

## Civil Protection Model in Indonesia Through Optimizing *Satlinmas*

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### ABSTRAK

Perlindungan masyarakat melalui optimalisasi *Satlinmas* masih diperlukan karena tingkat keamanan masyarakat belum mapan. Banyaknya kasus penganiayaan, kerusuhan, penipuan, konflik, kerukunan masyarakat, dan pencurian menjadi bukti konkrit bahwa Indonesia belum aman. Tujuan penelitian ini untuk menganalisis pentingnya optimalisasi *Satlinmas* dalam konteks perlindungan masyarakat sipil di seluruh daerah, serta mengetahui cara-cara yang ideal dalam mengoptimalkan *Satlinmas* baik dari segi kualitas dan kuantitas. Kelemahan model perlindungan sipil melalui *Satlinmas* terletak pada regulasi yang kurang efektif, sehingga *Satlinmas* kurang diminati. Alhasil regenerasi sulit terjadi di beberapa daerah, padahal *Satlinmas* membawa sejumlah potensi positif untuk lebih memahami dinamika dan karakteristik masyarakat lokal jika dibandingkan aparaturnya negara lain. Metode penelitian menggunakan studi kepustakaan yang mengandalkan analisis serta elaborasi berbagai literatur ilmiah berupa jurnal, buku, dan literatur internet dari website sebagai pendukung. Hasil penelitian menunjukkan bahwa optimalisasi *Satlinmas* belum berjalan efektif, karena adanya beberapa kendala. *Satlinmas* di beberapa daerah belum merasakan kesejahteraan, bahkan jumlah insentif sangat kecil. Belum lagi masalah keterlambatan penyaluran insentif di beberapa daerah, sehingga fakta ini berimplikasi kuat pada rendahnya minat generasi muda untuk menjadi anggota *Satlinmas*.

### ABSTRACT

Community protection through the optimization of *Satlinmas* is still needed because the level of community security has not been established. The many cases of persecution, riots, fraud, conflicts, community harmony, and theft are concrete evidence that Indonesia is not yet safe. The purpose of this research is to analyze the importance of optimizing *Satlinmas* in the context of civil society protection in all regions, and to find out the ideal ways to optimize *Satlinmas* both in terms of quality and quantity. The weakness of the civil protection model through *Satlinmas* lies in the ineffective regulation, which makes *Satlinmas* less attractive. As a result, regeneration is difficult in some regions, even though *Satlinmas* brings a number of positive potentials to better understand the dynamics and characteristics of local communities compared to other state apparatus. The research method uses a literature study that relies on analysis and elaboration of various scientific literature in the form of journals, books, and internet literature from websites as support. The results show that the optimization of *Satlinmas* has not been effective, due to several obstacles. *Satlinmas* in some areas have not felt the welfare, even the amount of incentives is very small. There is also a delay in the distribution of incentives in some areas, which has strong implications for the low interest of the younger generation to become members of *Satlinmas*.

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## INTRODUCTION

Community Protection Unit or *satlinmas* refers to a unit formed by the government drawn from elements of a civil, general, open society in various regional points. Satlinmas is the previous name for civil defense (*hansip*) whose existence was not far from the lives of small communities, especially in the function of providing security, order, and peace. The government's initiative to form small organized units by involving the community is part of efforts to realize national security.

Satlinmas staffed by civilians is alleged to have higher sensitivity and time intensity when compared to state apparatus at higher levels such as the police through Bhabinkamtibmas, and the TNI through Babinsa. At the small life level at the village community level, the existence of Satlinmas can respond to emergencies more quickly because of its proximity to the community and the high sense of ownership of each target area.

The capacity of Satlinmas when compared to state apparatus such as the TNI and Polri is in stark contrast. In terms of mastery of the region (local), Satlinmas is certainly superior because the intensity of interaction with the community is higher. Therefore, it can be assumed that Satlinmas is closer to the community without excessive shyness, unlike when interacting with TNI-Polri institutions which seem more rigid.

The secure feeling can be realized by strengthening additional personnel such as Satlinmas from the Civilian element, although in implementation in the field, there is still a coordination relationship with the competent security forces. However, the advantages of Satlinmas in general lie in their closeness, in-depth knowledge, and mastery of the field in the smallest regional units throughout Indonesia. The existence of Satlinmas is more organized, measurable, directed, and focused on a network of small units so that the interests of protecting the community are easier to reach.

The ability of Satlinmas to manage information and accommodate the interests of small communities will automatically lighten the burden on the state apparatus (TNI & Polri) because the synergy between the three of them increasingly creates a sense of security for their respective built environments. In the past and present eras, Satlinmas has increasingly developed its function in assisting government tasks, implementing programs, and overcoming various other social-development problems. The creation of Satlinmas brings a positive contribution, or in other words, it was born as a reserve component with vital functions in carrying out rights and obligations.

Optimizing Satlinmas is not just about recruiting members, but also equipping Satlinmas with training and skills to minimize the risk of problems in society, especially regarding security and order in the community. Satlinmas have the potential to maximize early detection of all types of problems and dangers amid a community environment that has disturbing elements, creates discomfort, and triggers conflict.

The protection of civilians in Indonesia must be seen from the perspective of the existence of cases, events, and phenomena in the field, especially regarding matters that threaten the security and order of civil society. A concrete example refers to data from the Central Statistics Agency in the last decade which shows that fluctuations in criminal cases tend to increase in Indonesia (Audey & Ariusni, 2019). This is further strengthened by data from the National Police, that during the January-April 2023 period, there was an increase in the cumulative-to-cumulative number of criminal cases such as theft, theft, beatings, fraud, abuse, and other cases (Ahdiat, 2023).

Referring to the data above, it can be concluded that order and security in Indonesia at the level of civil society life are still far from ideal. Peace of life in society continues to be undermined by individuals who seek personal interests in negative ways. Therefore, the task of Satlinmas in the target areas is increasingly challenging, so realization is needed to strengthen Satlinmas so that it can balance the dynamics in society in terms of order and security.

The security and order created in the community cannot be separated from the quality of the community's human resources. Satlinmas have a limited role of responsibility in reaching order and security because most of the state of order and security in the environment will be created through communication patterns, level of education, economic level, level of population productivity, as well as the state of religious morality.

Community order is exemplified through actions, character, and lifestyle patterns commonly seen in Indonesia. For example, during the COVID-19 period, society was not able to maintain orderly behavior and discipline to help fight COVID-19 in various vulnerable areas. Finally, the government's efforts increasingly encounter new challenges because public awareness of wearing masks and implementing healthy living protocols is very low (Isnawan, 2021).

Furthermore, based on the background above, the researcher formulated the problem, namely the extent to which the importance of optimizing Satlinmas in the context of civil protection, of course including helping to create a situation of security, order, and peaceful living in the community. Then, researchers need to formulate how to optimize Satlinmas both now and in the future, of course, so that the burden of responsibility from the government is increasingly fulfilled to fulfill the rights and obligations of civil society.

This research proposes to analyze the importance of optimizing Satlinmas in the context of civil protection in all regions, as well as finding out the ideal ways to optimize Satlinmas so that their role and contribution are more capable in Indonesia. It should be noted that Satlinmas is an element formed by the village government, however, in terms of its institutional structure, Satlinmas has the same function as Satpol PP as stated in Article 5 of the MENDAGRI NO. 26 of 2020, namely the organization of public order and tranquility.

Distortion of roles and assignments almost occurs in all regions, and it is even possible that there is a lack of respect for Satlinmas personnel. Despite the strategic existence of Satlinmas, Satlinmas is constrained by unsupportive regulations and policies. Especially when it comes to special aspects that are not owned by personnel from the police or military, Satlinmas has a variety of more flexible approaches with the community. The existence of Satlinmas is very different from the Police and Military personnel who are generally placed in unit offices or headquarters such as battalions (Rasyidi, 2021).

The knowledge and skills provided in carrying out the duties as Satlinmas is a manifestation of the government's commitment to organizing community protection. The attachment of Satlinmas personnel to the community and government is part of their work responsibilities, while the issue of Satlinmas membership rights has been regulated in article 19 of the Minister of Home Affairs Regulation No. 84/2014.

This research is important to elaborate the discussion of Satlinmas protection in Indonesia. The interesting side of the Satlinmas protection model in Indonesia lies in the multifunctional role, but it is not balanced with adequate compensation. Satlinmas has a professional organizational framework, but the protection model is not optimal. There are many contributing factors, especially the formation of a "less prestigious" point of view when compared to other similar apparatus elements. The Satlinmas Protection Model in terms of concept and terms of reference

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### **Literature Review**

First, research from Kinasih & Pramono (2018) on Optimizing the Role of Satlinmas in Gilingan Village, Banjarsari District, Surakarta. In this research, it was stated that Satlinmas have multiple roles, both functionally, structurally, and incidentally. Capitalizing on skills training and knowledge provision, the Satlinmas in Gilingan Village are relied on to anticipate threats to the community, especially with the mandate from the Mayor in Surakarta Mayor Regulation No. 58 A of 2012. Several problematic backgrounds in the field were successfully handled through the alertness of the Gilingan Community Service Unit, including overcoming natural disasters such as flooding due to the uncontrolled overflow of the Bengawan Solo River. Satlinmas' activity is not only in the form of post-incident (flood) events but also in a series of supporting activities such as river normalization, disaster response training, and continuous monitoring of water discharge. Several other central roles are in the field of issues such as: socializing the dangerous disease HIV AIDS, assisting Satpol PP on routine patrols through the densely populated areas of prostitutes around the terminal, and finally securing every social event organized by community members.

Second, research from Nugroho & Supardal (2022) discusses the contribution of Satlinmas in Sleman Regency in various community activities together with Sapol PP, Polri, and TNI. Security is one of the tasks of Satlinmas; throughout Sleman Regency often collaborates with cross-organizational efforts such as the POLRI and TNI to secure target objects, including human objects, places, goals, discipline, order, and so on. However, amidst the extra contributions, serious obstacles were found for Satlinmas in the Sleman Regency area because Satlinmas members on average were dominated by members over 50 years old. This fact is suspected to be due to the lack of interest among young people in becoming Satlinmas members so that regeneration does not take place. In the end, this research concludes that there is no empowerment of personnel so interest is very low. Even though the regional government is seriously trying to organize the existence of Satlinmas through Decree Number 93.9/Kep.KDH/A/2020 concerning the Sleman Regency Community Protection Task Force, the empowerment to support the performance and contribution of Satlinmas is still lacking, even though its personnel reached more than 8000.

Third, research from Wibowo (2020) discusses the less-than-optimal performance of Satpol PP in the Central Java region, so it is important to strengthen a new paradigm regarding forms of community participation in helping to create peace and public order. The need to strengthen synergy with elements of society (Satlinmas) is motivated by the sub-optimal performance of Satpol PP in the field. One of the contributing factors is that the strength of Satpol PP personnel in each region is too unequal (uneven), or in other words, does not meet the ideal elements as stated in PERMENDAGRI No. 60 of 2020. The lack of Satpol PP personnel is also influenced by Regional Government recruitment which prioritizes basic services (health and education). The Central Java Province Satpol

PP has innovated to form subordinate organizations such as KST and Satlinmas as an extension or strategic implementers according to its established function. In the end, professionally trained community participation and community involvement to become actors in social control greatly boost the performance of Satpol PP to create order, order and non-conflict.

The research facts above show the quality of Satlinmas in the midst of community social issues and problems. Satlinmas is trusted and relied upon to be an element of competent task implementers in the midst of community complaints and threats. This means that Satlinmas has special skills and approaches whose development process must be managed optimally so that it has a strong impact on the community. In terms of proximity, Satlinmas is even closer to the community. The existence of Satlinmas is not difficult to find, working hours are flexible, and they have more intensity of closeness to the community.

The lack of Satlinmas regeneration shows that the interest of the community, especially the younger generation, is low, of course there are many factors that cause this. If analyzed, especially in terms of income (wages), the level or prestige is less cool, and other benefits are guaranteed. In fact, Satlinmas is a dexterous organizational element that is able to become a liaison between the community and the government apparatus in a professional manner or through a humanist approach. The total of thousands of Satlinmas personnel in a region proves that the institutional potential of Satlinmas can still be maximized by the government, but it needs to be balanced with increased empowerment.

The concept of Midgley's theory as cited by Witono (2020) in the book Social Development which asserts that a series of institutional activities should be aimed at improving people's living standards is used in this study, as the theory is relevant to describe the dynamics of Saltinmas. Satlinmas personnel cannot be considered as mere task executors with great responsibilities, but must also be seen as ordinary people who need collective institutional support. Edi's theoretical concept Wibowo (2008) on improving community life based on economic-integration is also the basis of this research. This means that the community protection model through Satlinmas can be assumed not to run optimally, when it is still hampered by the issue of empowerment/eligibility received by personnel. Instead of realizing peace and order in the community, Satlinmas regeneration has the potential to stagnate because it is not believed to be a promising profession.

The novelty of this research at least has a differentiating element when compared to other studies, because in this research it is revealed with new critical theories. Facts in the field are used as reinforcing elements so that the mapping of the Satlinmas condition as a whole (nationally) is known, after which it is directed to create new conclusions, new findings, and new discussions to support previous research.

## **RESEARCH METHODS**

The research method uses library research (literature study) so that the needs of data collection, data sources, data analysis are carried out in one framework. The library study method relies on the dominant role of the researcher. The role of the researcher is dominant in (1) searching for data references, (2) translating data, and (3) analyzing data. Throughout the research, the researcher focused on conducting theoretical studies sourced from secondary data. The acquisition of secondary data does not require the direct presence of the researcher, but the role of the researcher is more complex. The complex role in question is in the context of

processing to the stage of credible data analysis.

The nature of library research has a strong focus on analyzing the literature or sources of information obtained. Such as sourcing from books, scientific journals, articles, thesis research, credible website data, etc. Researchers play a strong role in summarizing, analyzing information, identifying, as well as evaluating and explaining scientifically. The scope of research or literature study is very broad, researchers mostly take scientific journals as the main reference, then supported by theories from books and website-based graphic data.

Steps in ensuring the credibility and validity of this research can refer to the scientific references covered by the researcher. The researcher included scientific references with an average of research conducted in the last 5-7 years, which is ideal. This research is analyzed and compiled based on scientific references accompanied by secondary facts so there is very little chance of bias (full of prejudices, interpretations, opinions).

## RESULTS AND DISCUSSIONS

### 1. Empowerment of Satlinmas within the Performance Framework

Satlinmas has legal protection in carrying out strategic roles and performance in the field, as stated in PEMERNDAGRI No.26 of 2020. The birth of legal protection is a form of optimization as well as a patent reference framework for operations. The involvement of Satlinmas in assisting with strategic matters cannot be underestimated. Several tasks such as: (1) assisting with disaster management, (2) realizing social security and order in the community, and (3) assisting with security in holding elections are risky mandates. Strong competence and discipline are required to carry out assistance duties, even though Satlinmas is not the main organization.

Satlinmas is an auxiliary organization after the TNI, Polri, and Satpol PP. However, Satlinmas has several advantages compared to the three units, including:

#### a) Physical Proximity

Physical closeness with community members occurs because Satlinmas members spend more time at home. The movement of Satlinmas members will only occur when they are needed, called upon, and have urgent information.

#### b) Territorial Control

As a small unit at the village level, it allows Satlinmas to better control a corner of the area, including memorizing the characteristics and lifestyle of the local community.

#### c) Instant Mobility

Satlinmas can flexibly move at any time because their working hours are flexible, unlike the TNI, Polri, and Satpol PP which have bound office working hours. Satlinmas' capacity is more reliable as a strategic partner for the three institutions, especially in matters of information reporting and field monitoring.

The above explanation is strengthened by the existence of PERMENDAGRI No. 26 of 2020 which regulates the rights and obligations of Satlinmas members. In the past, there were no specific regulations for the operationalization of Satlinmas, including empowerment matters. Satlinmas is starting to be considered an important unit in state affairs so that rights and obligations are regulated. Education, training, and technical guidance are a set of activities to forge the capacity of Satlinmas.

Research from Gumelar (2018) found that the local government through the Sleman District Health Service paid serious attention to empowering Satlinmas membership. This empowerment effort is realized in the form of providing sustainable health insurance facilities in all sub-districts.

**Table 1.**  
**Distribution of Sleman Regency Satlinmas Health Insurance**

No.	KECAMATAN	TAHUN				
		2012	2013	2014	2015	2016
1.	Cangkringan	42	212	40	50	30
2.	Ngemplak	2	315	40	50	30
3.	Kalasan	2	211	40	50	30
4.	Prambanan	2	213	40	50	30
5.	Berbah	42	211	40	50	30
6.	Depok	2	107	40	50	30
7.	Mlati	2	212	40	50	30
8.	Ngaglik	42	213	40	50	30
9.	Pakem	2	315	40	50	30
10.	Turi	2	211	40	50	30
11.	Tempel	2	215	40	50	30
12.	Sleman	2	212	40	50	30
13.	Seyegan	2	212	40	50	30
14.	Godean	2	111	40	50	30

Source: Research from Gumelar (2018)

But, providing honorariums and health insurance is not enough to attract the interest of the younger generation to replace membership in Satlinmas for the elderly in Sleman. There are two strong underlying factors, the first is related to the small honorarium, and the second is related to the public stigma which considers Satlinmas' pride (the element of prestige) to be very different from other apparatus units (Gumelar, 2018). Such facts should give rise to evaluation material for the country to make further adjustments. If the presence of Satlinmas helps the role of government officials, there is no reason to postpone further policies.

The issue of honor and pride as a Satlinmas member is truly felt by the community. The Satlinmas ecosystem has the potential to reduce unemployment in Indonesia. The gap between Satlinmas and other state apparatus (TNI, Polri, Satpol PP) has been identified, the next point is to wait for the government's response within an unspecified period. The position and duties of Satlinmas in many areas are in a dilemma, between being strengthened or ignored.

## 2. Empowerment of Satlinmas within the Social Welfare Framework

There are differences in each region in paying attention to the social welfare of Satlinmas members. There is not a single national regulation that does not provide a specific amount regarding honoraria, so the region is the determining factor.



**Table 2.**  
**Increase in Satlinmas Incentives for Several Regions**

Region (area)	Previous amount	increase	year
Balangan (Kalsel)	150.000	150.000	(2023)
Karawang	300.000	275.000	(2022)
Katingan (Kalteng)	75.000	500.000	(2023)

Source: Online Media Association (2023)

The data above illustrates that the level of Satlinmas (Honoarium) income in Indonesia is still far from adequate. Even though Satlinmas is not classified as a permanent profession with monthly guarantees, the role it plays is not light. Many Satlinmas are involved in government and private strategic projects, of course, to help create security and public order. The welfare of Satlinmas in each region is difficult to analyze, due to differences in background conditions.

Several aspects of the background of Satlinmas should be taken into consideration by local governments when determining the number of incentives. Examples of background aspects are: (1) status in the family, (2) number of children/dependents, (3) main job, (4) home facilities, and (5) ownership of assets outside the home. When linking the incentive amounts in the 3 districts as in **Table 2**, the increases that have been made do not necessarily have a positive impact on Satlinmas members. If you consider that the existence of Satlinmas is important to maintain, you should think critically from a welfare perspective.

Complaints regarding the welfare of Satlinmas occur in several areas, this fact indicates that the rights and responsibilities of Satlinmas are not balanced. The Satlinmas protection model in the field is quite helpful for state apparatus partners, especially in critical, urgent, national-scale problems. Satlinmas is the closest spearhead in the community when problems are discovered. If we refer to the mechanism for recruiting Satlinmas members, they are required to have elements of capability and activeness in their respective operational areas. This means that Satlinmas can be considered a vital unit filled with sincere/volunteer people even though they are not given a fixed salary by the state.

The important role of Satlinmas does not always receive appreciation from the relevant government institutions, especially in Tenggarong, East Kalimantan. As released by the East Kalimantan Newspaper, the involvement of thousands of Satlinmas personnel in securing the election of Governor and Deputy Governor is truly sad. The reason is that not all members are given an honorarium, whether they are tasked with maintaining security at the village/sub-district level to the sub-district level.

*"When (Linmas) is part of the KPPS SK, the honorarium comes from the KPU. However, those on guard at the sub-district, village, and sub-district PPS secretariats do not receive honorariums." Conclusion of the Satlinmas Section of Sapol PP Rafik, Thursday, 28/6*

Overlapping ad hoc institutions such as KPPS with Satlinmas status is an ambiguity. KPPS and Satlinmas are two different institutions so they should not be combined into one explanation. KPPS continues to work with its portion, while Satlinmas also can help with security.

On the one hand, the Satlinmas protection model as stated in the relevant PERMENDAGRI is voluntary. So actually, professionally, it's fine to work selflessly. However, in terms of social welfare, as is the concept in Article 27 of the 1945 Constitution which reads:



*"Every citizen has the right to work and a living worthy of humanity"*

Supported by the theory of Midgley (1995) in the book *Social Development* which emphasizes that a series of institutional activities should be aimed at improving people's living standards. Improving the quality of life of the community is also interpreted by Wibowo (2008) as an improvement in the economy and integrated protection. It is impossible for people who work and are involved in the social environment to operate without scientific competence, thus maturing the perspective that they are also actors in the realization of national ideals.

The theory above is relevant to the Satlinmas protection model as an institution that is sensitive to social problems. Social means being in the midst of society and showing focused work discipline when relied on. Satlinmas should not become a practical institution that is strongly mobilized without being given commensurate reciprocity. However, the existence of Satlinmas must be recognized as a multi-functional professional institution, so that efforts for welfare are not risky for the state.

Optimizing Satlinmas in Indonesia is still far from feasible, especially in terms of member welfare. The Indonesian Ombudsman released a news article based on the direct experience of Satlinmas members in Banjarmasin City, South Kalimantan. Satlinmas is likened to an aid agency to protect, but not protected (not prosperous). The big floods in 2021 that hit South Kalimantan, including Banjarmasin, did not escape the role of Satlinmas in (1) handling, (2) evaluating, and (3) cleaning within 1x24 hours. The delay in reducing wage compensation for Satlinmas at that time was quite ironic because for more than 3 months there had been no follow-up until finally, the South Kalimantan Ombudsman became the intermediary in the case (Ombudsman, 2022).

The calling of the soul within the Satlinmas body to play a role in helping problems in society is still being complained about. The welfare issue is still not resolved to this day, complaints are found in various regions and places.

**Table 3.**  
**Cross-Regional Satlinmas Wage Complaints**

Region (year)	Source (information)
Bandar Lampung (2021)	<a href="https://medialampung.disway.id/read/61435/lima-bulan-belum-digaji-sejumlah-linmas-di-bandarlampung-mengeluh">https://medialampung.disway.id/read/61435/lima-bulan-belum-digaji-sejumlah-linmas-di-bandarlampung-mengeluh</a> (April-August 2021 incentives of 750,000 have not been reduced, especially during difficult times due to COVID-19)
Lebong Regency (2021)	<a href="https://www.rmolbengkulu.id/honor-linmas-masih-memprihatinkan">https://www.rmolbengkulu.id/honor-linmas-masih-memprihatinkan</a> (150 thousand per month is very concerning, especially in Lebong Regency. Although since 2020 there has been health insurance in the form of BPJS for 727 personnel)
Sikka Regency (2013)	<a href="https://kupang.tribunnews.com/2013/03/24/honor-disunat-linmas-mengamuk">https://kupang.tribunnews.com/2013/03/24/honor-disunat-linmas-mengamuk</a> (Hundreds of Satlinmas members went on a rampage and protested against the security fees for the gubernatorial election which were not by the agreement. 10% cut for each member)

Source: Online Media Association (2023)

### 3. Ideal Government Paradigm & Universal Perspective

The government's authority to regulate incentive schemes, empowerment, and the functionality of Satlinmas members requires review. To optimize functions, it is necessary to consider many aspects fairly and evenly. Aspects inherent in Satlinmas membership are 1) individual, 2) defending the country, 3) workload, 4) living needs, 5) other social security, 6) cross-regional complaints, and 7) low interest of the younger generation. The government can make these six aspects optimal if the existence of Satlinmas is still relied on as the spearhead of social security and order at the micro level.

Even though Satlinmas is a small unit that has a micro-scale assignment area, the movement of Satlinmas is much faster. Reaching remote areas according to the domicile of each Satlinmas member is not difficult, as long as operations are adequate. Moreover, when Satlinmas is given special policies that increase income or welfare.

The challenge for the government is to ensure that the proportion of Satlinmas in all regions is balanced. The regeneration of Satlinmas should not be hampered by incentive or wage factors, especially referring to the case in **Table 3**. The government's paradigm regarding the existence of Satlinmas may not yet be at the priority level. So it is normal when problems arise that indirectly indicate neglected management from upstream to downstream. As a result, Satlinmas complains a lot, and the interest of the younger generation is very low.

The government's paradigm in determining the policy framework for Satlinmas needs to be based on the principle of purpose and the principle of usefulness. The birth of Satlinmas, which in the past was known as Civil Defense (Hansip), dates back to the Dutch colonial era. At that time, Hansip was a strategic reserve component derived from civilian elements, formed and fused in the vision of facing war. The existence of Hansip in Dutch is called Lucht Beshcherming Dients (LBD), at that time it had the characteristics of being nimble and fast in protecting the community (Satlinmas Madiun, 2022).

Departing from the role of Satlinmas in the past, which successfully passed the crisis period due to war conflicts, the government should maintain the spirit or life of Satlinmas. There should be no deflection that weakens the existence of Satlinmas. The main paradigm for the government as a public policy administrator should not override the welfare of Satlinmas. Attention to support the mobility of Satlinmas needs to be brought to the surface based on development values.

The perspective of human rights also places a guarantee of equality for society. Ensuring a balance so as not to be unequal is a concrete fulfillment of the principle of human rights, even though human rights are actually values that are inherent in freedom in humans. The substance is that everyone has the "right" to live on earth, of course including civil, political, democratic, social, economic, cultural and other rights (Hakim & Kurniawan, 2021).

The UN Council of PBB also strengthened the provisions of The International Bill of Human Rights which consists of 5 provisions for the life of the world community, including: (1) Universal Declaration of Human Rights, (2) International Covenant on Economic, Social, and Cultural Rights, (3) International Covenant on Civil and Political Rights; (4) Optional Protocol to the International Covenant on Civil and Political Rights; (5) Second Optional Protocol to the International Covenant on Civil and Political Rights, aiming at the abolition of the death penalty (Hakim & Kurniawan, 2021).

Figure 1.  
Human Rights Aspect



Source: quoted from petaknorma.com (2014)

The meaning of human rights in the current era is very broad and covers the entire life of mankind. Human rights are not just rights that are inherent and free to use, but in the running of the government system, human rights need to be converted specifically. The values of human rights from various international perspectives must be translated by the government as a new way of thinking, to then build a country that is based on aspects of common welfare.

The aspect of protection, fulfillment of needs, and long-term maintenance for Satlinmas personnel is very important as well as the responsibility of obligations while carrying out their duties. Apart from being creatures of God with inherent freedom, Satlinmas personnel are citizens. All rights and obligations must be agreed upon, if necessary guaranteed in a social contract based on performance guarantees. According to Luthfah (2015) in the concept of state protection, strengthening efforts by the government must be universal both in terms of concepts and procedures.

The government's response needs to be realized through written practices and morally-based regulative actions. The nature of providing fulfillment (support) can philosophically be used as an effort to realize the national ideals of defense. Satlinmas membership rights are still temporary, inconstant and unstable when measured using a welfare balance sheet. The portion between rights and obligations must still be equalized so that Satlinmas work discipline is maintained while the government carries out multi-sector optimization to support Satlinmas operationalization and mobility in many areas.

#### **4. Analysis of the Excellence of Satlinmas and Implications for Kamtibmas**

Building critical thinking and mindset is necessary in the awareness of state life. In the context of Satlinmas, the community is actively involved in maintaining the national resilience, security and public order system. This means that the government and the people are a synergistic unit that has not withered away since the colonial era.

Referring to data from the Institute for Democracy and Peace, in 2015 it was stated that Bandung ranked 6th as the most intolerant city in Indonesia. Two years later, in 2017, Bandung was ranked 12th. The background of the upward trend in the climate of tolerance is thanks to the Decree of the Mayor of Bandung No. 800/Kep.1469-SatPol-PP/2018 concerning the Selection Team for Members of the Community Protection Unit and Civil Service Police Assistance

Personnel (Banpol-PP). The decree embodies the strong power for Satpol PP to build a fostered organization (Satlinmas) to improve both in terms of quality and quantity (Kurhayadi & Surtiani, 2021).

Tolerance and harmony between communities are part of the elements of order, security, and public peace. The governance system demonstrated by the Bandung City Government through special regulations is an administrative effort, although the mechanisms for recruitment, inauguration, capacity building, and accountability reporting are not yet clear.

Realizing civil protection through Satlinmas is part of a public sector policy that requires a phased process. Starting from policy formulation, policy evaluation, to policy implementation requires sharp analysis that is recommended to adopt other policies outside (Khan & Rahman, 2017). The government as an institution with high authority needs to intervene based on process and results, then set specific measures if it fails.

Public order and security are fundamental aspects that can ensure the existence of the state to continue to grow. Indonesia as a developing country needs to develop new concepts offered by the international community. The basis of strengthening community order and security must be directed towards a fixed zone, which relies on the role of all instruments, especially the state apparatus. Support from civilian elements such as Satlinmas should not be eliminated, as the state is able to obtain commensurate but more budget-efficient benefits.

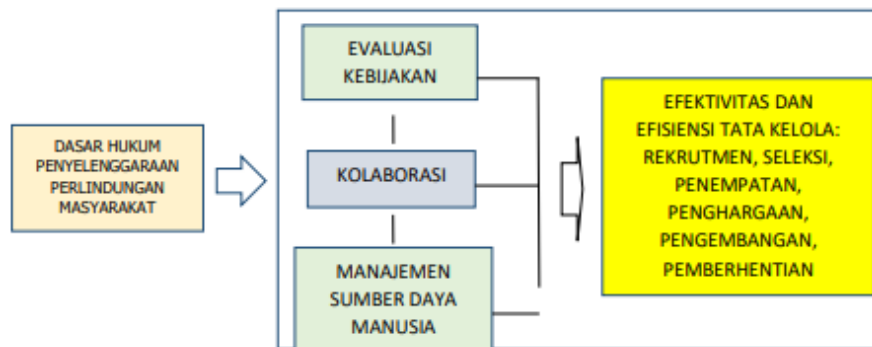
Therefore, in conducting an analysis of the civil protection model through the optimization of Satlinmas in Indonesia, it should not escape the calculation of financing and the formulation of a systematic set of policies. In conducting optimization, a rigid concept is needed that meets explicit standards and is able to target the policy object appropriately.

Optimization of Satlinmas cannot be considered effective if it does not meet several criteria, such as:

- a) Detecting problems or complaints that arise
- b) Highlighting the implementation of established policies
- c) Trigger the response of Satlinmas personnel to voice result-oriented viewpoints, consequences, or desires (needs)
- d) Anticipating the unexpected in the framework of future policy (decision) making.

Some of the analysis points above are in line with the theoretical concept of Bach (2005) which focuses on maintaining Human Resources (HR) in an institution, at least paying attention to several policies such as: status and roles, communication and consultation, reward systems, performance benefits and recruitment systems, as well as organizational-institutional development and flexibility. The development of a framework based on Bach's theory above is as follows:

**Figure 2.**  
**Development of a Framework**



Source: Processed from Bach (2005)

The stages that need to be perfected by the government must be oriented towards the concept of organizing public security and order as a whole. It is important to accumulate the preparation of Satlinmas human resources so that their quality responds to public needs, especially responsiveness when faced with problems. In each area at the sub-district and village level, a uniform standard of competence is required. Although the climate of heterogeneous characteristics of each region is different, the most important thing is to train basic skills.

Another benefit that can be optimized is in terms of saving budget resources. The level of Kamtibmas in small area units must be measured by risk management, area mapping, and mastery of local information. Therefore, Satlinmas is very qualified to be optimized while still being supported by the provision of honorarium, communication tools, infrastructure, joint support facilities, and health insurance.

A sovereign and independent state has the freedom to run its internal territory, and bind all citizens to prosper. In maintaining security and public order, the state needs to have a strong philosophy to develop potential power. The concept of national security strategy must be carefully prepared, based on a comprehensive threat assessment. The security of the state and society depends on the extent to which the executor (government) has supporting instruments (power) such as: diplomatic relations, information, military, economy, popular support and strengthening human resources (Luthfah, 2015).

Basically, the advantages of Satlinmas are widely recognized in terms of proximity, mastery of the area, understanding the sociological characteristics of the community per region, as well as mobility and flexibility that tend to be more flexible when compared to the TNI-Polri. This means that the civil protection model through the optimization of Satlinmas is still qualified and needed by the community and the central to regional governments.

## CONCLUSIONS

*The civil protection model in Indonesia through optimizing Satlinmas is not yet at the best level. The functionality of Satlinmas in various remote areas is very helpful for other apparatus personnel, you could even say that Satlinmas is the first element of assistance. Security and order in Indonesia are still far from being disciplined due to the emergence of many cases such as abuse, beatings, theft, riots, and so on. The workload, duties, and responsibilities of Satlinmas in the field in helping to create security and social order in the community have not been balanced with commensurate incentives. Even the issue of income (incentives) is still hampered at the distribution, coordination, and nominal levels or stages. Therefore, the Indonesian government*

*needs to conduct a new evaluation to strengthen the ideal paradigm, to optimize Satlinmas. The optimization of Satlinmas can also be optimized through the perspective of state protection and the perspective of human rights, where both perspectives are oriented towards the balance between rights and obligations. When the balance between rights and obligations is agreed as the principle of welfare, Satlinmas will be optimized. The government and Satlinmas are interconnected groups in Indonesia, and transmit benefits to the security and order of society.*

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