

Review Of Government Regulation No. 50 Of 2012 And Maqashid Shariah On The Occupational Health And Safety Management System At Pt. Industrial Chemitomo Nusantara

Ari Dezan Alfarishi¹ & Muhammad Isa Mustafa²

^{1,2}Tazkia Institute of Islamic College

Abstract. *The purpose of this study is to analyze whether OHSMS pt. Industrial chemitomo nusantara is in accordance with government regulation number 50 of 2012 and analyzes whether OHSMS is pt. Industrial chemitomo nusantara has maqashid sharia value in it. This research uses a qualitative method with a research approach using case studies, where case studies are a comprehensive explanation of various aspects of an individual, a group, organization, program, social situation and with this approach can be used to analyze policies and regulations. Data collection is carried out by means of observation, interviews and documentation. The results of this study show the findings that, the OHS Management System in PT. Industrial Chemitomo Nusantara is in great accordance with Government Regulations in terms of OHS policy, OHS planning, OHS planning implementation, monitoring and evaluation of OHS performance as well as reviewing and improving OHS performance. In addition, OHSMS has a maqashid value in it.*

Keywords: *Government Regulation No. 50 of 2012, Maqashid Syariah, OHSMS, PT. Industrial Chemitomo Nusantara*

Abstrak. *Tujuan penelitian ini adalah untuk menganalisis apakah Sistem Manajemen Kesehatan dan Keselamatan Kerja (OHSMS) PT Industrial Chemitomo Nusantara sesuai dengan Peraturan Pemerintah Nomor 50 Tahun 2012 dan menganalisis apakah OHSMS PT Industrial Chemitomo Nusantara mengandung nilai maqashid syariah di dalamnya. Penelitian ini menggunakan metode kualitatif dengan pendekatan studi kasus, di mana studi kasus merupakan penjelasan komprehensif tentang berbagai aspek individu, kelompok, organisasi, program, dan situasi sosial. Pendekatan ini dapat digunakan untuk menganalisis kebijakan dan peraturan. Pengumpulan data dilakukan melalui observasi, wawancara, dan dokumentasi. Hasil penelitian ini menunjukkan temuan bahwa Sistem Manajemen Keselamatan dan Kesehatan Kerja (OHSMS) di PT. Industrial Chemitomo Nusantara sangat sesuai dengan Peraturan Pemerintah dalam hal kebijakan OHS, perencanaan OHS, implementasi perencanaan OHS, pemantauan dan evaluasi kinerja OHS, serta tinjauan dan perbaikan kinerja OHS. Selain itu, OHSMS memiliki nilai maqashid syariah di dalamnya.*

Kata Kunci : *Peraturan Pemerintah No. 50 tahun 2012, Maqashid Syariah, SMK3, PT. Industri Chemitomo Nusantara*

Introduction

In essence, companies not only focus on operational aspects of business but also prioritize the occupational health and safety of their employees. Occupational Health and Safety (OHS or OHS in Indonesian) is an inseparable part of the labor system, directly related to human resources (Ayu et al., 2019). A systematic procedure is a critical factor in the occupational health and safety management system (Hariyono, 2016). This is highly important, as OHS pertains to worker protection. Beyond guaranteeing safety, it also positively impacts employees' productivity and well-being. However, many employers overlook and underestimate the benefits of OHS, leading to decreased productivity and a lack of comfort and security in the workplace (Leliya & Setianingsih, 2015).

Workplace accidents are unwanted and often unpredictable events that result in losses, including time, property damage, or even human lives during industrial processes. The work environment carries both direct and indirect hazards, making it crucial to implement strong OHS measures. Ensuring workplace health and safety requires a proper Occupational Health and Safety Management System (OHSMS). This management aspect must go hand-in-hand with other company areas, as OHS will not function effectively without deliberate planning and management intervention (Rachim et al., 2017).

OHS is regulated under Indonesian law, particularly Law Number 13 of 2003 on Employment, specifically Articles 86 and 87, which address occupational safety and health. Additionally, the implementation of an OHS management system is governed by Government Regulation Number 50 of 2012. Article 5 paragraph (4) states that employers must base the implementation of OHSMS on this Government Regulation and applicable legislation and may also refer to conventions or international standards.

PT. Industrial Chemitomo Nusantara places great emphasis on employee safety and health, as evidenced by its commitment, the establishment of a separate OHS management unit, and the development of SOPs aimed at preventing workplace accidents. Employees adhere to the implemented OHS

SOPs, resulting in a very low rate of workplace incidents. One recorded incident involved an employee who sustained minor burns outside the company's work environment. PT. Industrial Chemitomo Nusantara promptly provided medical treatment by sending the employee to the hospital and granting recovery leave, demonstrating its genuine concern for employee well-being.

According to Imam Al-Syathibi, Allah revealed the Sharia (legal rulings) solely to achieve benefits and prevent harm (Kasdi, 2014). Ismail explains that maqashid syariah refers to the purposes and wisdom prescribed by the Shari'ah for the benefit of His servants on earth (Ismail, 2014). The goal is to bring about welfare and happiness for humans both in this world and the hereafter. According to Imam Al-Syathibi, *maslahah* (public interest) in maqashid syariah consists of three levels: *dharuriyat* (essentials), *hajiyyat* (needs), and *tahsiniyat* (enhancements). The five main objectives within the *dharuriyat* category are known as *al-kuliyat al-khamsah*: protection of religion (*hifdz al-din*), life (*hifdz al-nafs*), intellect (*hifdz al-'aql*), lineage (*hifdz al-nasl*), and property (*hifdz al-mal*) (Kurniawan & Hudafi, 2021).

Occupational Health and Safety (OHS) in the workplace is a form of *maslahah* for employees, as it ensures their safety and protection. From the perspective of maqashid syariah, OHS falls under *hifdz al-nafs* (protection of life). Based on the above explanation, the autor is interested in examining the implementation of OHSMS at PT. Industrial Chemitomo Nusantara in the form of a thesis entitled "Review of Government Regulation No. 50 of 2012 and Maqashid Syariah on the Occupational Health and Safety Management System at PT. Industrial Chemitomo Nusantara"

Literature Review

Definition Of a Company

A company is a form of business entity that encompasses all business activities managed either individually or in collaboration between two or more parties, with or without legal status. Before discussing companies in greater

detail, it is important to first understand the definition of a company itself. According to the Indonesian Dictionary (KBBI), a company is an activity (work and so on) that is systematically organized with the aim of making a profit by producing something, processing (creating or modifying) goods, trading, providing services, and so on (Nasional, 2008). Meanwhile, based on Law Number 3 of 1982 concerning Mandatory Company Registration, a company is defined as any form of business entity that conducts any type of business on a permanent and continuous basis and that is established, operates, and is domiciled within the territory of the Republic of Indonesia for the purpose of earning profit and/or income. From these definitions, it can be concluded that a company is any form of business entity that conducts business activities to seek profit, whether through production processes, services, or trade.

In general, companies are divided into two forms: those with legal status and those without. The most notable difference between the two lies in the process of establishment. A business entity with legal status requires authorization from the government, meaning its establishment must be registered with the government. According to Simatupang, there are three elements required for a corporation to be categorized as a legal entity:

1. The separation of personal assets from the assets of each shareholder or partner.
2. The presence of shareholders or partners who are liable only to the extent of the nominal value of the shares they own.
3. The existence of a management structure (board of directors and commissioners) that governs and supervises the company and whose responsibilities are limited to their duties as outlined in the company's articles of association and/or the resolutions of the General Meeting of Shareholders (Simatupang, 2007).

On the other hand, a business entity without legal status does not require government authorization. It is sufficient for such an entity to be based on an agreement between the parties involved, with no need for registration or public announcement. Even if the business entity is established through a

notarial deed and registered with the District Court Clerk's Office, it still does not require government approval to be recognized.

Occupational Health and Safety (OHS)

Occupational health and safety are two distinct concepts: occupational health and workplace safety. According to Kuswana, occupational health refers to a condition in which a worker is free from physical and mental disturbances resulting from the interaction between work and the environment. Meanwhile, workplace safety refers to a state of being safe and free from suffering, damage, and loss in the workplace whether while using tools, materials, and machinery during processing, or while maintaining and securing the worksite and its environment (Kuswana, 2014).

Occupational Health and Safety (OHS) is an inseparable part of the labor system that is directly connected to human resources (Ayu et al., 2019). This aspect is extremely important and must be taken seriously, as it directly relates to worker protection. Not only is it essential in ensuring safety at work, but it also has a positive impact on workers in performing their tasks. Workplace accidents are undesired and often unpredictable incidents that result in losses—ranging from time and property to human life—occurring during industrial work processes. The work environment may present potential hazards either directly or indirectly, and this necessitates close attention to the occupational health and safety of employees. To ensure health and safety at work, it is essential to implement a comprehensive Occupational Health and Safety Management System. From a management perspective, this must go hand-in-hand with other aspects of the organization, as OHS cannot be effectively implemented without managerial intervention and deliberate planning (Rachim et al., 2017).

Occupational health is regulated under Law Number 36 of 2009 on Health. Article 164 states that occupational health efforts aim to protect workers so they can live healthy lives, free from health problems and adverse effects caused by work. These efforts apply to both formal and informal sectors and

are intended not only for workers but also for individuals present in the workplace environment (Hari, 2012).

The main goal of occupational health and safety is to create a healthy and productive workforce. This objective is attainable due to the correlation between a high level of health and work productivity. This can be supported by the following observations: (1) Work will be more productive and efficient if conducted in a conducive and supportive environment that adheres to OHS standards. The application of such standards supports efforts to increase work productivity efficiently. (2) Preventing health problems caused by work is more efficient and cost-effective than paying for treatments after such problems occur (Hari, 2012).

Legal Protection of Occupational Safety

In Indonesia, labor regulations are governed by Law Number 13 of 2003 concerning Manpower. The rights of workers are stipulated in this law with the aim of providing protection and assurance to the workforce. One of the provisions in this law specifically addresses occupational safety and health, which is regulated under Articles 86 and 87 of Law Number 13 of 2003.

In addition to Law Number 13 of 2003 concerning manpower, there is also a law that regulates occupational safety, namely Law Number 1 of 1970 concerning Occupational Safety. This law governs issues related to workplace safety in all work environments within the jurisdiction of the Republic of Indonesia. It also outlines the rights and obligations of workers, particularly stated in Article 12 of Law Number 1 of 1970.

Government Regulation Number 50 of 2012

General Provisions in Article 1: The Occupational Health and safety Management System (OHSMS), hereinafter abbreviated as OHSMS, is part of the overall company management system aimed at controlling risks related to workplace activities to create a safe, efficient, and conducive work environment.

Objectives of OHSMS Implementation in Article 2: To enhance the effectiveness of occupational health and safety protection in a planned,

measurable, structured, and integrated manner. To prevent and reduce workplace accidents and occupational diseases. Also, to create a safe, comfortable, and efficient workplace that encourages productivity.

Obligations for Implementing OHSMS in Article 5: Companies required to implement OHSMS are those that employ at least 100 workers/laborers and have a high level of potential hazards. In its implementation, companies must refer to this government regulation and other relevant laws and regulations, and may also consider international conventions or standards.

Provisions for Implementing OHSMS in Article 6 include: Establishment of OHS policy, OHS planning, Implementation of the OHS plan, Monitoring and evaluation of OHS performance, Review and improvement of OHSMS performance

Establishment of OHS Policy (Articles 7 and 8): The establishment of the Occupational Health and safety (OHS) policy is carried out by the employer. In formulating the policy, at a minimum, an initial review of OHS conditions must be conducted, continuous improvement of OHS management performance must be considered, and input from workers must be taken into account. The OHS policy must at least include the company's vision, goals, commitment and determination to implement the policy, as well as a framework and work program that covers the company's overall activities, both in general and/or operational terms. The company is obligated to disseminate the established OHS policy to all workers, other individuals present within the company environment, and other relevant parties.

OHS Planning (Article 9): The OHS plan is prepared and established by the employer based on the previously determined OHS policy. The plan must take into account the results of the initial review, hazard identification, risk assessment and control, applicable laws and regulations, other relevant requirements, and the resources available. In its preparation, the employer must involve OHS experts, the OHS Committee, workers' representatives, and other relevant parties within the company. The OHS plan must at least include goals and objectives, priority scale, hazard control efforts, allocation of

resources, implementation timeline, performance indicators, and a responsibility system.

Implementation of the OHS Plan (Articles 10, 11, and 12): The implementation of the OHS plan must be supported by human resources in the OHS field who possess proven work competence (evidenced by certification) and authority in the OHS field (evidenced by a work permit and/or letter of appointment from the relevant authority). In addition to human resources, the implementation must also be supported by facilities and infrastructure, which at minimum include: An organization/unit responsible for OHS, Adequate budget, Operational/work procedures, Information and reporting/documentation systems, Work instructions. The company, in implementing the OHS plan, must carry out activities to fulfill OHS requirements. These activities must at least include: Control measures, Design and engineering, Work procedures and instructions, Delegation of part of the work, Procurement of goods and services, Final products, Emergency response for accidents and industrial disasters, and Emergency recovery plans. In carrying out these activities, the employer must: Appoint competent and authorized OHS personnel, Involve all workers, Create OHS guidelines that must be followed by all workers, other individuals in the workplace, and relevant parties, Establish information and reporting procedures, and Document all activities.

Monitoring and Evaluation of OHS Performance (Article 14): Employers are required to conduct monitoring and evaluation of occupational health and safety (OHS) performance through inspections, testing, measurements, and internal OHSMS audits, all of which must be carried out by competent human resources. If the company does not have competent personnel, it may utilize the services of third parties. The results of OHS performance monitoring and evaluation must be reported to the employer and used as a basis for corrective actions. The implementation of monitoring and evaluation must comply with applicable laws and/or standards.

Review and Improvement of OHSMS Performance (Article 15): To ensure the suitability and effectiveness of OHSMS implementation, the employer is required to carry out a review of the policy, planning, implementation, monitoring, and evaluation. The results of this review are used to implement corrective actions and continuous performance improvement.

OHSMS Assessment (Articles 16 and 17): Assessment of OHSMS implementation is conducted by an independent audit institution appointed by the Minister at the request of the company. The assessment is carried out through an OHSMS audit, which includes evaluation of: The establishment and assurance of commitment implementation, Preparation and documentation of the OHS plan, Design control and contract review, Document control, Procurement and product control, Workplace safety based on OHSMS, Monitoring standards, Reporting and correction of deficiencies, Material management and movement, Data collection and utilization, OHSMS inspections, and Development of skills and competencies. The audit results are reported to the Minister, with copies submitted to the sectoral supervisory minister, the governor, and the regent/mayor as consideration for improving OHSMS implementation.

OHSMS Supervision (Articles 18, 19, and 20): OHSMS supervision is carried out by labor inspectors at the national, provincial, and/or district/city levels according to their authority. The supervision covers: The establishment and assurance of commitment implementation, Organizational structure and human resources, Implementation of OHS-related laws and regulations, Workplace safety, Inspections, testing, and measurement of OHSMS implementation, Emergency and industrial hazard control, Reporting and corrective actions, and Follow-up to audits. Relevant sectoral authorities may also carry out supervision of OHSMS implementation, in accordance with applicable regulations. This supervision must be coordinated with labor inspectors and carried out in compliance with prevailing laws and regulations.

The results of supervision are used as a basis for further guidance and improvement.

Transitional Provisions (Article 21): At the time this Government Regulation comes into force, companies that have already implemented OHSMS are required to adjust their implementation to comply with the provisions of this regulation.

Maqashid Shariah

Islam is a comprehensive religion that not only emphasizes the well-being of the hereafter but also pays attention to worldly benefits. While the afterlife is of utmost importance, worldly life is also significant and cannot be separated from it. Therefore, human beings are inherently bound by Islamic values in every aspect of their lives to achieve eternal happiness in the hereafter. In attaining a perfect life, Shariah (Islamic law) and Maqashid Shariah (the objectives of Islamic law) must go hand in hand. This is because a method without a goal yields nothing, while a goal without a method can lead to misguidance (Ismail, 2014).

Etymologically, al-maqsad comes from the Arabic root qasada-yaqsidu-maqsidan, which means a straight path, moderation, and justice. Meanwhile, shariah means a clear path, derived from the words syir'ah and syari'ah, referring to a place used as a direct source of water without the aid of any tool (Ismail, 2014).

Terminologically, al-maqsad refers to the objective intended to achieve justice. Shariah, on the other hand, refers to the laws or regulations determined by Allah SWT for His servants, as contained in the Holy Qur'an and elaborated by the Prophet Muhammad through his Sunnah (Ismail, 2014). Thus, it can be concluded that Maqashid Shariah pertains to the objectives and wisdoms established by the Divine Lawgiver (al-Syari') for the welfare of His servants on earth. Its goal is to bring about benefit (maslahah) by fulfilling al-Maqashid al-Khamsah (the five essential objectives) and avoiding anything that may harm them, ultimately leading to human happiness in both this world and the hereafter.

There are also other views regarding the definition of Maqashid Shariah. For instance, Muhammad Thahir ibn Ashur defines it as the essence or wisdom underlying all rulings of Shariah established by the Lawgiver, encompassing all aspects of Islamic jurisprudence (Mufid, 2018). According to ‘Allal al-Fasi, Maqashid Shariah refers to the motives or divine secrets placed by Allah SWT in each Islamic ruling. Meanwhile, Imam Abu Ishaq al-Shatibi indicates that the formulation of Shariah law is fundamentally intended to serve the public interest and well-being of humankind (Mufid, 2018).

One of the foundations of Maqasid al-Shariah is found in Surah An-Nahl, verse 90. Allah the Almighty says:

إِنَّ اللَّهَ يَأْمُرُ بِالْعَدْلِ وَالْإِحْسَانِ وَإِيتَاءِ ذِي الْقُرْبَىٰ وَيَنْهَىٰ عَنِ الْفَحْشَاءِ وَالْمُنْكَرِ وَالْبَغْيِ ۗ يَعِظُكُمْ لَعَلَّكُمْ تَتَذَكَّرُونَ
 “Indeed, Allah commands justice, good conduct, and giving to relatives; and forbids immorality, bad conduct, and oppression. He admonishes you that perhaps you will be reminded.” (Qur’an, An-Nahl 16:90).

In this verse, Allah Almighty commands humankind, as His vicegerents (khalifatullāh) on earth, to uphold justice and righteousness which are manifestations of *maslahah* (benefit). He also commands them to avoid immoral and evil deeds which are manifestations of *mafsadah* (harm). In the framework of Maqasid al-Shariah, *maslahah* must be achieved and *mafsadah* must be avoided.

In addition, there are also hadiths that emphasize the necessity of Maqasid al-Shariah or the importance of bringing benefit (*maslahah*) to humanity.

قال رسول الله صلى الله عليه وسلم احرص علي ما ينفعك (صحيح مسلم)

“Rasulullah SAW said, Strive for that which benefits you” (HR.Muslim)

Basically, Imam al-Shatibi divided Maqasid al-Shariah into three levels of necessity: *Dharuriyyat* (primary), *Hajiyyat* (secondary), and *Tahsiniyyat* (tertiary). *Dharuriyyat* refers to the essential needs that are fundamental to human life and must be fulfilled. These include the five main objectives known as *al-Maqasid al-Khamsah*—the protection of religion, life, intellect, lineage, and wealth. If these objectives are not secured, public welfare (*maslahah*)

cannot be achieved. This corresponds with the explanation by Ismail (2014), who stated that *maslahah* cannot be realized without the fulfillment of *Dharuriyyat*. *Hajiyyat* represents secondary needs, which are not essential but serve to prevent hardship and alleviate difficulties in life. These do not aim to directly preserve the *Maqasid al-Khamsah*, and while their absence does not threaten survival, it may lead to hardship. *Tahsiniyyat*, or tertiary needs, aim not to realize the *Maqasid al-Khamsah* directly but to preserve their dignity and enhance moral and social conduct. According to Mufid (2018), *Tahsiniyyat* are needs that elevate human dignity in society and before God, in accordance with obedience and proper conduct.

The most fundamental classification of *Maqasid al-Shariah* is the one proposed by Imam al-Ghazali, known as *al-Maqasid al-Khamsah*, which consists of: *Hifz al-Din* (protection of religion), *Hifz al-Nafs* (protection of life), *Hifz al-'Aql* (protection of intellect), *Hifz al-Nasl* (protection of lineage), and *Hifz al-Mal* (protection of wealth).

Hifz al-Din (protection of religion), as a religious necessity, can be categorized into three levels. *Dharuriyyat* (essentials): preserving and fulfilling religious obligations that are considered primary needs, such as performing the five daily prayers. *Hajiyyat* (complementary needs): practicing religious rulings intended to ease difficulties, such as combining (*jama'*) and shortening (*qasr*) prayers for those who are traveling. *Tahsiniyyat* (enhancements): adhering to religious guidelines that uphold human dignity and enhance the performance of duties to God, such as covering the *'awrah* during and outside of prayer, maintaining personal cleanliness, and dressing properly (Mufid, 2018).

Hifz al-Nafs (protection of life) can also be classified into three levels of necessity. *Dharuriyyat* (essentials): fulfilling basic needs such as food to sustain life, which is a primary human requirement to support a healthy soul. *Hajiyyat* (complementary needs): for instance, the permissibility of hunting animals to enjoy lawful and delicious food. *Tahsiniyyat* (enhancements): such as the establishment of proper etiquette in eating and drinking (Mufid, 2018). *Hifz al-*

'Aql (protection of intellect) can likewise be divided into three levels. Dharuriyyat (essentials): such as the prohibition of consuming intoxicating substances like alcohol, which exists to protect the human intellect at the most basic level. Hajiyyat (complementary needs): the encouragement to seek knowledge so that the intellect may grow and develop. Tahsiniyyat (enhancements): such as avoiding daydreaming or listening to things that are unbeneficial (Mufid, 2018).

Hifz al-Nasl (protection of lineage) can be classified into three levels of necessity. Dharuriyyat (essentials): such as the prescription of marriage and the prohibition of adultery in order to preserve lineage. Hajiyyat (complementary needs): such as the requirement to mention a dowry (mahr) during the marriage contract, because omitting it could cause hardship for the husband, who would then be obliged to pay a substitute dowry (mahr mithl). Tahsiniyyat (enhancements): such as the recommendation of khitbah (engagement) or walimah (wedding feast), which are practices that complete and dignify the marriage process (Mufid, 2018). Hifz al-Mal (protection of wealth) is also divided into three levels. Dharuriyyat (essentials): such as the rulings regarding lawful ownership of property and the prohibition of seizing others' wealth unjustly. Hajiyyat (complementary needs): such as the legalization of bay' al-salam (forward sale) as a means of facilitating trade and financial dealings. Tahsiniyyat (enhancements): such as the ethical directive to avoid fraud and deception, which is closely linked to the ethics of economic transactions (mu'amalah) (Mufid, 2018).

Method

In this study, the author employs a qualitative research method. According to Sugiyono, qualitative research is a method used to examine natural objects based on post-positivist philosophy (Sugiyono, 2018). A natural object is one that develops as it is, without being influenced or manipulated by the researcher's presence. Essentially, qualitative research produces structured primary data, which may include interviews, observations, and other forms of

data collection. According to Yuliansyah et al. (2015), qualitative research focuses on explaining values, meanings, beliefs, thoughts, experiences, and emotions that characterize the investigation of phenomena. This research applies a case study approach, which is a comprehensive explanation of various aspects of an individual, a group, an organization, a program, or a social situation. Through this approach, researchers can analyze policies and regulations. In addition to the case study approach, the author also adopts the Maqasid al-Shariah approach. According to Ismail (2014), what makes Maqasid al-Shariah an essential element in legal determination is the presence of *maslahah* (public benefit). Thus, the means (*wasilah*) and objectives (*maqasid*) of a law form a coherent integrity.

Results and Discussion

Research Findings

a. Analysis of Government Regulation No. 50 of 2012 on the Occupational Health and Safety Management System at PT. Industrial Chemitomo Nusantara

The Occupational Health and Safety Management System (OHSMS) is an essential component within a company, as it plays a crucial role in determining the level of risk and hazard in the workplace. The implementation of OHSMS in a company enhances overall performance by ensuring that workers feel safe and protected while performing their duties. Therefore, greater attention must be given to occupational health and safety (OHS), as it directly concerns the well-being of the workforce. The government has addressed this issue in Government Regulation No. 50 of 2012, which elaborates on Law No. 1 of 1970. Chapter II of this regulation outlines the components of the Occupational Health and Safety Management System, including the establishment of OHS policies, OHS planning, implementation of the plans, monitoring and evaluation of OHS performance, as well as the improvement and review of OHS performance. AF stated, "So far, the

OHSMS that has been developed is in accordance with the Government Regulation; everything stipulated in the regulation has been implemented in this company."

b. Establishment of OHS Policy

In formulating its Occupational Health and Safety (OHS) policy, PT. Industrial Chemitomo Nusantara involves both the employer and employees across various departments. Prior to establishing the OHS policy, the company takes into account several aspects as mandated by law, such as conducting an initial review, considering the improvement of OHS management performance, and incorporating employee input. This was confirmed by AF, who stated: "In formulating the policy, the company has certainly conducted an initial review. Since we operate in the chemical industry, an early assessment of OHS is essential. Performance improvement is also a key consideration in policy formulation because we require competent management in the field of OHS. Employee feedback is also taken seriously, as workers represent the group most likely to be exposed to accident risks." The initial review for establishing the OHS policy includes identifying potential hazards, assessing, and controlling risks. Continuous attention to the performance of OHS management and employee feedback is ensured through ongoing performance evaluation and improvement efforts.

The Occupational Health and Safety (OHS) policy developed by PT. Industrial Chemitomo Nusantara encompasses the company's vision, objectives, commitment, and determination to implement the policy. As stated by WA: "The OHS policy we have developed covers all aspects, starting from our vision to become a friendly, environmentally conscious, leading company in service, performance, and a source of pride for both employees and customers. The purpose of establishing this policy is to prevent workplace accidents, as we uphold a zero-accident principle and aim to prevent incidents that could result in fatalities or environmental pollution." The vision and objectives

formulated are clearly centered around safety and health, with the aspiration of becoming an environmentally friendly company that its employees can take pride in. Additionally, the policy aims to proactively prevent occupational accidents. The dissemination of the OHS policy has also been carried out effectively. According to AF: "The OHS policy formulated by the company has been communicated to employees during morning assemblies and has also been posted throughout the company premises on printed sheets attached to walls." Posting the policy throughout the workplace ensures that everyone within the premises of PT. Industrial Chemitomo Nusantara is aware of the existing OHS policy.

c. OHS Planning

The Occupational Health and Safety (OHS) plan has been formulated with reference to the OHS policy previously established. This was confirmed by AF: "Yes, of course. In developing the OHS plan, we followed the previously determined policy." In addition, the formulation of the OHS plan also takes into account the provisions outlined in government regulations. As WA stated: "Oh yes, absolutely. When we develop the OHS plan, we consider those aspects. So, we first review the OHS policy, then identify potential hazards that may arise, determine the associated OHS risks, and establish appropriate control measures. We have also developed procedures for identifying risks and their controls." Essentially, the company formulates its OHS plan based on a thorough review of existing policies, identification of risks, and the development of appropriate control strategies.

The involvement of OHS experts in the development of the OHS plan has been ensured, as stated by AF: "OHS experts were involved in drafting the plan, but we do not have a Health and Safety Committee (P2OHS), so only the OHS experts were involved." Thus, while OHS experts were engaged in the planning process, the Health and Safety Committee (P2OHS) was not included due to the absence of such a

committee at PT. Industrial Chemitomo Nusantara. Moreover, the developed OHS plan has been formalized into Standard Operating Procedures (SOPs) and reflects the provisions found in the government regulation. As WA noted: "This falls under the category of hazard identification and control. At this company, hazard identification and its control are already incorporated into the OHS SOP. So, in preparing the OHS plan, we have followed everything, including objectives, priority scale, and other aspects." The OHS Standard Operating Procedures established by the company.

d. Implementation of the OHS Plan

The implementation of the Occupational Health and Safety (OHS) plan at PT. Industrial Chemitomo Nusantara is supported by human resources in the field of OHS, as stated by AF: "Human resources in the OHS field are still limited, with only a few individuals truly competent in this area. However, the infrastructure and facilities are adequate for implementing OHS measures." Although the company has the necessary facilities and infrastructure, only a portion of the workforce possesses the required competence in OHS. The researcher observed that personnel who are competent in OHS hold certified OHS expert qualifications, which can be verified through documentation. Additionally, there is a designated unit responsible for OHS, although staff members in this unit also hold concurrent roles in other operational areas of the company, meaning their focus is not solely on OHS. The OHS budget is adequate to support the provision of personal protective equipment (PPE), fire extinguishers (APPAR), and other necessary tools. This is evidenced by the company's immediate procurement of missing APPAR units during a fire safety training inspection, during which it was noted that 9 units were required. The company promptly addressed this gap. Work procedures, information systems, reporting, and documentation related to OHS have all been established through the

company's OHS Standard Operating Procedures (SOPs) and work instructions to minimize the risk of occupational accidents.

The Occupational Health and Safety (OHS) activities carried out at PT. Industrial Chemitomo Nusantara have complied with the provisions set forth in government regulations, as stated by WA: "Control measures are certainly in place because we have identified the hazards and determined how to manage them. Design and engineering activities are carried out with consideration of potential hazards. Work procedures and instructions are also in place and are implemented regularly on a daily basis. All procurement in the company undergoes OHS checks beforehand. Final products are always inspected before shipment to ensure safety. As for emergency response and recovery planning, we already have standardized procedures established for handling emergencies." These activities aim to protect employees from workplace accidents and are outlined in the company's OHS Standard Operating Procedures (SOPs). From the researcher's observation, although these procedures have been implemented, there have still been incidents such as damaged labels and torn sacks on finished products.

The implementation of the activities at the company has involved the appointment of competent personnel, although only a limited number, as stated by WA: "In carrying out the OHS plan, we have appointed individuals who are competent in the field of OHS to ensure smooth execution and to prevent workplace accidents. All employees within the company are involved in the implementation of the OHS plan. We have also installed safety signs in every operational sector so they are visible to everyone within the company." The appointment of qualified personnel and the involvement of all parties in the implementation process aim to prevent any undesirable workplace accidents.

The procedures for information dissemination, reporting, and documentation have been well-implemented, as explained by WA: "We

prepare information procedures by posting sheets of paper on the walls so they can be read. Reporting procedures are already in place so that whenever an accident occurs, it can be reported immediately, including OHS performance and the identification of hazard sources we have procedures for that as well. In this company, all activities are documented, including documentation of OHS performance indicators, work permits, the results of hazard identification, risk assessment and control, and other related activities." These practices are in accordance with government regulations concerning procedures for information dissemination, reporting, and documentation.

e. Monitoring and Evaluation of OHS Performance

Monitoring and evaluation of Occupational Health and Safety (OHS) performance at PT. Industrial Chemitomo Nusantara is conducted at least once a year, as stated by WA: "Here, we conduct monitoring and evaluation at least once a year, and we do so based on inspections, testing, measurements, and internal audits of the OHS Management System (OHSMS)." Despite limited human resources, the company still pays close attention to the monitoring and evaluation of OHS performance, with a minimum frequency of once per year. The results of this monitoring and evaluation are reported to the company's leadership, as AF stated: "Of course, every result of the monitoring and evaluation is reported to the company director." This ensures that the progress and effectiveness of the OHS program receive proper attention.

f. Review and Improvement of OHS Performance

PT. Industrial Chemitomo Nusantara does not regularly conduct reviews, as stated by AF: "At this company, we do not always conduct reviews of the established policies, planning, monitoring, and performance evaluations, because changes rarely occur. However, if there are any changes, we will then re-evaluate the policies, planning, implementation, monitoring, and performance evaluation." Improvements and enhancements are also not frequently carried out at

this company due to the minimal occurrence of changes. Nevertheless, in the event of any change, the OHS team is prepared to respond promptly.

g. The Values of Maqashid Sharia in the OHS Management System at PT. Industrial Chemitomo Nusantara

PT. Industrial Chemitomo Nusantara incorporates the values of Maqashid Sharia in its operational activities. All five core objectives of Maqashid Sharia are implemented. In terms of *hifdz al-din* (protection of religion), the company does not prohibit employees from performing religious obligations such as prayer and fasting. As stated by MK: "Here, in my opinion, religious interests are prioritized. For example, a prayer room is provided and there are no restrictions on performing prayers. Similarly, fasting is also not prohibited." In terms of *hifdz al-mal* (protection of wealth), the company pays close attention, such as ensuring timely payment of salaries, with no delays in fulfilling employee rights. MK affirmed: "Thank God, salaries are always paid on time. When it's payday, we receive our salaries without delay." Moreover, the most crucial aspect according to the researcher is the commitment to occupational health and safety.

Occupational health and safety (OHS) is a critical sector within the company, as it directly relates to the well-being and survival of the employees. From the perspective of Maqashid Sharia, this aspect falls under the category of *dharuriyyat* (essential needs). As stated by NZ: "It is considered *dharuriyyat*, safety is essential for every worker. If a worker is no longer able to work due to an accident, then they can no longer provide for their family's needs. It's not *hajiyyat* or *tahsiniyyat*. *Hajiyyat* is more about facilitation." Furthermore, NZ emphasized that the implementation of OHS is mandatory in every company: "It is obligatory for every company to have OHS, especially in industries with high risks, such as mining."

PT. Industrial Chemitomo Nusantara has shown concern for the health and safety of its employees, as expressed by an employee, EI: "From what I've experienced, the company does pay attention to employee safety and health. For example, Personal Protective Equipment (PPE) is regularly checked and its use is mandatory if not used, employees will be reprimanded by supervisors. In terms of health, employees have their temperature checked daily, participate in morning exercise, and undergo annual medical check-ups." Furthermore, the company provides health benefits such as employment social security (BPJS Ketenagakerjaan) and health insurance (BPJS Kesehatan), as EI noted: "We do have BPJS for both employment and health here." PT. Industrial Chemitomo Nusantara also responds promptly to accidents. As recounted by EI: "There was one incident, though not at this location, and from what I know, the OHS team, especially the first aid unit, responded quickly. They immediately arrived at the scene, provided first aid, and then took the injured employee to the nearest hospital. The employee was allowed time off to recover but continued to receive their salary, and the company covered transportation costs for follow-up hospital visits."

Based on the Maqashid Shariah framework, Occupational Health and Safety (OHS) is viewed as a highly significant element. As explained by NZ: "Certainly, when we talk about *hifz al-nafs* (protection of life), *hifz al-nasl* (protection of lineage), we are essentially referring to all the fundamental principles. From a religious perspective, working is considered a form of worship *faridhatun 'ala kulli muslimin* (earning a livelihood is an obligation upon every Muslim). Therefore, ensuring safety is critical to allow workers to carry out their duties effectively. Without OHS, workers would be exposed to significant risks in the workplace. Hence, because work is essential in religion, ensuring safety becomes obligatory to protect the workers." Furthermore, OHS aligns with all five principles of Maqashid Shariah: *hifz al-din* (protection of

religion), hifz al-nafs (protection of life), hifz al-'aql (protection of intellect), hifz al-nasl (protection of lineage), and hifz al-mal (protection of wealth). NZ elaborated: "When we talk about the Maqasid, religion exists within all four remaining elements. Preserving life is a command of religion, as is marriage to preserve lineage. Even wealth preservation is religiously mandated. The essence is that religion permeates every variable. Regarding hifz al-nasl, the safety of a worker directly impacts their family. If someone dies due to inadequate safety measures, they leave behind a family. Thus, the failure to protect life (hifz al-nafs) has consequences that ripple across all other principles, affecting family (hifz al-nasl), wealth (hifz al-mal), and potentially even religious practice." Ultimately, NZ emphasized that the central point lies in hifz al-nafs: "It all comes back to hifz al-nafs because everything is interconnected. If life is not properly protected through OHS, it affects the family, wealth, and even religious observance. Someone may no longer be able to worship properly. Hence, preventive measures such as OHS are part of the dharuriyyat (essential needs) in Shariah."

Discussion

This study has presented data regarding the alignment between government regulations and the values of Maqashid Shariah in the implementation of the Occupational Health and safety Management System (OHSMS) at PT. Industrial Chemitomo Nusantara. The researcher initially examined the findings related to the compliance of OHSMS implementation with government regulations at PT. Industrial Chemitomo Nusantara. The research found that the company's OHSMS practices are in accordance with governmental standards, particularly in the areas of OHS policy formulation, OHS planning, implementation of OHS planning, monitoring and evaluation of OHS performance, as well as the review and improvement of OHS performance.

Analysis of Government Regulation No. 50 of 2012 on the Occupational Health and Safety Management System at PT. Industrial Chemitomo Nusantara

a. Establishment of OHS Policy

The first finding concerns the establishment of the Occupational Health and Safety (OHS) policy by PT. Industrial Chemitomo Nusantara. The company has formulated and implemented the OHS policy accordingly. The policy formulation process follows a mechanism of initial review, including the identification of potential hazards, risk assessment, risk control measures, and analysis of the causes and consequences of hazardous incidents. Furthermore, the company considers the performance of the OHS management system and integrates input from employees when establishing the policy. The OHS policy developed by PT. Industrial Chemitomo Nusantara also encompasses the company's vision, objectives, as well as a clear commitment and determination to implement the policy. The dissemination of the policy is evident through printed materials posted on walls throughout the company premises.

This indicates that most of the Occupational Health and Safety (OHS) policies developed by PT. Industrial Chemitomo Nusantara are in accordance with Government Regulation Number 50 of 2012, as stated in Articles 7 and 8. The establishment of the OHS policy is regulated in Article 7, paragraph (1), which states that the OHS policy, as referred to in Article 6 paragraph (1) letter a, shall be implemented by the employer. Paragraph (2) states that in formulating the policy as referred to in paragraph (1), the employer must at least: a. conduct an initial review of the OHS conditions, which includes: 1. identification of potential hazards, risk assessment, and control; 2. comparison of OHS implementation with better-performing companies and sectors; 3. analysis of causes and consequences of hazardous incidents; 4. compensation and disruptions, as well as results of previous evaluations

related to safety; and 5. assessment of the efficiency and effectiveness of the resources provided. b. consider continuous improvement in OHS management performance; and c. take into account input from workers/laborers and/or labor unions. Paragraph (3) further requires that the OHS policy must at least contain: a. the company's vision; b. corporate objectives; c. commitment and determination to implement the policy; and d. a framework and work program that includes all general and/or operational activities of the company. Meanwhile, Article 8 states that the employer must disseminate the established OHS policy to all workers/laborers, other individuals present in the company, and other related parties.

b. OHS Planning

The second finding is the OHS (OHS) planning carried out by PT. Industrial Chemitomo Nusantara. The OHS planning at PT. Industrial Chemitomo Nusantara is developed based on the previously established OHS policy. The preparation of this OHS plan takes into account the results of the initial review, hazard identification, and risk control. This has been outlined in the established OHS Standard Operating Procedures (SOP). In addition, certified OHS experts are involved in drafting the OHS plan; however, the OHS Supervisory Committee (P2OHS) is not involved because PT. Industrial Chemitomo Nusantara does not have a P2OHS.

This indicates that most of the OHS planning prepared by PT. Industrial Chemitomo Nusantara is in accordance with Government Regulation Number 50 of 2012 as stated in Article 9.

OHS (Occupational Health and Safety) Planning is regulated in Article 9 Paragraph (1) The planning as referred to in Article 6 paragraph (1) letter b is carried out to produce an OHS plan. Paragraph (2) The OHS plan is prepared and established by the employer by referring to the established OHS policy as referred to in Article 7 paragraph (1). Paragraph (3) In preparing the OHS plan as referred to in paragraph (2),

the employer must consider: a. the results of the initial review; b. identification of potential hazards, risk assessment, and control measures; c. applicable laws and regulations and other relevant requirements; and d. the available resources. Paragraph (4) In preparing the OHS plan as referred to in paragraph (2), the employer must involve the OHS Expert, the OHS Steering Committee (P2OHS), workers'/labor representatives, and other relevant parties within the company. Paragraph (5) The OHS plan must include at least: a. goals and objectives; b. priority scale; c. hazard control efforts; d. allocation of resources; e. implementation timeline; f. performance indicators; and g. accountability system.

c. Implementation of the OHS Plan

The third finding is the implementation of the OHS (Occupational Health and Safety) plan. The implementation of this plan is supported by competent personnel, although only a few, and these personnel do not solely focus on OHS but also hold concurrent positions related to company operations. In terms of budget, OHS funding is considered adequate, allowing OHS needs to be met. OHS activities fulfill the elements of hazard control in the event of accidents and are supported by established procedures and work instructions that are carried out daily. In addition, the purchase and distribution of products are also subject to OHS supervision. The implementation of OHS activities involves all employees, and all staff comply with the established OHS signage. Procedures for information dissemination, reporting, and documentation are also integral parts of OHS activities at PT. Industrial Chemitomo Nusantara.

This indicates that most of the implementation of the OHS plan developed by PT. Industrial Chemitomo Nusantara is already in accordance with Government Regulation Number 50 of 2012 as stipulated in Articles 10, 11, 12, and 13.

The implementation of the OHS (Occupational Health and Safety) plan is regulated in Article 10 of Government Regulation Number 50 of 2012. Paragraph (1) The implementation of the OHS plan is carried out by the employer based on the OHS plan as referred to in Article 6 paragraph (1) letter c and Article 9. Paragraph (2) In implementing the OHS plan, the employer is supported by human resources in the field of OHS, infrastructure, and facilities. Paragraph (3) The human resources referred to in paragraph (2) must have: a. work competence as evidenced by a certificate; and b. authority in the field of OHS as evidenced by a work/operating permit and/or a letter of appointment from the authorized institution. Paragraph (4) The infrastructure and facilities referred to in paragraph (2) must include at least: a. an organization/unit responsible for OHS; b. adequate budgeting; c. operational/work procedures, information, reporting, and documentation; and d. work instructions.

Article 11 Paragraph (1) In implementing the OHS plan, the employer must carry out activities to fulfill OHS requirements. Paragraph (2) The activities referred to in paragraph (1) must include at least the following: a. control measures; b. design and engineering; c. procedures and work instructions; d. delegation of part of the work execution; e. procurement/acquisition of goods and services; f. final products; g. emergency preparedness for accidents and industrial disasters; and h. emergency recovery plans. Paragraph (3) The activities referred to in paragraph (2) letters a to f shall be carried out based on hazard identification, risk assessment, and risk control. Paragraph (4) The activities referred to in paragraph (2) letters g and h shall be carried out based on hazard potential, accident investigation, and analysis.

Article 12 Paragraph (1) In carrying out the activities as referred to in Article 11, the employer must: a. appoint human resources who have work competence and authority in the field of OHS; b. involve all workers/laborers; c. establish OHS guidelines that must be followed by

all workers/laborers, other individuals within the company aside from workers/laborers, and other related parties; d. develop information procedures; e. develop reporting procedures; and f. document all activities. Paragraph (2) The implementation of the activities as referred to in paragraph (1) must be integrated with the company's management activities.

Article 13 Paragraph (1) The information procedure as referred to in Article 12 paragraph (1) letter d must ensure that OHS (Occupational Health and Safety) information is communicated to all parties within the company and relevant external parties. Paragraph (2) The reporting procedure as referred to in Article 12 paragraph (1) letter e shall include reporting of: a. workplace accidents; b. non-compliance with laws, regulations, and/or standards; c. OHS performance; d. identification of hazard sources; and e. other matters required by statutory regulations.

Paragraph (3) The documentation as referred to in Article 12 paragraph (1) letter f must include, at a minimum: a. occupational health and safety laws and standards; b. OHS performance indicators; c. work permits; d. results of hazard identification, risk assessment, and control; e. OHS training activities; f. inspection, calibration, and maintenance activities; g. monitoring data records; h. results of workplace accident investigations and follow-up actions; i. identification of products including their composition; j. information on suppliers and contractors; and k. audits and reviews of the OHS management system (OHSMS).

d. Monitoring and Evaluation of OHS Performance

The fourth finding is the monitoring and evaluation of OHS (Occupational Health and Safety) performance. This monitoring and evaluation are carried out once a year. The results of the monitoring and evaluation are reported to the company director so that these findings can be taken into consideration for improving OHS performance.

This indicates that the majority of the Occupational Health and safety (OHS) performance monitoring and evaluation developed by PT.

Industrial Chemitomo Nusantara is in accordance with Government Regulation No. 50 of 2012, as stated in Article 14.

Monitoring and evaluation of OHS performance are regulated in Article 14 Paragraph (1) Employers are required to conduct monitoring and evaluation of OHS performance. Paragraph (2) The monitoring and evaluation of OHS performance as referred to in paragraph (1) must be carried out through inspections, testing, measurements, and internal audits of the OHS Management System (OHSMS) by competent human resources. Paragraph (3) In the event that the company does not have the resources to carry out monitoring and evaluation of OHS performance as referred to in paragraph (2), it may use the services of a third party. Paragraph (4) The results of the monitoring and evaluation of OHS performance as referred to in paragraph (2) must be reported to the employer. Paragraph (5) The results of the monitoring and evaluation of OHS performance as referred to in paragraph (2) must be used to make corrective actions. Paragraph (6) The implementation of monitoring and evaluation of OHS performance as referred to in paragraph (2) must be carried out in accordance with the applicable laws and/or standards.

e. Review and Improvement of OHS Performance

The fifth finding is the review and improvement of OHS (Occupational Health and Safety) performance. Improvements and enhancements do not occur frequently in this company, as there are not many significant changes. However, if any changes do occur, the OHS team promptly responds to the situation. A review will be conducted if there are changes in policy, planning, implementation, or the monitoring and evaluation of performance.

This indicates that most of the review and improvement of OHS performance carried out by PT. Industrial Chemitomo Nusantara is already in accordance with Government Regulation Number 50 of 2012 as stipulated in Article 15.

Review and Improvement of OHS Performance as Regulated in Article 15 Paragraph (1): To ensure the suitability and effectiveness of the implementation of the Occupational Health and Safety Management System (OHSMS), the employer is required to carry out a review. Paragraph (2): The review referred to in paragraph (1) shall be conducted on the policy, planning, implementation, monitoring, and evaluation. Paragraph (3): The results of the review as referred to in paragraph (2) are used to make improvements and enhance performance. Paragraph (4): Improvements and performance enhancement as referred to in paragraph (3) may be carried out in the event of: a. changes in legislation; b. demands from stakeholders and market; c. changes in products and company activities; d. changes in the company's organizational structure; e. developments in science and technology, including epidemiology; f. results of workplace accident investigations; g. reports; and/or h. input from workers/laborers.

The Values of Maqashid Sharia in the OHS Management System at PT. Industrial Chemitomo Nusantara

After presenting the findings regarding the compliance of government regulations with the OHS Management System (OHSMS) at PT. Industrial Chemitomo Nusantara, the author proceeds to explain the findings related to the values of Maqashid Sharia contained within the OHSMS. This study has found the presence of Sharia values when examined through the lens of Maqashid Sharia.

PT. Industrial Chemitomo Nusantara upholds values aligned with Maqashid Shariah, as the company does not restrict employees from fulfilling their religious obligations. Muslim employees, for instance, are allowed to perform their obligatory prayers and observe fasting during working hours. In addition, the company prioritizes financial well-being, ensuring that salaries are paid on time without delay. However, according to the author, the most crucial aspect lies in occupational safety and health.

Occupational health and safety (OHS) is an essential element that must be present in every company, as religion obligates us to work, and thus, companies are equally obliged to ensure the health and safety of their employees. PT. Industrial Chemitomo Nusantara has established an Occupational Health and Safety Management System (OHSMS) to protect its workers from workplace accidents and occupational diseases. The company enforces OHS practices that employees are required to follow, such as wearing personal protective equipment (PPE) during work and adhering to safety signs and regulations. In addition, the company provides health facilities for its employees, including annual medical check-ups, attention to workers who wear glasses, regular exercise sessions such as aerobics, and the provision of vitamins. Furthermore, PT. Industrial Chemitomo Nusantara ensures social and health protection by providing its employees with employment insurance (BPJS Ketenagakerjaan) and health insurance (BPJS Kesehatan).

Occupational health and safety (OHS) falls under the dharuriyat level, which is the most essential and fundamental category of needs. The absence of this level can pose a serious threat to human life. Dharuriyat (primary needs) are vital necessities for human existence and must be fulfilled; without them, various *maslahah* (benefits) cannot be realized, including the fulfillment of the five essential objectives of *maqashid al-shariah* (Ismail, 2014). OHS is closely related to the *maqashid al-khams* (the five main objectives of sharia), *Hifdz al-Din* (preservation of religion), *Hifdz al-Nafs* (preservation of life), *Hifdz al-'Aql* (preservation of intellect): creating a safe environment that avoids harm to mental health and supports clear, healthy thinking. *Hifdz al-Nasl* (preservation of progeny), *Hifdz al-Mal* (preservation of wealth).

Preservation of Religion (*Hifdz Din*) is the first level. From a religious perspective, since working is a duty, Occupational Health and safety (OHS/OHS) also becomes obligatory to ensure employee safety. Preservation of Life (*Hifdz Nafs*) is the second level. If this aspect is not fulfilled, it will affect all the other elements, making it the core concept when explaining OHS. Preservation of Intellect (*Hifdz Aql*) is the third level. When life is not

protected, employees may also suffer mentally due to the lack of health and safety in the workplace. Preservation of Lineage (Hifdz Nasl) is the fourth level. This is also related, because if an employee experiences an accident, they may no longer be able to support or protect their family. Preservation of Wealth (Hifdz Mal) is the fifth level. This is also connected, because in the absence of OHS and in the event of a workplace accident, the employee would be unable to work and earn an income.

Conclusion

This research focuses on the review of Government Regulation No. 50 of 2012 and Maqashid Shariah in relation to the Occupational Health and safety Management System (OHSMS). The conclusion of this study reveals findings that. The Occupational Health and safety Management System (OHSMS) at PT. Industrial Chemitomo Nusantara shows significant alignment with Government Regulation No. 50 of 2012 in terms of OHS policies, OHS planning, implementation of OHS plans, monitoring and evaluation of OHS performance, as well as review and improvement of OHS performance. However, there are still instances of negligence in the implementation of OHS due to a lack of competent human resources in the field, and also due to employees holding multiple positions, which reduces their focus on OHS. PT. Industrial Chemitomo Nusantara upholds Maqashid Shariah values, prioritizing Hifdz Din (preservation of religion), Hifdz Nafs (preservation of life), and Hifdz Mal (preservation of wealth). In terms of Hifdz Nafs, the company has implemented an OHS system which, from the perspective of Maqashid Shariah, is considered obligatory. The company has fulfilled this obligation, thereby ensuring the well-being of its employees. The realization of Hifdz Nafs also ensures that the other core objectives of Maqashid Shariah are not negatively impacted.

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