work period of less than one year in a company where they work based on the Minister of Manpower Regulation Number 18 of 2022 concerning the Determination of the Minimum Wage for 2023 contained in this Regulation in Article 2 Paragraphs 1 - 2, Article 4 paragraph 1.

Welfare

Based on Law Number 11 of 2009 concerning Social Welfare, it is a condition of fulfilling the material, spiritual, and social needs of citizens to live properly and be able to develop themselves, so that they can carry out their social functions in article 1 paragraph (1). Judging from the Law related to the fulfillment of conditions in a decent life, namely the existence of a person's access to food, clothing, shelter, health, and education needs to be seen from the material aspect, besides that, it is seen from the fulfillment of conditions in a person's life in spiritual and social aspects, so that there are efforts to achieve community welfare. Community welfare is the responsibility of the state, a condition of individuals, families, groups, and communities not worthy of humanity and has the characteristics of social problems which include poverty, neglect, disaster victims, disability, and other problems so that the Central Government and Regional Governments must be obliged to organize welfare which includes Rehabilitability, Protection, Empowerment, and Social Security in achieving community welfare towards Decent Living Needs (KHL).

The concept of welfare according to Nasikun, (2013) can be described as a pedagogy of the meaning of the concept of human dignity which can be seen from four indicators (Yunika, 2014), namely: (1) Security, (2) Welfare, (3) Freedom, and (4) Identity. Community welfare is a condition of fulfillment of basic needs obtained by individuals, families, groups, and communities seen from a decent place to live, fulfillment of clothing and food needs,

education costs, and cheap and quality health. Some indicators used to measure welfare (Seráfica Gischa, 2021), namely (1) Income is an income received by a person from the results of their work, (2) Health is a safe condition seen from a physical, mental, and social perspective, (3) Education is a learning and training for the development of skills, knowledge, and skills, (4) Consumption is a source of consumption to fulfill a person's survival obtained during the learning process, and (5) Shelter is a building that a person uses for shelter during life.

Community welfare seen from the indicators above, when a person has sufficient income to access the fulfillment of needs such as the fulfillment of community consumption sources to survive from one day to the next, then the community can access health and education services that can be obtained individually, family, group, and community, and they have a decent place to live. Therefore, they can be said to be prosperous if these indicators are well met for their survival.

Johns Rawls Justice

The theory of justice is part of critical studies with a qualitative method approach that results from capitalist production models to illustrate the existence of injustice and contradictions so that the theory of justice opens the veil in the capitalist structure. The theory of justice is a theory born from the revolutionary thought of John Rawls, where the thought of John Rawls is considered a trigger in the debate between communitarianism and liberalism, Rawls' theory of justice contains the content of the original contract and original position which is an invitation for someone to view a principle of justice as a goal or object.

Justice Theory is seen as a major work of ethics that discusses social justice, so John Rawls found purpose in writing a book to discuss social and ethical positions and safeguard of moral views and scope for individuals in society. In proposing his idea that socio-political institutions are suitable targets for moral judgment, Rawls' theory aims to promote a suitable method for solving problems related to morality (Friedrich, 2004).

Justice Approach; Johns Rawls

The approach in the theory of Justice put forward by John Rawls has two principles, namely (1) There is a guarantee of freedom for all people so that justice will be created

when the principle of equality, all people must have equal rights and duties based on the broadest and equal freedom for all people (Hastuti, 2016).

This principle of freedom called the Greatest Equal Principle, is a basic principle that all people must have to achieve equal rights and obligations for all people. (2) There is the greatest advantage for everyone who is disadvantaged in a condition, and there is an affirmation of these conditions and equal opportunities. All positions and offices should be open to everyone. The principle guarantees the realization of proportionality to the exchange of rights and obligations for certain parties reasonably or objectively that is accepted with differences in exchange provided that there is a fulfillment of the conditions for the principle of Good Faith and Fairness. This principle is the existence of social and economic inequality so it needs to be regulated in two principles, namely the Different Principle and The Principle of Fair Equality of Opportunity. Thus, the first principle and the second principle cannot be separated from one another so Rawls' justice will be realized if it is by the principle of proportionality and the two requirements are applied thoroughly (Taufik, 2013).

The theory of justice emphasizes the importance of opening up equal opportunities for all parties, this condition is not trapped in the extremes of capitalism on the one hand and socialism on the other, so Rawls tries to overcome these problems by opening opportunities or freedom for all people with equal rights, delegation of form, equality to avoid existing conflict problems. Justice is a condition in which everyone who is entitled to enjoy more social benefits, not just a few people who have the right talents and abilities but people who are not fortunate enough to improve their life prospects are entitled to be given opportunities to improve their lives better so that this justice is understood as Fairness.

The moral responsibility of a fortunate person must be positioned in the interest of a disadvantaged group so that it does not provide equal benefits for all parties, but rather benefits arising from a reciprocal relationship. One example is that a worker who has more ability, skills, and knowledge will be valued more than someone who does not have more ability, skills, and knowledge. The justice in question is Fairness which emphasizes reciprocity, not just Simple Reciprocity related to wealth distribution. Thus, a rule of the game in securing acceptable justice through a fair procedure to ensure equal results for justice from all parties is Pure Procedural Justice, so that justice is received by everyone equally, without intimidation, and pressure is referred to as Fairness (Magill, 1990).

The main principle put forward by John Rawls regarding justice for the basic structure of society is the object of the first mutually agreed agreement (Original agreement), so this principle must be considered by everyone with the existence of a free and rational for the benefit of certain people (Sunaryo, 2022). The principles of justice pay attention to regulating subsequent agreements in determining what type of social cooperation is formed and the form of government that is built, so the principle discovered by John Rawls is called Justice as Fairness. The Justice as Fairness principle explains that the parties involved in the initial conditions are rational and there is no interest (Mutually Disinterested). The potential possessed by someone including wealth, social status, and prestige can oppress someone who does not have this potential so that the potential possessed by someone is not taken for the benefit of one another.

John Rawls explains that everyone in the initial condition will prefer two different principles, namely (1) Someone who needs equality in determining basic rights and duties. (2) The existence of differences seen from social and economic aspects such as differences in wealth or power, so that they provide compensation or rewards for society, especially for the disadvantaged (The last advantage). Justice as Fairness has two parts of view, namely (1) The interpretation of a condition and the problem of choice that exists, and (2) Several principles that are mutually agreed upon. Thus, Rawls does not expect the expectations he provides to be convincing for everyone so the basic principles related to the view of justice are very difficult (John Rawls, 1971).

Research Methods

This research used descriptive qualitative research methods with a critical study approach from John Rawls' perspective, namely Justice Theory. This qualitative research method is used to get answers and an overview of a problem seen from a problem that is unclear and still confusing using a critical study approach, where this critical study approach can help the author to examine and analyze in-depth related to a problem discussed using secondary data, namely written reports, books, journals, and other information obtained through literature available on the internet to assist the author in strengthening and clarifying the direction of a problem studied and analyzed.

This research using qualitative methods is very suitable for use by researchers, due to the access that the author has in seeing objects through available secondary data which includes literature studies and other sources on a particular phenomenon, so that researchers can process research on the object of research, namely examining and analyzing in depth with the title "Analysis of Community Welfare in the Application of the City Minimum Wage: Johns Rawls Justice Approach". Critical study is a qualitative research to describe a certain condition in depth and criticize the condition so that the condition that was previously not good becomes better than before, critical studies aim to understand injustice in power and unequal potential in realizing equal conditions, without intimidation, and pressure in a fairer community life.

Research Results and Discussion

Johns Rawls argues that justice is that each party has an equal position, equality that can be achieved through the process of seeking justice regardless of the position, social status, or power possessed by certain parties so that someone can achieve justice in the desired position by using their abilities, knowledge, and strength. Johns Rawls offers an equal situation for each party as "Justice as Fairness", to ensure that no party is advantaged or disadvantaged in this equality (Harefa, 2020).

The theory of justice has two principles of justice, namely (1) the Equal Liberty Principle, where everyone has the same right to achieve freedom in the whole system. (2) The Difference Principle is seen from the existence of injustice in distributing justice, but everyone less fortunate can choose how to maximize a situation (Lebacqz, 1986). Thus, this study uses the approach of the theory of justice put forward by Johns Rawls to examine, analyze in depth, and answer the statement of the research problem formulation, namely "How is the analysis of the welfare of the people of Tanjung Pinang City in the Implementation of the City Minimum Wage with the Johns Rawls Justice Theory Approach", as follows:

Principle of Equal Freedom

The application of the City Minimum Wage is the main component in obtaining a basic right for workers who work less than one year in a company to receive compensation that has been determined through an agreement agreed between the employer and workers

or laborers as well as policies enacted by the Central Government and Local Governments to carry out existing obligations. Wage receipts are received when workers or laborers have completed a job in the form of work or services, wage receipts have been determined in the minimum standards used by local governments and companies on the value of wages received by workers or laborers called Minimum Wages seen from the Provincial, Regency / City, and Sector levels. The minimum wage received for workers or laborers aims to make it easier for them to access the fulfillment of Decent Living Needs (KHL) which includes sources of consumption for food, education, health, shelter, and transportation that can be felt individually, family, group and community in certain areas, especially the City of Tanjung Pinang, Riau Islands.

The reality that often occurs in some provinces, especially in Tanjung Pinang City, related to the wages received by labor workers is sometimes not proportional to what they have done to ensure the Decent Living Needs of labor workers, due to an increase in the price of living needs for their consumption sources so as to create injustice or oppression committed by the Company against workers or laborers in providing inappropriate minimum wages. Problems related to inappropriate minimum wages can trigger conflicts between the company and workers who are fighting for their rights to survival both individually, in groups, and families. Seen from the company's side in the wages given to the workers, if the Provincial Minimum Wage (UMP) increases, it will affect the productivity of laborers so that they are required to meet the company's productivity criteria so that the company will pay wages according to the labor of the workers. Therefore, the factor that affects the welfare of the community is the wages received by the bad seen from the level of labor productivity decreases so that the wages received by laborers are low and labor productivity increases will experience an increase in the receipt of wages given by the company to laborers (Stevy Indah Pratama, 2023).

The problem of public welfare in the Application of the City Minimum Wage in Tanjung Pinang City using the theory of justice from the perspective of Johns Rawls is seen from two principles, namely (1) There is a guarantee of freedom for the entire community between laborers and the community in the right or freedom to obtain social welfare, where the Tanjung Pinang City Government must pay attention to all aspects of public welfare seen from the most basic things such as access to employment for all people in Tanjung

Pinang City. Based on data collected from BPS Riau Islands, the number of unemployed people is 5,829 people with a percentage of open unemployment rate of 5.27%, so the Tanjung Pinang City Government must create the same situation between workers and unemployed people to get the same opportunity so that the poverty rate decreases in Tanjung Pinang City. (2) The existence of the greatest advantage for everyone who is disadvantaged in certain situations, the Tanjung Pinang City Government organizes social welfare in the form of training, assistance, and community empowerment which aims to overcome disadvantaged or powerless to become empowered in access to employment so that they can get rewards or the City Minimum Wage applied by the Tanjung Pinang City Government and they can also advance from the company where they work seen from several factors which include skilled, leadership, good communication, and work on time.

Based on the explanation above, it can be concluded that the Justice Theory Approach from Johns Rawls' Perspective with the Principle of Equal Freedom can be a solution for people in Tanjung Pinang City, especially for workers to create equal conditions with various layers of society in achieving social welfare. Equal freedom is the provision of training or mentoring to increase the capacity and productivity of workers, and the Company provides wages through the work agreement and the City Minimum Wage policy implemented by the Tanjung Pinang City Government. The Tanjung Pinang City Government also needs to open access and provide information transparently for every disadvantaged person to be empowered, so that they can be channeled to several companies that open jobs according to certain criteria. Thus, every layer of society can obtain justice by competing in the world of work.

Principle of Social-Economic Distinction

Community welfare is related to employment in the creation of the socio-economic dimension of the community towards business opportunities for access to employment for the community so that it has an impact on the socio-economic structure for the community and an increase in the economy of the region, so the main objective in economic growth in an area, especially the City of Tanjung Pinang, is to create fields that are easily accessible to the community and increase the labor force participation rate. Creating community welfare with the socio-economic dimension in the community environment in Tanjung Pinang City requires cooperation between the Government, the private sector, and the

community in making policies that support the creation of sustainable and inclusive employment opportunities to have an impact on economic growth at the individual, group, family and every level of society (Teneh et al., 2019).

The emphasis in the Theory of Justice put forward by John Rawls, namely the importance of opening up opportunities for all levels of society whether in good condition or not, people who have the ability or do not have the ability are expected to be free. In the equality of rights, delegation of form, equality in socio-economic differences in the community in Tanjung Pinang City, namely (1) The application of the City Minimum Wage system that applies in Tanjung Pinang City for workers or laborers is given wages in the form of social security facilities, The government must also pay attention to people who are not fortunate to be given the same facilities so that there is no social jealousy for the laboring community and the unemployed community so that they can achieve social welfare together from a social aspect. (2) The company and government can collaborate in providing training and empowerment programs for people who are powerless to compete in the world of work so that the company can channel labor into their company and the community can get the minimum wage that has been determined in achieving community welfare from an economic aspect. Therefore, justice here is emphasized on the principle of reciprocity or reciprocal relations between the three parties, namely the Government, the Private Sector, and the Community to ensure equal results from all parties.

Economic growth will experience changes seen from the development process taking place in Tanjung Pinang City so that it affects the percentage of the population working in the economic sector which is inseparable from the development and quality of Human Resources in channeling labor (Mahendra & Arka, 2021). Labor distribution is an important part of regional development, especially for the City of Tanjung Pinang, where employment conditions can provide a situation or condition in the economy and social in supporting the success of regional development as a whole seen from the level of community welfare from time to time so that the Tanjung Pinang City Government has the obligation and authority to organize social welfare, namely the creation of employment opportunities for the community in obtaining wages used for the benefit of education, health services, public services, fulfillment of needs and other expenses in ensuring the survival of the community (Stevy Indah Pratama, 2023).

Johns Rawls' theoretical approach to the Principle of Distinction has a relationship with economic growth in Tanjung Pinang City, namely (1) The Tanjung Pinang City Government implements a minimum wage policy to increase the income earned from work for workers or laborers, and social security to support their survival. The City Government also needs to improve the quality of low-income workers to compete and achieve certain levels such as positions, so that these benefits can be felt by disadvantaged workers and encourage economic growth in Tanjung Pinang City. (2) Economic growth in Tanjung Pinang City can increase with equal opportunities for all people to maximize the potential of resources better than the previous year, it is necessary to collaborate with various parties such as the Government, Private Sector, and Workers in discussing policies or programs related to community welfare, especially for workers or laborers. Thus, the Johns Rawls Approach provides great benefits for disadvantaged parties openly to get the same conditions and opportunities.

The Tanjung Pinang City Government is making efforts to create business opportunities and channel labor into jobs provided by the Government so that this form of effort can overcome the poverty rate for people in the City of Tanjung Pinang as well as a form of economic growth in the region, the Tanjung Pinang City Government, namely the Mayor of Tanjung Pinang with the Tanjung Pinang Manpower, opens training activities aimed at developing and improving the quality of workers or laborers in increasing the knowledge, experience, and expertise of the community so that this training provides useful outputs for the community in accessing employment according to the criteria required by the recipient of workers so that this training has an outcome impact in the form of welfare for workers, namely the community in Tanjung Pinang City (Protokol dan Komunikasi Pimpinan, 2023). Based on data collected from BPS Riau Islands Province regarding Minimum Wage by Regency or City (Rupiah) in 2020-2022, the following:

Minimum Wage by Regency/City (Rupiah) in 2020-2022

Region	Minimum Wage by Regency/City (IDR)		
	2020	2021	2022
Riau Islands	3.005.460	3.005.460	3.050.172
Karimun	3.335.902	3.335.902	3.348.765
Bintan	3.648.714	3.648.714	3.648.714
Natuna	3.106.975	3.106.975	3.106.975
Lingga	3.036.220	3.036.220	3.036.220
Anambas Islands	3.501.441	3.501.441	3.501.441

Region	Minimum Wage by Regency/City (IDR)		
	2020	2021	2022
Batam	4.130.279	4.150.930	4.186.359
Tanjung Pinang	3.006.999	3.013.012	3.053.619

Source; BPS Riau Islands Province 2020-2022.

Based on data collected from BPS Riau Islands Province in 2020-2022 related to the Minimum Wage by Regency/City (Rupiah) in 2020-2022, namely: (1) Batam City has the 1st City Minimum Wage in Riau Islands of Rp. 4,186,359 in 2022. (2) Bintan Regency has the second highest Regency Minimum Wage in the Riau Islands at Rp. 3,348,765 in 2022. (3) Anambas Regency has the 3rd Regency Minimum Wage in the Riau Islands of Rp. 3,518,249 in 2022. (4) Karimun Regency has the 4th Regency Minimum Wage in the Riau Islands of Rp. 3,050,172 in 2022. (5) Natuna Regency has the 5th Regency Minimum Wage in the Riau Islands of Rp. 3,125,272 in 2022. (6) Tanjung Pinang City has the 6th City Minimum Wage in the Riau Islands of Rp. 3,053,619 in 2022. (7) Lingga Regency has the 7th Regency Minimum Wage in the Riau Islands of Rp. 3,036,220 in 2022. Therefore, the minimum wage of the Riau Islands Province is Rp. 3,050,172 in 2022, but the Regency / City Minimum Wage (UMK) has not increased significantly from 2020-2022 (BPS Provinsi Kepulauan Riau, 2022).

The Government of Riau Islands Province enacted a policy on the value of the Provincial Minimum Wage (UMP) in 2023 through the Decree of the Governor of Riau Islands Number 1354 of 2022 concerning the UMP of Riau Islands in 2023 (Pemprov Kepri, 2022a), The value of the Riau Islands Provincial Minimum Wage has increased by 7.51% with a UMP value of Rp. 3,279,194 from the previous year, 2022, which only had a UMP value of Rp. 3,050,172 in each month. Riau Islands which includes Karimun, Bintan, Natuna, Lingga, Anambas Islands, Batam, and Tanjung Pinang related to the list of MSEs in 2023, namely (1) Batam City has an MSE amount of Rp. 4,500,440. (2) Bintan Regency has a minimum wage of Rp. 3,889,015. (3) Anambas Regency has a minimum wage of Rp. 3,757,560. (4) Karimun Regency has a minimum wage of Rp. 3,592,019. (5) Natuna Regency has a minimum wage of Rp. 3,337,603. (6) Tanjung Pinang City has a minimum wage of Rp. 3,279,194. (7) Lingga Regency has a minimum wage of Rp.3,279,194. Thus, the Riau Islands Government made a Decree of the Governor of the Riau Islands regarding the determination of the City Minimum Wage in the Riau Islands which is based on the Minister of Manpower Regulation Number 18 of 2022 Regarding the Determination of Minimum Wage

for 2023 (Pemprov Kepri, 2022b).

The Tanjung Pinang City Government not only prioritizes wage increases for workers or laborers but must prioritize disadvantaged people in certain situations to achieve a level of welfare in the aspect of employment opportunities so that the increase in the minimum wage based on the Regency or City does not have a bad impact, namely the unemployment rate increases so that the company limits workers to reduce company expenses in providing wages to workers or laborers. The Tanjung Pinang City Government must balance the increase in rewards obtained by workers with employment opportunities for disadvantaged people to achieve welfare called Justice of Fairness. The welfare of the community in Tanjung Pinang City, especially for workers, is seen from several aspects, namely the level of wages, social security, employment opportunities, working conditions, occupational health and safety which are part of the rights of workers or laborers. But the level of wages received by workers or laborers follows the applicable policy based on the City Minimum Wage in Tanjung Pinang, where Tanjung Pinang City experienced an increase of 3.76% in 2023 from the previous year.

The Johns Rawls Theory approach to the issue of wage increases for workers or laborers provides equal opportunities for all people, especially for workers or laborers who do not benefit in certain conditions such as inappropriate wages, so that the Tanjung Pinang City Government increases the City Minimum Wage every year to ensure decent living needs for and the Government needs to regularly review companies that provide wages to these workers. Workers or laborers need to increase their productivity and skills to achieve the needs or targets set by the company, so that they get benefits in the form of bonuses, social security, and others during the work. Some workers or laborers who are disadvantaged such as low education towards career paths, low knowledge, skills and abilities, then a Training and Development Program provided by the Government is needed so that workers can compete and increase their productivity. Thus, Johns Rawls' approach prioritizes the welfare of society for disadvantaged workers to overcome the problems experienced by them.

Conclusion

Based on the results of the discussion described above, the Tanjung Pinang City Government has implemented the City Minimum Wage (UMK) which is based on the Decree

of the Governor of Riau Islands Number 1354 of 2022 concerning the Drinking Wage of Riau Islands Province in 2023, the Tanjung Pinang City Government applies a minimum standard of wages received by workers or laborers in Tanjung Pinang City. The Tanjung Pinang City Government is expected to not only be concerned with increasing the minimum wage, but the Tanjung Government also opens up job opportunities for people who are unable in certain conditions so that the policy in increasing the City Minimum Wage has a welfare impact on the people in Tanjung Pinang City.

The approach used in this research is to examine and analyze in depth through the approach of the theory of justice according to John Rawls, where this theory has two principles, namely the Principle of Equal Freedom and the Principle of Socio-Economic Differences. This approach is in line with seeing the welfare of society, so that it provides different perspectives for workers, companies and governments. The first approach related to the Principle of Equal Freedom that affects the welfare of society for workers is seen from the level of productivity of workers to obtain wages, if productivity is not appropriate it will have an influence on these wages so that workers cannot meet the needs of life properly. The Principle of Equal Freedom seen from the Company, namely the wages given to workers in accordance with the productivity produced by workers, so that workers are encouraged to meet the company's productivity criteria.

The Principle of Equal Freedom seen from the Government, namely the Government has an obligation in organizing social welfare to encourage a better level of community productivity through education, assistance, empowerment and open access to information to access employment for workers who are not fortunate in certain conditions. The second approach is related to the Principle of Social - Economic Differences, the Tanjung Pinang City Government prioritizes the community, especially disadvantaged workers, to access employment through education, mentoring and training for self-quality development, so that workers can maximize their performance in the company environment.

Recommendation

Based on the results of research and discussion regarding the Analysis of Community Welfare in the Implementation of the City Minimum Wage in Tanjung Pinang City with the John Rawls Justice Approach, several recommendations can be given, namely (1) The Tanjung Pinang City Government needs to collaborate with relevant implementing agencies

such as the Tanjung Pinang City Cooperative and Micro Business Manpower Office (Disnakertpi) to open socialization and assistance in improving the quality of workers in the form of knowledge, abilities, and skills, so that disadvantaged people can compete in the world of work and they can be channeled into various companies that open job opportunities. (2) The Tanjung Pinang City Government needs to be transparent in providing information related to requirements, criteria and training for access to employment for disadvantaged communities. (3) The Pinang City Government needs to periodically review the overall condition of the company, especially the condition of workers, whether workers are given wages in accordance with applicable policies or not related to the fulfillment of the Decent Living Needs. (4) The Tanjung Pinang City Government needs to provide protection for disadvantaged workers to be provided with social security, skills training and access to improve their productivity. As such, the implementation of these recommendations is expected to improve the welfare of workers, drive economic growth, and improve the overall quality of life of the community.

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