

Legal Protection of Social Security and Forms of Providing Accountability, Coaching, and Welfare for Indonesian National Athletes

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ARTICLE INFO	ABSTRACT
<p>Keywords: Legal Protection, Rights and Guarantees for Athletes, Accountability, Coaching, Welfare</p>	<p><i>The aim of this research is to analyze the legal protection provided by athletes for those who are not included in the social security program in the event of an injury and old-age pension security. National athletes have basic rights such as the right to education, health and protection from exploitation. They also have the right to receive appropriate rewards for their efforts and achievements in sports. Legal protection is necessary to ensure that these rights are respected and protected. The government has an important role in the legal protection of national athletes, including in terms of funding, coaching, accountability, training, sports facilities and sports promotion. The government also has an obligation to protect athletes from exploitation and discrimination. In order to achieve brilliant sporting achievements, strong legal protection for national athletes is very important. This provides encouragement for athletes to fully commit to their sport without having to worry about any legal issues that may arise. Thus, legal protection for national athletes is an essential aspect in advancing sports and encouraging future generations of athletes to achieve higher achievements.</i></p>

INTRODUCTION

Exercise is a form of competitive, structured, and planned physical activity that is carried out through body movements and is aimed at improving physical fitness. Meanwhile, sports according to Law Number 3 of 2005 concerning the National Sports System Article 1 number 4 which explains that sports are all forms of activities to foster, encourage, and develop potential both physical, spiritual, and social which are carried out systematically and structured.

In the world of sports, national athletes have a very important role in making the nation proud at the international level. The achievements produced by Indonesian national athletes are not only a source of pride for the country, but also have a positive impact in various aspects, such as sports, economy, and social. Therefore, legal protection of guarantees and rights of national athletes is crucial in supporting the development of national sports.

Sports are not only a place of competition and entertainment, but also reflect the identity of a nation and become a source of inspiration for the community. Behind the athletes' outstanding achievements, there is a great responsibility for their well-being, including the protection of social security. In the course of their sports careers, national athletes contribute to the positive image of the country and become heroes for many individuals. Therefore, it is important to understand and implement adequate legal protection for social security for national athletes.

So far, many Indonesian national athletes have felt that they lack adequate legal and welfare protection related to their rights, including security for their future after retiring from the world of sports. These legal protections cover aspects such as contracts with sponsors, fulfillment of bonus rights, pensions, and medical services. Therefore, in-depth research is needed on the legal protection of guarantees for Indonesian national athletes so that they can participate in sports calmly and without worrying about their fate after retirement (Oesa, Evan Nikola. 2022: 10).

In Article 13 of Law Number 3 of 2005 concerning the National Sports System, the Government has roles and responsibilities and provides authority to develop, foster and facilitate the needs of athletes. The intended form of responsibility is how the Government must meet the needs and rights of athletes in Indonesia both in their social life and in terms of training in order to get decent facilities and welfare for athletes aimed at achieving maximum achievement targets in the field of sports.

With the existence of this law, it will trigger the enthusiasm of the Indonesian people to contribute to the world of sports, creating a love for conducive sports. This will be reflected in an organized, structured, and planned sports organization. There are minimum standards for adequate sports facilities and infrastructure according to needs, which will encourage sports participation from various circles of Indonesian society, ranging from men, women, teenagers, adults, children, to the elderly. The availability of sports personnel who meet the standards will produce athletes who can achieve achievements both at the national and international levels (Silvana et al., 2024).

The establishment of Law Number 3 of 2005 concerning the National Sports System and the regulations contained in it are also expected to provide protection for athletes. Regarding the problems owned by athletes and the obligations of the parties to fulfill these rights found in the regulations. However, it is unthinkable that until now there are often news about cases such as welfare for Indonesian athletes who lack attention or supervision from related parties. Indeed, in conditions like this, it is very worrying because there are still many parties who are still negligent in carrying out their obligations in providing the rights that athletes should get (Alhabsi, 2023). For example, such as the case of arrears of football players' salaries carried out by Indonesian Liga 2 clubs. According to data from the Indonesian Professional Footballers Association (APPI), as many as 138 players from 9 Liga 2 clubs have not received salaries. The outstanding salary reached Rp. 5.4 billion. The nine Liga 2 clubs that have not completed their obligations in paying player salaries are Persiraja Banda Aceh, PSMS Medan, and Semen Padang. In addition, there are also PSPS Riau, PSKC Cimahi, Persib Bandung, Persija Jepara, Gresik United, and Central Kalimantan. Meanwhile, a Lampung wrestling athlete named Robby Irawan won a medal at the 2022 Lampung IX Provincial Sports Week (Porprov) which was promised to get a bonus of Rp. 3 billion cut to Rp. 1 billion. Although Law Number 3 of 2005 concerning the National Sports System and its implementing regulations have been regulated regarding the rights and obligations of parties involved in the world of sports, however, there are still cases of abuse of rights.

Problems will persist due to the lack of legal protection for professional athletes and an understanding of their rights. When problems occur, professional athletes experience indecision or confusion about what they should do and where they should complain and who should be responsible (Usdurah, 2019).

Indonesia is a country that is based on the law and upholds human rights and guarantees all citizens the same position in the Government and the law and is obliged to uphold the government and the law without exception. Thus all citizens are treated and given the same position before the law for the security and safety of their lives, the honor of their property. In accordance with Article 27 paragraph (1) of the 1945 Constitution (4th amendment) which adheres to the principle of Equality Before The Law which means that there is welfare before the law, namely recognition of the same position in the eyes of the law and protection of Human Rights and guarantees of these rights (Ahmad, 2021).

However, in reality, in the field of sports in Indonesia, the law has not been fully implemented or played. So far, the field of sports is only regulated by laws and regulations under partial laws which means that it has not regulated all aspects of national sports as a whole, and has not reflected an orderly legal order in the field of sports.

In world competitions, the achievements of sports athletes must be improved even better, both in terms of materials, facilities, and infrastructure that must be adequate because it is one of the factors that can provide very significant progress so that Indonesia can compete in international events and can prove and make the name of the Indonesian nation proud that Indonesian athletes can compete in the world class. On the other hand, the government must support, foster, encourage and develop the talents of athletes who participate in competitions both national and international events through their performance which greatly affects the spirit of athletes' achievement to compete in every event that is held. The government needs to increase support and motivation to improve the welfare of national athletes. There are still many athletes who have fought and made the nation proud whose services have not been appreciated, so these athletes choose to quit or retire and not focus on sports anymore.

Being an athlete in each particular sport is certain to sacrifice energy, physical, mental, time, material, and even far from family to make the name of the Indonesian nation proud on the world stage. If the Government does

not participate in supporting the struggle of athletes by prospering, it will indirectly affect the mentality and motivation of national athletes.

With the full support of the Government for national athletes, it will increase confidence, so that athletes are more effective and become strong in the development of industrial sports in the country, and can make the future of Indonesian national athletes able to compete in national and international competitions (Nurhayati et al., 2024). When becoming an athlete, things need to be considered, namely facilities and infrastructure must be provided, preparation and living allowances if you are no longer an athlete or retire, the hope is that the athletes will be prosperous and guaranteed when they enter their retirement period. Law Number 3 of 2005 expressly explains that:

"So far, the field of sports has only been regulated by laws and regulations under laws that are partial or have not regulated all aspects of national sports as a whole and have not reflected an orderly legal order in the field of sports".

On the other hand, this Law also regulates the rights and obligations as well as the authority and responsibility of all parties (Government, Regional Government, and the entire community) and synergistically with the Central Government or Regional Government or related institutions in the context of coaching, managing, and developing sports, the community can also play a role in forming a parent organization of sports branches at the central and regional levels (Lazuardi, 2018). But in reality, the legal umbrella in the Law is less effective in protecting athletes in carrying out sports. This is because many athletes are lacking or even not getting attention from the government at all, especially in terms of Sports Development and Development, Facilities and Infrastructure, and Sports Funding.

The problem of how the law (Nomor, 3 C.E.) works in the field of sports. However, it turns out that the Law is only articles that are less effective when faced with cases that occur in the field. So, even though there is a law that regulates the National Sports System regarding the welfare of athletes, there are still many (athletes) whose welfare has not been fulfilled and their welfare is guaranteed. Therefore, there needs to be a legal guarantee for athletes to ensure the fulfillment of their rights related to salary payments in accordance with the agreement. This legal protection includes the right to an agreed salary, the right to social security, the right to take legal steps if the salary payment is late, and the right to compensation in the event of losses due to late salary payment.

If you look at the problems above, it can be seen that there are still many violations of employment agreements, especially in matters related to the fulfillment of athletes' rights that have not been fulfilled. This situation is due to the lack of legal protection provided to national athletes, as well as the lack of understanding among athletes regarding their rights regulated in employment agreements. Athletes are often confused about what steps should be taken if their rights are not met. Therefore, the Government must have an important role in addressing this ongoing problem affecting athletes. An aspect that needs to be considered by the Government is to increase legal protection for athletes, which includes guaranteeing the fulfillment of their rights to ensure the welfare of athletes.

METHOD

The method of approach used is a normative approach. This research method with a normative juridical approach is necessary, because the data used is secondary data with an emphasis on research on literature data obtained through the search of materials from books, literature, articles, and internet sites related to applicable laws or regulations, especially those related to regulations governing "Legal Protection of Social Security and Forms of Liability, Coaching, and Welfare for Indonesian National Athletes".

RESULTS AND DISCUSSION

Legal protection of social security for national athletes is important in the world of sports. This protection involves aspects of legal protection provided to Indonesian national athletes to ensure that their rights, including social security, are properly protected. This legal protection includes the right of athletes to receive social security benefits that have been promised in employment agreements or applicable laws. They also have the right to file a lawsuit if their rights are not met. One important aspect is social security, which includes benefits such as health insurance, accident insurance, and other welfare programs. This social security is intended to provide financial security for athletes in undesirable situations.

National athletes often face challenges in accessing social security. Factors such as lack of understanding, bureaucracy, and uncertainty are often obstacles to obtaining social security benefits. Research on the legal

protection of guarantees for national athletes often results in recommendations for system improvement, including better understanding, bureaucratic simplicity, and improved athletes' access to social security benefits. Good legal protection of guarantees for national athletes has important implications for their well-being and their achievements in the world of sport. Athletes who feel protected will be able to concentrate better on training and competition. In conclusion, legal protection of guarantees for national athletes is an important element in supporting the welfare and development of Indonesian sports. Effective legal protection can provide security and encouragement for athletes to reach their best potential in international competitions.

Legal Protection of Social Security for Athletes

Legal protection for Indonesian national athletes involves a series of laws, regulations, and institutions that aim to ensure that the rights and interests of athletes are safeguarded and protected. In Law Number 3 of 2005 concerning the National Sports System. This law regulates various aspects of sports in Indonesia, including the rights and obligations of athletes, as well as the role of the government in the development of sports.

Legal protection for athletes is needed based on the applicable laws and regulations. Law Number 3 of 2005 concerning the National Sports System Article 55 paragraph (3) explains about "Every professional sportsman/athlete has the right to (a) be accompanied by, among others, managers, coaches, medical personnel, psychologists, and legal experts, (b) participate in championships at all levels in accordance with the provisions, (c) receive guidance and development from the parent organization of the sports branch, professional sports organization, or functional sports organizations, (d) earning a decent income". Then in Article 64 it is explained that sports personnel in carrying out their profession have the right to get: (a) coaching, development, and skill improvement through training, (b) safety guarantees, career improvement, welfare services, legal assistance, and/or awards (Zafitri, 2024).

Law Number 3 of 2005 concerning the National Sports System in Indonesia discusses various aspects of sports, including legal protection of social security for athletes. Although this law does not specifically address social security, some aspects related to athletes' rights and obligations can provide a legal basis for protecting their social and economic interests.

Here are some points related to legal protection of social security for athletes, namely:

- a. Athlete Development and Coaching: Establishes the legal basis for the coaching and development of athletes. This coaching and development not only include technical and physical aspects, but can also include social support and athlete well-being.
- b. Athlete Rights and Obligations: Governs the rights and obligations of athletes, which can include their right to social support, health protection, and career coaching after their active period as athletes.
- c. Empowerment of Sports Organizations: Gives a role to sports organizations to empower and protect athletes. Sports organizations, including federations and clubs, are expected to provide support and protection that includes social security aspects for athletes.
- d. Government Funding and Support: Provides a legal basis for government support for national sports, including athletes. This funding and support can include social security programs for athletes.
- e. Fulfillment of Athletes' Rights in Sports Development: Emphasizing the importance of fulfilling athletes' rights in the context of national sports development. This includes aspects of athletes' rights that can include social security, especially after their active period as athletes.

Although Law Number 3 of 2005 provides a legal basis for the coaching and development of athletes, the implementation and details of legal protection of social security can be further stipulated in implementing regulations or policies issued by the Government or relevant sports organizations. Therefore, it is important to understand the relevant implementing regulations to get a more comprehensive picture of the legal protection for athletes in terms of social security.

Legal protection is one of the main things to provide welfare for athletes. The legal protection in question is to protect the rights and obligations of sportsmen/athletes in obtaining welfare. The welfare of athletes is not only in terms of finances, but also in other aspects such as facilities and infrastructure, a comfortable state of heart, and the fulfillment of all needs both physically and mentally. So that the welfare of athletes can be achieved through legal protection.

Article 100 of Law No.11 on Sports stipulates that Sportsmen and Sports Actors are given social security protection in the form of a national social security system. Basically, protection can be said to be the act of guaranteeing welfare, tranquility, peace, and security as a form of protection against all risks and dangers that can

threaten the safety of athletes during training or matches. In accordance with (Nomor, 11 C.E.) concerning sports, every sportsperson or athlete gets social security. Sports players are protected by social security, they will focus on training and competing. All risks that occur due to work accidents will be the responsibility of the State. So that sports actors or athletes will focus on the achievements that will be achieved, because their social protection has been protected by the State.

Legal protection of social security for athletes is an important aspect of maintaining their well-being, especially after retirement or in emergency situations. Athletes, like any other worker, have the right to social security that covers a variety of things, including health insurance, retirement, and protection from injury or loss of income. Here are some important points related to the provision of legal protection for social security for athletes:

1) Health Insurance

Health insurance is provided through the Social Security Administration Agency (BPJS) Kesehatan. Protection and access to health services are needed for athletes or sports actors who have benefits such as medical examinations, inpatient treatment, treatment financing, emergency care, and other health services. Which aims to maintain health and welfare conditions for sports actors or athletes, so that they remain focused on running training centers or competition programs optimally without being burdened.

2) Old Age Guarantee

In order to ensure the protection and financial well-being of athletes after entering old age or retirement, the active period of their careers ends.

3) Pension Security

Providing protection for participants who have entered retirement. With a pension guarantee, it can provide a sense of security and calm for sports actors or athletes so that they can live their retirement comfortably, prosperously, and can contribute again to the world of sports.

4) Job Loss Guarantee

Providing protection for its participants who have experienced termination of employment. The benefits provided are in the form of access to job market information, cash, and job training.

5) Work Accident Insurance

It aims to protect athletes or athletes in the event of injuries or accidents due to sports activities. The benefits provided are the cost of medical treatment, rehabilitation, rehabilitation, and financial compensation if the athlete or athlete suffers a severe injury, disability or loss of working capacity as a result of an accident.

6) Death Guarantee

The guarantee given by the heirs in the form of cash when the participant dies is not due to a work accident. Death insurance includes cash compensation, funeral expenses, scholarships, and periodic compensation paid in a lump sum. Legal protection of social security for athletes is the shared responsibility of the government, sports federations, and related organizations. This collaborative effort is important for ensuring that athletes can enjoy their sports careers without worrying about social and economic risks, and also for them to have a fair chance of succeeding in life after retirement from the world of sports.

The Role of the Government in Responsibility and Coaching for Athletes in Fulfilling Athlete Welfare

Until now, there are still many athletes whose welfare has not been fully fulfilled, both active athletes and former athletes who have retired. Demanding welfare expectations for athletes in the form of providing decent salaries, old-age/retirement benefits, and coaching funding. In this case, the most important thing is the role of the Government in carrying out its duties to provide responsibility, coaching, training, developing, providing supervision, facilities and infrastructure, as well as other needs to support the welfare of athletes to support national sports achievements. According to (Yulianto & Kusnanik, 2021) achievements in the world of sports can be obtained through a very long, systematic, structured, and gradual process. The process is then applied with coaching carried out by an organization in sports. The coaching includes implementation, planning, and periodic evaluation to obtain maximum results.

Laws and regulations are documents that detail regulations on how the Government grants rights to athletes and all Indonesian people in accordance with the provisions that apply in the National Sports System. Article 13 of Law Number 3 of 2005 concerning the National Sports System regulates the rights, obligations, authorities, and responsibilities of all parties, including the Central Government, Regional Governments, and the community. This law also stipulates vertically aligned cooperation between the central and regional governments,

as well as horizontally between related institutions, both at the central and regional levels, to effectively manage, develop, and foster national sports (Pranoto et al., 2021).

Law Number 3 of 2005 concerning the National Sports System stipulates the role of the Government in carrying out responsibilities and providing a form of coaching for athletes. Government responsibility and coaching for athletes encompasses various aspects to ensure their success, protection, and well-being. So, there are several responsibilities of the Government to athletes, namely:

- a. **Funding and Financial Support:** The government has a responsibility to provide funding and financial support to athletes. This includes coaching, training, participation in competitions, and other financial needs that support the development and achievement of athletes.
- b. **Coaching and Talent Development:** The government should be involved in coaching and developing athletes' talents from an early age. These coaching programs can include talent identification, provision of adequate sports facilities, and structured training to ensure athletes can reach their maximum potential.
- c. **Education and Career Development:** The government is required to provide educational support to athletes, both in the context of formal education and skills training. In addition, the government also has a responsibility to assist athletes in planning and developing their careers outside of the world of sports.
- d. **Health Insurance and Protection:** The government is mandated to provide adequate health insurance for athletes. This involves protecting against health risks that may occur during their sports career.
- e. **Sports Infrastructure Development:** The government has the responsibility to develop adequate sports infrastructure, including training facilities, stadiums, and other sports facilities. This includes investments in the construction and maintenance of facilities to comply with international standards.
- f. **Regulation and Implementation of Sports Rules:** The government has a role in regulating and supervising the implementation of sports rules. It aims to maintain the integrity of the sport, including addressing issues such as doping and ethical violations.
- g. **Development of Welfare and Pension Programs:** The government can develop welfare and pension programs specifically for athletes, ensuring that they have a safety net after their active period of exercise is over.
- h. **Coordination with Local Governments and Related Institutions:** The government is required to coordinate effectively with local governments and related institutions in the management, development, and coaching of national sports. This coordination is carried out both vertically between the central and regional governments, as well as horizontally between the institutions involved.

With this role, the Government is expected to create an environment that supports the development of athletes, ensures their rights are fulfilled, and supports high achievement in various sports competitions.

In the development of the current world of sports, coaching is the most important and very influential. The success and development of the sports world is highly dependent on the effectiveness of coaching. Coaching reflects the dedication and maximum effort made by the sportsman or athlete to achieve a common goal. Coaching can also be said to be assistance aimed at groups or other people through coaching materials with the aim of developing their talents and abilities, so that what is expected can be achieved.

This coaching program cannot be done instantly, coaching must be carried out with a good, correct process, and go through step by step continuously. In this coaching process, it must be really organized through cooperation between organizations, agencies, and sports stakeholders (Rasyono, 2016). According to (Lismadiana, 2021) Management in an athlete development program is a strategic step to achieve the best possible athlete achievements in the future. Sports clubs or institutions for the development of talented athletes play a key role as the main entity in carrying out achievement coaching, especially for young athletes. In addition, this club also serves as a forum for coaches to develop and apply their coaching knowledge.

In addition, coaching is an effort to change bad behavior for the better. The concept of coaching should focus on effective and practical methods, which means being able to provide the best solutions to every problem faced, and practical in the sense that it is based on facts that are in accordance with reality so as to provide benefits that can be applied in everyday situations. Sports coaching, especially in the context of achievement sports, involves the development of athletes or teams in a planned, gradual, and sustainable manner through various competitions with the support of sports knowledge and technology. Meanwhile, sports coaching refers to a coaching system that involves athletes in the process of developing their professionalism through a predetermined system, with the aim of achieving achievements.

Sports coaching is indeed not easy in its implementation, many challenges are faced and can even lead to failure. This obstacle is caused by various factors, including sports policies, athletes' physical condition, coaching process, and development factors. However, these things are not obstacles that are difficult to overcome if all parties involved can work together in line and in the same direction, with the aim of building the desired sports achievements.

In Law Number 3 of 2005 concerning the Sports System Article 27 concerning Coaching and Development of Achievements:

The coaching and development of achievement sports is carried out and directed to achieve sports achievements at the regional, national, and international levels.

- 1) The coaching and development of sports achievements as referred to in paragraph (1) is carried out by the parent organization of the sports branch, both at the central level and at the regional level.
- 2) The coaching and development of sports achievements as referred to in paragraphs (1) and (2) are carried out by coaches who have qualifications and certificates of competence that can be assisted by sports personnel with a scientific and technological approach.
- 3) The coaching and development of achievement sports is carried out by empowering sports associations, developing national and regional sports coaching centers, and organizing competitions in stages and sustainably.
- 4) The coaching and development of achievement sports as referred to in paragraph (4) involves potential young sportsmen from the results of monitoring, guidance, and talent development as a process of regeneration.

Law Number 3 of 2005 concerning the National Sports system, coaching actors are classified into four, namely:

- 1) Regional Governments are explained in Article 21 of Law Number 3 of 2005 concerning the National Sports System that the government and local governments are obliged to foster and develop sports in accordance with their authority and responsibility.
- 2) In accordance with article 23 of Law Number 3 of 2005 concerning the National Sports System, it is explained that:
 - a. The community can actively coach and develop sports through various sports activities, both carried out with the encouragement of the government and/or local governments, as well as on their own awareness or initiative.
 - b. The coaching and development of community sports as referred to in paragraph (1) is carried out by sports associations within the local community.
 - c. The community in fostering and developing sports as referred to in paragraphs (1) and (2) may form sports branch organizations that do not conflict with this Law.
- 3) Government Institutions and Private Institutions In accordance with Article 24 of Law Number 3 of 2005 concerning the National Sports System, that Government and private institutions are obliged to organize sports coaching and development for their employees to improve health, fitness and excitement as well as work quality and productivity in accordance with their respective conditions
- 4) Sports coach or coach In Article 60 of Law Number 3 of 2006 concerning the National Sports System, it is explained that:
 - a. Sports coaches include coaches of associations, parent organizations, or sports institutions at the central and regional levels who have been elected or appointed as administrators.
 - b. Sports coaches carry out sports coaching and development in accordance with their duties and functions in the organization.

In Article 61 of Law Number 3 of 2005 concerning the Sports System, the rights and obligations of National sports coaches, namely:

- 1) Sports coaches have the right to obtain increased knowledge, skills, awards, and legal assistance.
- 2) Sports coaches are obliged to:
 - a. Carry out coaching and development of sports organizations, sportsmen, sports personnel, and sports funding.
 - b. Carry out sports coaching and development according to principles.

According to Law No. 3 of 2005 concerning the National Sports System, Article 21 paragraph 1 explains that the central government and local governments are obliged to carry out their authority and responsibility to coach and develop national sports. Article 21 paragraph 2 explains that the coaching and development referred

to in paragraph 1 includes sports, manpower, organization, funding, methods, facilities and infrastructure, as well as awards and sports. Local governments have the primary responsibility to carry out and coordinate coaching in the field of sports. This is stated in Law Number 3 of 2005 concerning the National Sports System, especially in Article 13 paragraphs 1 and 2 which regulate the duties, authorities, and responsibilities of the central government and local governments. Paragraph 1 emphasizes that the Government has full authority to regulate, foster, develop, implement, and supervise the implementation of national sports. Meanwhile, Paragraph 2 states that local governments also have similar authority to regulate, foster, develop, implement, and supervise sports activities in their areas. The steps taken by the Government, both central and regional, have an important role in encouraging the progress of sports activities and become a means to improve achievements both at the local, regional, national, and international levels (Manoy et al., 2017).

So, basically coaching athletes aims to get seeds of athletes who have the potential to have great achievements for good and talented achievements, then it will be easier to develop quality athletes to the maximum. With this coaching process, of course, to get maximum results, it takes a long time with a structured mechanism and stages that are carried out professionally. In addition, athlete coaching must also be carried out systematically, in stages, effectively, diligently, and sustainably, it is hoped that it will continue to achieve maximum achievements (Bintana, 2017).

CONCLUSION

Legal protection of social security for athletes and the provision of responsibility, coaching, and welfare for Indonesian national athletes are important aspects in ensuring the sustainability and development of sports achievements in the country. The existence of legal protection for social security for athletes shows the state's concern for their welfare. This includes aspects of health, education, and financial security to ensure that athletes can focus on developing their achievements without worrying about social and economic risks.

Giving responsibility to various parties, including the Government, sports federations, and related institutions, demonstrates a commitment to providing holistic support to athletes. Coaching involves technical, psychological, and physical aspects to ensure the overall development of athletes. Ensuring the welfare of athletes is not only limited to material aspects, but also includes aspects of coaching and personal development. This creates an environment that supports the growth of athletes as individuals, not just as participants in sports.

Coaching and developing athletes must be a sustainable effort. This includes investing in sports facilities, coaching training, and developing innovative coaching programs to enable Indonesian athletes to compete globally. The importance of cooperation between the Government, the private sector, and the community in providing support to athletes creates the synergy needed to achieve the goal of coaching and welfare of national athletes. Legal protection and full support for athletes are essential in developing the potential of national sports. With attention to the aspects of social security, coaching, and welfare, it is hoped that Indonesian athletes can achieve maximum achievements and become an inspiration for future generations.

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