

Abstract

The integration of Indonesia's employment social security programs in BPJS Ketenagakerjaan administration has mandated by law under Social Security Law No 24 of 2011. Behind of some advantages of integrated social security administration, there are some challenges to integrate fragmented programs from different administrations. PT. Taspen (Persero) is a state-owned company, administers civil servant's protections and PT. Asabri which organizes social security for army and police officers. There are four challenges to implement the integration which are the inconsistency of Indonesian government to implement national social security system (SJSN), the lack of both department and regulations to manage the integration which is scheduled to integrate at the latest on 2029. Additionally, Conflict of interest of social security institutions also become the challenges, as they planned to cancel the integration and even strengthening their position as social security institutions focusing to their job classification. However, in International context, both scientific and practically proven that single institution is the effective way to administer social security program, such as Centrelink in Australia, ZUS in Poland and many more. Fragmented social security administration even creates lack of harmonization and hampering their effectiveness. In this study, I found that integrated system will achieve effectiveness and efficiency of administration cost, eliminates uneven benefits as well as improving public service management and increase benefits for members. These benefits should be a great consideration of government to accelerate the integration and reduce the willingness of PT. Taspen to stay organize social delivery for civil servant through special committee from government. Under single institution, Indonesia can make a stronger social security institution which led them to create more benefits to their members as well as avoid the loss which has been occurred in PT. Asabri which loss their investment return of 4.84 trillion rupiah in 2019.

Keywords: integration, integrated, fragmented, social security administration, cost-effectiveness, integration, BPJS Ketenagakerjaan, PT. Taspen, PT. Asabri, SJSN, DJSN.