

Legal Protection of Regional Athletes' Rights in Retirement (Study of East Kalimantan Provincial Athletes)

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Abstract. Using a socio-legal methodology, this study seeks to identify two primary discussion points: The author's first goal is to understand and examine how Indonesia's legal system protects athletes' rights in East Kalimantan upon their retirement. Second, it investigates how the creation of equitable legal protection in the province of East Kalimantan is performing in terms of maximizing the rights and assurances offered to athletes upon their retirement. Based on the results of the study, it shows that the legal protection of athletes in East Kalimantan province is hindered by negligence from government institutions and private parties in fulfilling the rights of athletes in retirement. The protection refers to Articles 99 to 100 of Law Number 11 of 2022 concerning Sports, Law No. 24 of 2011, and Regional Regulation Number 5 of 2016 concerning the implementation of Sports. However, in practice, there is no explicit regulation that governs the amount of social security rights athletes can obtain upon retirement. Settlement can be done through mediation and revision of the relevant laws.

Keywords: Athletes; protection; retirement; security; social

INTRODUCTION

From the smallest to the largest, the law has always played a role and been at the forefront of regulating human life (Wacks, 2023). Almost all life (Social Facts) is regulated by law so that it can become a legal act (Legal Fact). Therefore, the purpose of the growth of this nation's law is to realize prosperity and progress, which includes the achievement of a sense of justice, security, and a sense of peace (Anshar & Netrivianti, 2024). However, the reality in the Indonesian sports world is that the law has not fully regulated all aspects of sports and has not yet become a well-organized legal system in the sports industry (Ma'mun, 2015). Taking from Pancasila and the 1945 Constitution of the Republic of Indonesia, Indonesia must provide for public welfare in an integrated, sustainable, and comprehensive manner for all its citizens (Yunendar, 2025). The phrase "Advancing Public Welfare" is found in the fourth paragraph of the Preamble to the Constitution of the Republic of Indonesia (Suseno, 2019).

The issue of legal protection for retired athletes is not unique to Indonesia but reflects a global challenge in sports law and athlete welfare (Chandra, 2024). According to the International Labour Organization (ILO), athletes worldwide face unique employment vulnerabilities due to the short duration of their careers, averaging 8-15 years depending on the sport, and the lack of traditional employment protections (Mittag et al., 2025, 2022). In Europe, the European Union Athletes' report (2020) documented that approximately 40% of retired professional athletes experience financial difficulties within five years of retirement, primarily due to inadequate pension schemes and limited post-career support systems (Graves, 2023). Similarly, research conducted by the World Players Association (2021) revealed that 78% of retired athletes across various countries lack access to comprehensive social security benefits, leading to significant economic hardship during their post-competitive years. The United Nations Educational, Scientific and Cultural Organization (UNESCO) in its International Charter of Physical Education, Physical Activity and Sport emphasizes that states have an obligation to ensure the welfare and social protection of athletes throughout their careers and

beyond (Uhlenbrock & Meier, 2018). Furthermore, the problem of athlete welfare has been acknowledged by the International Olympic Committee (IOC), which established the Athlete Career Programme to address the transition challenges faced by athletes globally (Stambulova, Ryba, & Henriksen, 2021). These international frameworks and data underscore the urgent need for comprehensive legal mechanisms that protect athletes' rights not only during their active careers but also in retirement, ensuring their contributions to national and regional pride are rewarded with dignity and security (Yaroshenko, Kaganovska, Sheverdina, Sliusar, & Rozhnov, 2024).

However, in its implementation it often causes problems, as one example is the implementation of the East Kalimantan PORPROV (Lestari, 2019). especially regarding the certainty of the rights of athletes in retirement as participants representing one of the regencies/cities in East Kalimantan. In Law no. 11 of 2022 concerning Sports, it is explained in article 99 paragraph (1), namely, "Every Sportsman, Sports Actor, Sports Organization, government institution, private sector, business entity, and individual who excels and/or contributes to advancing Sports is given a Sports Award".and the purpose of this Sports Award is listed in the next article, namely in paragraph (4) which reads "Sports Awards can be in the form of providing convenience, scholarships, employment, extraordinary promotions, badges of honor, citizenship, welfare, and or other forms of appreciation that benefit the awardee.

Several previous studies have examined the issue of athlete welfare and legal protection, though with different focuses that reveal a significant research gap (Mountjoy, Rhind, Tiivas, & Leglise, 2015). First, Fenc Sabelino (2015) in his study titled "The Role and Responsibility of the Youth and Sports Social Service in Fulfilling the Welfare of Fencing Athletes in Semarang City Reviewed from Law No. 3 of 2005" focused on the institutional role of the Youth and Sports Service in athlete welfare but did not specifically address retirement rights and post-career social security mechanisms. Second, Maulidya Wahyuni Hasanah (2023) conducted research on "Employment Social Security Protection for Workers in the Trade Sector (Study in Samarinda Kota District)", which examined social security in the trade sector but did not specifically analyze the unique challenges faced by athletes as a distinct occupational category with short career spans and high injury risks. Third, Anugrah (2023) in "Athlete Welfare and Social Security Regulation Challenges in Indonesia" identified regulatory gaps at the national level but did not provide empirical analysis of implementation challenges at the regional level, particularly in provinces with significant sports programs like East Kalimantan. Fourth, Debora Shintiya Siagian, Ocniel Juandi Simarmata, and Angga Alfian (2023) in their "Normative Review of Legal Protection of Outstanding Athletes in Lampung Province" conducted a normative legal analysis but lacked empirical data from athletes themselves regarding the actual implementation and barriers to accessing retirement benefits.

These studies collectively reveal that while there is recognition of athlete welfare issues, there remains a critical gap in research that specifically examines the legal protection of retirement rights for regional athletes through a socio-legal approach that combines normative analysis with empirical field data from both institutional actors and athletes themselves, particularly in the context of regional implementation of national sports laws. This gap is particularly significant given the decentralized nature of Indonesia's governance system, where regional governments play a crucial role in implementing athlete welfare programs (Nasution, 2017). Meanwhile, in article 100 paragraph (1), namely "Sportsmen and Sports Actors are

given social security protection". However, in the case of athletes in retirement and retirement, there are no specific regulations regarding life insurance/special insurance for athletes, especially after retirement (Kresal, Strban, & Kresal Šoltes, 2020). The Minister of Youth and Sports once voiced that the revision of the National Sports System Law (SKN) include stricter provisions on life insurance / special insurance for athletes, especially after retirement and the proposal for a "special insurance fund for athletes" as a guarantee for the future of athletes. So it is hereby explained that the local government is obliged to provide the best guarantee without making it difficult for athletes who want to get retirement rights in every city, regency/city in the East Kalimantan region so that their life is guaranteed in retirement as a state servant in the province of East Kalimantan. And in facing these problems, the solution should be overcome and solved in a comprehensive and integrated manner (Al-Jawad, Alsaffar, Bertram, & Kalin, 2019).

Legal problems that occur in the form of elements of unlawful acts (PMH) are all acts that cause losses that make the victim able to sue the person who committed the act. Where what is happening now is one of the parties, either from the athlete himself or the club that oversees him, who can commit acts that are detrimental to the other party. In the context of the rights of retired athletes that are not given, PMH can be defined as: a violation of the rights of athletes that have been regulated by law or regulation, such as the right to awards, social security, welfare assistance, or post-retirement support facilities, When the authorities (government, sports institutions, or related parties) do not fulfill their obligations to grant these rights, even though the right is already regulated by law, regulations, or agreements.

Statistical data reveals the magnitude of this problem both nationally and regionally. According to the Ministry of Youth and Sports (Kemenpora) data from 2023, Indonesia has approximately 45,000 registered athletes across various sports, with an estimated 3,500-4,000 athletes retiring annually. However, only 12% of these retired athletes are enrolled in formal pension or social security programs. Data from the Indonesian National Sports Committee (KONI) shows that 68% of retired athletes experience income reduction of more than 70% within the first year of retirement, and 42% face unemployment or underemployment within three years post-retirement. At the regional level, East Kalimantan Province's Youth and Sports Office (Dispora) recorded 2,847 active athletes participating in 28 sports branches as of 2024, with approximately 150-200 athletes reaching retirement age (typically 30-35 years) annually.

Data from the Provincial BPJS Ketenagakerjaan office indicates that less than 15% of East Kalimantan athletes are registered in the Employment Social Security Program (BPJS Ketenagakerjaan), which provides old-age benefits and pension insurance. Furthermore, analysis of East Kalimantan Provincial Regional Budget (APBD) allocations from 2020-2024 shows that while sports development receives an average of 2.3% of the total budget, less than 0.1% is specifically allocated for athlete welfare and post-retirement programs. Data from the National Sports Week (PON) and Provincial Sports Week (Porprov) reveals that East Kalimantan sent 456 athletes to PON XX Papua 2021, with 89 winning medals, yet follow-up surveys indicate that 73% of these medalists received no long-term financial support or career transition assistance post-competition. These statistics underscore the severity of the legal protection gap and the urgent need for systematic reform.

Many retired athletes in East Kalimantan have suffered material and immaterial losses due to the lack of adequate social security and legal protection, such as loss of income and

difficulty meeting the needs of life after retirement. The lack of contractual arrangements and the absence of a pension guarantee from associations or clubs lead to the emergence of potential legal disputes and uncertainty of welfare for athletes. This research focuses on answering two main questions: how the Indonesian legal system provides protection for athletes' retirement rights in East Kalimantan, and how to formulate fair legal protection to maximize their rights and guarantees. The goal is to analyze legal protection based on laws and regulations and develop legal formulations that can solve the problem of athletes' rights when facing violations or procedural uncertainties in applying for retirement rights.

The benefits of this research include two aspects: theoretically, it becomes a scientific reference regarding the legal protection of the retirement rights of regional athletes; Practically, it provides policy recommendations for the government to strengthen supervision and law enforcement in the field of sports. Unlike previous studies that highlighted trade sector workers or the role of sports institutions in athlete welfare, this study specifically highlighted the fulfillment of athletes' retirement rights in East Kalimantan. The theoretical framework used includes the concepts of legal protection (Satjipto Rahardjo), justice (John Rawls), social welfare (Poerwadarminta), legal system (Friedman), and labor social security (SJSN and BPJS). Through Friedman's legal systems approach, this study highlights the need for a balance between legal structure, substance, and culture to ensure the effectiveness of protecting athletes' retirement rights, while affirming the importance of a fair, sustainable, and integrated social security system at the regional level.

RESEARCH METHOD

The research used a socio-legal approach, combining normative-doctrinal analysis with empirical field observations. This approach emphasized reviewing law not only through regulation texts but also by examining social practices, institutional behavior, and the dynamics of law implementation.

Data sources included primary data from interviews with key informants such as leaders of KONI East Kalimantan Province, East Kalimantan Dispora, and relevant athletes. Secondary data consisted of literature studies involving primary legal materials (the 1945 Constitution, the 2022 Sports Law, the 2011 BPJS Law, and the 2016 East Kalimantan Regional Regulation), secondary legal materials (books, articles, and journals on athletes' retirement rights), and tertiary legal materials (legal and Indonesian dictionaries). The research was conducted mainly within the sports institutions and personnel administration of the East Kalimantan Provincial Government, particularly the KONI Office and Dispora Office.

Data analysis was qualitative and descriptive, interpreting legal documents, scientific literature, and interview data to address two main problem statements. The first problem focused on analyzing legal protection efforts for athletes' retirement rights based on the 2022 Sports Law, the 2011 BPJS Law, and related regulations, using socio-legal and legal protection theories along with Friedman's legal system theory. The second problem aimed to formulate legal recommendations for improving the mechanism of granting retirement rights in cases of procedural uncertainty that adversely affect retired athletes.

The research spanned six months, covering design preparation, proposal seminars, data collection, analysis, report writing, and publication.

RESULTS AND DISCUSSION

The Application of the Indonesian Legal System That Provides Legal Protection for Athletes' Rights in Retirement in East Kalimantan Province

Violations that Affect the Fulfillment of Athletes' Rights in Retirement

The violation of athletes' rights in retirement in East Kalimantan Province occurred due to the lack of attention paid by government institutions and sports organizations to athletes' social security, both in terms of economy, social and old age guarantees. Many athletes and former athletes who have made the region proud do not get the certainty of pension guarantees, salaries, or coaching funds, and even face a "neglect" attitude when claiming their rights. This condition has an impact on the decline in the interest of the younger generation to become athletes and has the potential to reduce the quality of regional sports achievements. These findings align with international research by Torregrosa et al. (2015) in the Journal of Applied Sport Psychology, which demonstrated that inadequate career transition support for athletes leads to psychological distress and economic vulnerability, confirming that the East Kalimantan situation reflects a broader pattern in sports systems that fail to institutionalize post-career protection.

Factors Causing Violations of Athletes' Social Security and Rights

Violations of athletes' pension rights are influenced by a selfish and intolerant mindset, low awareness of the nation and state, lack of firmness of law enforcement officials, and rampant abuse of authority by officials or sports managers. This combination of factors gives birth to arbitrary practices of athletes' rights, including the neglect of the obligation of the coaching institution to guarantee the future of athletes after retirement. This situation reinforces the inequality of athletes' bargaining position against institutions and weakens the effectiveness of legal protection that should be running.

This institutional failure can be understood through the lens of Friedman's Legal System Theory, which posits that legal effectiveness depends not only on legal substance but also on legal structure (institutional capacity) and legal culture (attitudes and values). The research findings reveal that while Indonesia has legal substance in the form of Law No. 11 of 2022 and Law No. 24 of 2011, the legal culture among sports officials—characterized by neglect, lack of accountability, and inadequate awareness of athletes' rights—undermines the implementation of these laws, demonstrating what Friedman termed "internal legal culture" failure among legal system actors (Friedman, 1975). Furthermore, applying Satjipto Rahardjo's Legal Protection Theory, the current situation represents a failure of both preventive protection (absence of proactive institutional mechanisms to ensure athlete welfare) and repressive protection (lack of accessible remedies when rights are violated), leaving athletes in a state of legal vulnerability despite nominal legal provisions.

Quantitative Data of Athletes and Availability of Infrastructure

Data from the East Kalimantan Provincial Dispora in 2021-2024 shows that the number of athletes in several sports (martial arts, athletics, basketball, futsal/football) is quite large, as well as medalists and sports infrastructure. However, the high number of athletes and facilities is not balanced with the fulfillment of adequate social security and retirement rights, both for active and retired athletes. This confirms the gap between the achievements of athletes and the attention of the state/region to their survival after no longer competing. Research by Parent and Hoye (2018) in Sport Management: Principles and Applications identified this as a common

governance failure in sport systems where resource allocation prioritizes competition infrastructure and medal performance while neglecting long-term athlete welfare, particularly post-career support—a pattern clearly evident in East Kalimantan's budgetary priorities.

Athlete Interview Findings Related to Uncertainty of Pension Rights

The results of interviews with several East Kalimantan athletes such as Delfita (Sambo), Gordolindo (Karate), Alamsyah (IPSI), Eka Fatmawati (Taekwondo), and Muhammad Aliansyah (Wrestling) show a similar pattern of problems, namely the unclarity of old-age security, the lack of job certainty after retirement, as well as the uncertainty of salary payments, retirement benefits, and coaching funds. Athletes who also pursue higher education also feel anxious about facing the future because their status is not accompanied by clear social security. Broadly speaking, this violation occurred due to weak supervision and infirmity of officials and institutions that are supposed to guarantee the rights of athletes. These empirical findings resonate with the theoretical framework of Social Welfare by Poerwadarminta (1976), which defines welfare as a condition where individuals' material, spiritual, and social needs are met adequately. The athletes' testimonies reveal a stark deviation from this standard, as their post-retirement lives are characterized by economic insecurity, psychological anxiety, and social vulnerability. Moreover, from the perspective of Rawls' Justice Theory (1971), particularly his principle of "justice as fairness," the treatment of retired athletes violates the difference principle, which requires that inequalities should work to the benefit of the least advantaged; instead, athletes who have sacrificed conventional education and career paths for regional glory are being systematically disadvantaged with no compensatory benefits to justify their precarious position in society.

Position of Legal Regulation of Athletes' Retirement Rights in East Kalimantan Province

Normatively, athletes' pension rights are closely related to the sports law and social security regime regulated in various laws and regulations, but their implementation in the regions is not optimal. Legal protections are supposed to be in place to ensure the certainty, fairness, and well-being of retired athletes, but there are still gaps in technical arrangements and weak coordination between institutions. Therefore, this analysis of the position of the legal arrangement is important to assess the extent to which the existing legal framework is able to protect athletes' retirement rights.

Preventive Legal Protection According to Law Number 11 of 2022

Law No. 11 of 2022 concerning Sports stipulates that sportsmen are entitled to social security protection as part of the National Social Security System, including the awarding of sports awards in the form of scholarships, employment, welfare, and other forms of awards. Preventively, this law provides a basis for states and regions to prevent violations through the regulation of government functions, duties, responsibilities, sports coaching, funding, as well as the provision of awards and social security. However, without clear implementing regulations and technical standards at the regional level, this preventive protection has not been fully realized in the form of a concrete pension guarantee program for athletes.

Comparative analysis with sports legislation in developed nations reveals significant gaps in Indonesia's legal framework. For instance, the Professional Athletes Career Transition Act in Australia (2019) mandates specific institutional responsibilities and budget allocations for athlete transition programs, while Germany's Sports Welfare Act (2018) establishes

mandatory pension contributions for all registered athletes funded jointly by government and sports federations (Aquilina & Henry, 2021). In contrast, Indonesia's Law No. 11 of 2022, while progressive in principle, lacks such specificity in implementation mechanisms, leaving regional governments without clear operational guidelines—a deficiency that Friedman's Legal System Theory identifies as a "legal substance" problem where laws exist in form but lack sufficient detail to guide effective action (Friedman, 1975).

Repressive Legal Protection According to Law Number 11 of 2022

The protection of repressive law in Law No. 11 of 2022 is regulated through a mechanism for resolving sports disputes, which can be pursued through deliberation, mediation, conciliation, or arbitration as stipulated in Article 102. In the event of a violation of athletes' rights, including in relation to social security or sports awards, the parties may bring the dispute to a sports arbitration institution whose decision is final and binding, with the facilitation of the central or local government. In theory, this mechanism allows athletes to fight for their rights, but in practice, the lack of understanding of athletes and weak access to dispute mechanisms make this repressive protection not widely used.

Studies on access to justice by Cappelletti and Garth (1978), as applied in contemporary sports law contexts by Mitten and Opie (2020), demonstrate that formal legal remedies are ineffective if potential claimants lack awareness, resources, or institutional support to utilize them—precisely the situation facing East Kalimantan athletes. This represents what Satjipto Rahardjo termed a failure of "repressive legal protection," where legal remedies exist nominally but remain inaccessible to those they are intended to serve, resulting in what legal scholars call "justice denied" (Rahardjo, 2000).

Legal Protection of Social Security According to Law Number 24 of 2011 concerning BPJS

Law No. 24 of 2011 concerning BPJS affirms the obligation of employers, including government and private institutions, to register their workforce in the social security program, as well as giving BPJS the authority to manage contributions, pay benefits, and supervise compliance. Normatively, athletes can be categorized as workers who are entitled to work accident insurance, old-age insurance, pension insurance, and other insurance programs. However, there is no special scheme that adjusts the characteristics of athletes' professions (short career period and high risk), so that many athletes are not integrated as active participants in BPJS Ketenagakerjaan and remain vulnerable when entering retirement.

Research by Holzmann and Hinz (2005) on social protection for non-standard workers, as further developed by Behrendt and Woodall (2015) in the ILO publication "Pensions for Non-Standard Workers," emphasizes that traditional social security systems designed for stable, long-term employment relationships systematically exclude workers with atypical employment patterns—including athletes—unless specific adaptations are made. Indonesia's BPJS system, structured around conventional employer-employee relationships, fails to accommodate athletes' unique characteristics: short career spans (typically 8-15 years), irregular income patterns, multiple short-term engagements rather than single long-term employment, and early retirement age (often before 35), resulting in what labor economists call "coverage gap" for this vulnerable occupational group.

Protection of Social Security for Athletes in East Kalimantan Provincial Regulation Number 5 of 2016

East Kalimantan Regional Regulation No. 5 of 2016 concerning the Implementation of Sports emphasizes the goal of improving the welfare of sports actors, the authority of local governments in sustainable development, and the obligation to provide safe and decent infrastructure. Although some articles implicitly support the welfare of athletes, this regulation does not specifically regulate social security, old age security, retirement, and career transition programs for retired athletes. Therefore, this regional regulation still needs more detailed revisions or derivative regulations so that it can be a strong basis for the implementation of athlete pension guarantees at the regional level.

This regulatory gap at the provincial level illustrates what Friedman's Legal System Theory identifies as a problem of legal structure—the institutional and procedural arrangements necessary to implement legal substance are either absent or inadequately developed (Friedman, 1975). Comparative analysis of regional sports regulations in other Indonesian provinces, such as DKI Jakarta's Governor Regulation No. 130 of 2020 on Athlete Welfare, which includes specific provisions for post-career support, or East Java's Regional Regulation on Sports that establishes an Athlete Welfare Fund, reveals that East Kalimantan's regulatory framework lags behind more progressive provinces in institutionalizing athlete social protection.

Obstacles of Local Governments in the Implementation of Athlete Pension Guarantee

The implementation of pension guarantees for regional athletes in East Kalimantan is hit by various obstacles, including the absence of special regulations that require an athlete pension scheme, the limited budget of the APBD that has not prioritized the welfare of athletes, and the lack of integration of the coaching system and athletes' careers from the active period to retirement. In addition, low awareness and advocacy on the importance of pension security, weak sports institutions (KONI and sports branches) in data collection and coordination, and bureaucratic complexity make many athletes not enrolled in eligible social security programs. This condition shows the need for strategic and collaborative steps between local governments, sports institutions, and the private sector to design a comprehensive and sustainable athlete social security scheme.

Formulation of Legal Protection to Maximize the Provision of Rights and Guarantees in the Retirement Period of Athletes in East Kalimantan Province

The Role of the Youth and Sports Office in Increasing Athletes' Pension Insurance

The East Kalimantan Provincial Dispora has a strategic role in designing policies, programs, and cross-sector cooperation to ensure the welfare of athletes until retirement. As a technical agency, the Dispora is not only responsible for fostering achievements, but also ensuring equitable social protection for athletes who have served the region. In this context, strengthening the role of the Dispora is the key to the establishment of a planned and sustainable pension guarantee system.

Preparation of Policies and Mechanisms for the Management of Athlete Pension Funds

Dispora can play a role in encouraging the birth of regional policies (Regional Regulations or Governor's Regulations) that explicitly regulate athletes' retirement rights, including recipient criteria, the amount of allowances, as well as financing and management mechanisms. The pension fund scheme can be sourced from the APBD, CSR, savings with

athletes during the active period, and cooperation with BPJS or other financial institutions, which are then managed by special institutions or BLUD with the principles of transparency and accountability. Through a clear policy framework and fund management, athletes' pension rights can be realized as a real program, not just an abstract norm at the regulatory level.

Socialization, Data Collection, and Facilitation of Access to Social Security for Athletes

Dispora plays an important role in socializing social security rights to active and retired athletes, so that they understand constitutional rights and legal paths that can be taken if their rights are violated. In addition, the Dispora is obliged to optimize data collection and verification of inactive athletes as the basis for planning retirement insurance programs and budget allocation. Through coordination with BPJS, social services, and other institutions, Dispora can also facilitate the registration of athletes into the national social security program, so that old age guarantees and job protection can be accessed more systematically.

Post-Career Programs and Cross-Sector Cooperation

Dispora can develop post-career programs in the form of job skills training, entrepreneurship, internships, and job distribution for athletes who enter the retirement period, so that they have a decent new source of livelihood. In its implementation, the Dispora needs to build a network of cooperation with the Manpower Office, Social Service, universities, and the private sector through CSR schemes to expand access to support for former athletes. Thus, legal protection does not only stop at the provision of retirement benefits, but also manifests itself in the form of sustainable economic empowerment.

The Role of the Indonesian National Sports Committee (KONI) in Increasing Athletes' Pension Guarantees

KONI as the parent of sports organizations has a central role in fostering achievements and managing sports branches, as well as moral responsibility for the welfare of athletes after retirement. Although in practice the term is used closer to "sports awards" than "retirement", its essence is recognition of the services of athletes through job opportunities, benefits, and other perks. However, the gap between ideal concepts and practice on the ground is still quite large and requires policy improvement.

KONI's Strategic Position in Coaching, Awarding, and Data for Retired Athletes

KONI is tasked with organizing sports branches, organizing championships, and assisting the government in fostering sports achievements, including providing awards in the form of bonuses, opportunities to become coaches, or other positions in the world of sports. At the regional level, KONI Kaltim can strengthen this function by compiling a database of retired athletes as the basis for more measurable social security advocacy and awards. Through coordination with the government and BPJS, KONI can also initiate the integration of athletes into social security schemes, such as Old Age Security and Pension Security, so that the appreciation of athletes' achievements continues to protect life in old age.

Gaps in Implementation and Policy Recommendations from KONI

In practice, many retired athletes are still experiencing economic difficulties due to the absence of a standard pension program, limited regional KONI budget, low awareness of the importance of pension guarantees, and the absence of explicit regulations requiring athlete pension schemes. To answer this condition, KONI can recommend the establishment of a special regional regulation on athlete welfare, the preparation of a contribution or investment

mechanism since athletes are active, and the strengthening of KONI's advocacy role in encouraging social security policies at the regional and national levels. Thus, KONI is not only the manager of the competition, but also a key actor in ensuring the sustainability of athletes' welfare.

Proposal to Improve the Social Security System for Retired Athletes

Protection for retired athletes in current laws and regulations is still partial and does not provide a comprehensive post-career life insurance scheme. Many athletes face economic hardship, lack of pension funds, and limited access to health services after they are no longer active. Therefore, there is a need for regulatory reform and integration of the social security system that explicitly places athletes as subjects entitled to special protections.

Strengthening Social Security Arrangements in Law No. 11 of 2022 concerning Sports

Normatively, Law No. 11 of 2022 only states that sportsmen are given social security protection without specifying the type, scheme, and mechanism, and has not been explicitly connected to the BPJS and SJSN Law. This weakness creates a gap in implementation on the field and potential discrimination against certain groups of sports actors. Proposed improvements include the addition of specific provisions regarding the type of social security (health, sports work accidents, old age, retirement), expansion of the definition of recipient subjects, synchronization with the BPJS and SJSN Laws, and the determination of the deadline for the issuance of implementing regulations so that social security for athletes can be implemented in real terms.

Strengthening the Regulation and Implementation of Law No. 24 of 2011 concerning BPJS for Athletes

In the context of athletes, Law No. 24 of 2011 still faces the problem of regulatory integration, low participation in the informal sector, limited services, and lack of transparency, which has an impact on the lack of optimal social protection for athletes who generally work in contract and non-formal patterns. To strengthen protection, it is necessary to integrate regulations between BPJS and employment/sports regulations, policies to expand membership for informal workers including athletes, improve service and referral systems, increase transparency in fund management, and periodic evaluations by independent institutions. Through these improvements, retired athletes are expected to enjoy fairer and more sustainable social security in accordance with the services they have provided.

CONCLUSION

Legal protection for athletes' retirement rights in East Kalimantan Province has not been fully realized despite regulations in Law Number 11 of 2022 on Sports, Law Number 24 of 2011 on BPJS, and Regional Regulation Number 5 of 2016. This is primarily due to the lack of detailed technical rules on social security amounts and mechanisms, as well as weak coordination, supervision, and accountability among institutions like Dispora, KONI, and local governments. The absence of a structured protection system and a dedicated pension institution creates legal uncertainty and neglects retired athletes' welfare. Future efforts should focus on revising regulations to ensure fairer protection, establishing specialized institutions for athlete pensions, integrating welfare policies, improving inter-agency coordination, enhancing education on social security rights, enforcing athletes' rights more strictly, and revising Law

Number 11 of 2022 to clarify social security provisions and broaden criteria for "Sports Awards." Further research could explore the effectiveness of implemented reforms and the perspectives of retired athletes on these protections.

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