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Dilemmatic Transfer of The State Civil Apparatus to The Capital of The New State of Indonesia

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Abstract

The consequence of moving Indonesia's new State Capital has a mobilization impact on state civil servants to occupy new office space and a new atmosphere that will begin in 2024. This is a step that needs to be anticipated going forward by paying full attention to aspects of the physical needs of the welfare of the state civil apparatus in full. This research uses qualitative research methods that describe the findings through online media, and this research data comes from online news media. Data were obtained using the Ncapture feature on the Nvivo 12 plus. This research uses qualitative research methods that describe the findings through online media, and this research data comes from online news media. Data were obtained using the Ncapture feature on the Nvivo 12 plus. The results showed that the concept of providing facilities for the state civil apparatus to the archipelago's capital had been planned. There are three components of welfare for the civil apparatus of the state. First, benefits such as daily money, moving costs, transportation costs, and waiting fees will be given to one state civil servant, one spouse of the state civil apparatus, two children, and one housekeeper. Second, decent housing in the form of residential concepts of flats and land houses for the state civil apparatus of the ministry. Third, health insurance is based on the laws of the state civil apparatus that have the right to be borne by the government, such as pension funds, access to health, and insurance for the impact of disasters and deaths. The availability of state civil apparatus facilities to provide comfort to each apparatus in optimizing the duties and functions of professionalism as a frontline state civil apparatus in government services in the archipelago's capital.

Keywords: State Civil Apparatus; Welfare; Capital of the Archipelago.

Introduction

The transfer of the National Capital is not new in modern government. Learned the transfer of the National Capital from Australia (Melbourne to Canberra-1927) and Brazil (Rio De Janerio to Brasilia-1960), which successfully moved its National Capital to a new territory. This transfer is based on several things, namely the connectivity of development between regions, equitable distribution of economic growth, pride, and the strengthening of national identity (Kementerian

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Perencanaan Pembangunan Nasional, 2021). Learning from the two transfers, Indonesia took similar steps and began to carry out gradual transfers until 2024. The discourse on the transfer of a New State Capital has been proclaimed for a long time, with various careful considerations even since the era of President Soekarno, the Kalimantan region has become the right defense economic solution to replace Jakarta as the National Capital of Indonesia (Saputra & Halkis, 2021).

The relocation of the capital from DKI Jakarta to East Kalimantan occurred more due to the increasingly complex burden of DKI Jakarta's problems as the National Capital. Judging from the presentation of the national development planning agency at the *Youth Talks* on August 20, 2019, the accumulated burden of these main problems such as the first, the increasingly dense demographic burden of Jakarta and the population of Java Island so that it is necessary to equalize the distribution of population to other islands or regions such as Kalimantan and Sumatra (Alfian, 2019; Bappenas, 2019). Second, the contribution cycle of macroeconomic development is only centralized on the island of Java (Java Centric), so there is uneven economic growth in other islands left behind. Third, the crisis of sanitation and water is suitable for consumption by the people. Fourth, the proportion of land use built and vacant on Java Island is inversely proportional to the area of potential vacant land on Kalimantan Island (Shimamura & Mizunoya, 2020). Fifth, the massive growth of urbanization has resulted in population density, high congestion, and unhealthy air quality. Sixth, the lack of environmental carrying capacity in Jakarta. Finally, the seventh is the threat of escalation of natural disasters (Tsunami, Flood, Earthquake, and Land Degradation in Jakarta) (Kementerian Perencanaan Pembangunan Nasional, 2021). This complex and complex problem has caused Jakarta and Java to no longer be able to accept the burden of the rapid transformation of government and business (Akhmadi & Himawan, 2021).

The selection of the Kalimantan region is the right consideration apart from the possibility of a small earthquake disaster, a large area, and the island of Kalimantan being a strategic area with a geographical location in the middle of Indonesia. There are several reasons for the move of Indonesia's new national capital based on many aspects, namely better environmental quality, equitable distribution of the economy and population, the carrying capacity of the surrounding environment, safe from major disasters, energy availability, position in the middle of the territory of the unitary State of the Republic of Indonesia, representation of National Identity, and the risk of small disaster impacts (Anditya et al., 2022; R. R. A. Hasibuan & Aisa, 2020; Hutasoit, 2019; Kementerian Perencanaan Pembangunan Nasional, 2021; Kurniadi, 2019). Nasional Capital can become the center of growth in the number of city residents and become a spreading point for the growth of the real sector of the economy around the capital city area. Not only that, the archipelago's capital city is seeking to become the epicenter of various business economic chains that will continue to grow (Wahyudi et al., 2019). In addition, based on a formal legal review from the Capital of the Archipelago Pocket Book, it shows that there are 11 (eleven) main urgency in

choosing East Kalimantan as the capital of the archipelago, namely large land, geographical location right in the middle of the Heart of the Indonesian Archipelago which represents justice, lack of potential conflict, and socio-cultural openness to migrants, feasibility of raw water sources and land, meets the criteria of visibility skills in defense and security areas, minimal potential threats to natural disasters, has the carrying capacity of the existence of cities that are ready to develop for investment and infrastructure (Samarinda and Balikpapan), heterogeneous and open socio-cultural system patterns, open and availability of high location access from two buffer cities, strategic position for the implementation of the Tri Matra Defense (land, sea, and air), and is on the path of the Indonesian Archipelago Sea Channel II (Makassar Strait) (Kementerian Perencanaan Pembangunan Nasional, 2021).

The consequences of the move of the capital city The new State of Indonesia has the effect of mobilization for the state civil apparatus to occupy new office space and a new atmosphere that will start in 2024 (KHAIR, 2022). As real as it is, there are three ministries with initial priorities for relocation to the National Capital of the Archipelago, namely, the Ministry of Home Affairs, the Ministry of Foreign Affairs, and the Ministry of Defense (CNBC Indonesia, 2022). The transfer of the three ministries was the earliest because the three ministries had the urgency to ensure and support the running of the government's wheel system. The transfer is carried out simultaneously with the state civil apparatus or human resources. Kemenpan RB, in its release, said that the transfer of the state civil apparatus to the capital of the archipelago was carried out gradually and in clusters and not partially. This relocation was carried out through two cluster stages, namely the entire central state civil apparatus which amounted to 182,463 people based on all age categories spread across Jabodetabek, some state civil apparatuses in the age category of more than 45 years and structural officials around 118,513 people (Badan Kepegawaian Negara (BKN), 2022; BPS, 2019; Putri, 2022).

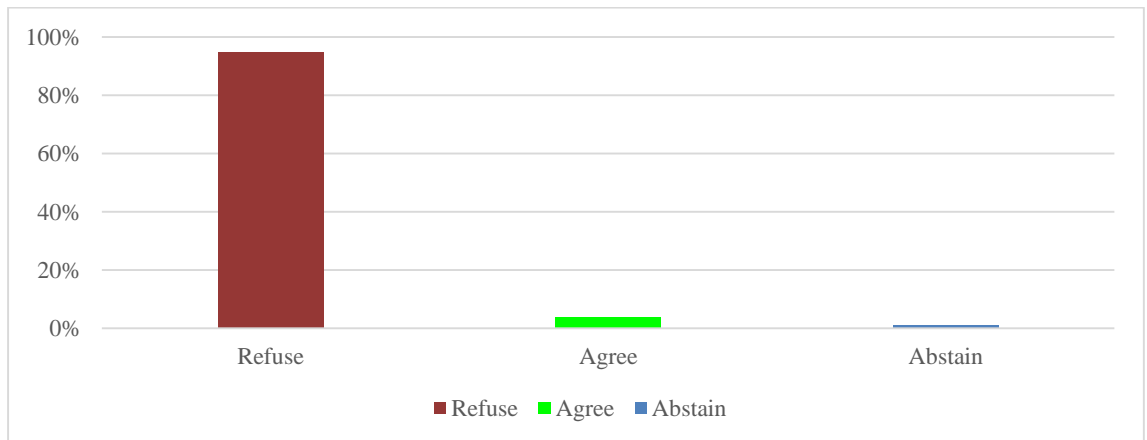


Figure 1. Survei Indonesia Development Monitoring

Source: *Indonesia Development Monitoring (IDM) 2019* (Ilmawan, 2020; Ryandi, 2019)

Based on the release of the Indonesia Development Monitoring (IDM) Survey shows that the majority of state civil servants of 94.7% refused to be transferred to the capital of the archipelago, the percentage of state civil servants who agreed only 3.9%, and the rest abstained (Ilmawan, 2020; Ryandi, 2019). The reason for this refusal is due to the lack of facilities and infrastructure supporting health and education for children, expensive living costs, high transportation access costs, long and long distances due to geographical landscape conditions, and the lack of accommodation of extra certainty of benefits such as expensive allowances for state civil apparatus to become a separate rational choice for the state civil apparatus to relocate to the National Capital of the Archipelago (Amarullah, 2020). Moreover, the aspect of certainty of welfare is also a separate consideration for the state civil apparatus to relocate to the capital of the archipelago as a new place for the continuation of livelihoods (Purwanto, 2021).

Various kinds of empirical studies on the welfare of the state civil apparatus from various countries in the world have been carried out quite a lot. In China, which improves the welfare of its government employees with an acceleration of salary increases by 3% higher than the central government, the ease of housing subsidy facilities, the existence of health insurance, border benefits, and opportunities for developing competencies and career paths. (You & Zhang, 2016). In Zambia, the welfare of the state civil apparatus is provided in the form of financial support in the form of incentive packages for benefits policy intended for medical personnel, children's school fees, ease of accommodation, and accessibility of home/vehicle ownership loans, and support for career competency development. (Lehmann et al., 2008). In Japan, the provision of welfare incentives is more detailed by adopting the typology of area allowances (area, area distance, and climatic conditions of the area) and difficult task allowances (Inatsugu, 2001; Ministry of Internal Affairs & Communications Japan, 2011). Meanwhile, in Australia, the government disburses various incentives such as annual bonuses, location allowances, recreational leave, isolated concession annual leave, and even facilitation of airfare accommodation (Queensland Government of Australia, 2020). Even in Indonesia, state civil servants stationed in border areas such as (frontier, outermost, and disadvantaged) are given welfare incentives (Kurniawan, 2021; Kurniawan et al., 2020).

Unpreparedness for employees and uncertain *rewards* given to the state civil apparatus causes a decrease in motivation and enthusiasm. It becomes a trigger for hampering the functionality of the main duties of public services (Government) at the regional and central levels (Purwanto, 2021). The process of administering the government, such as the management of licensing, public services, implementing and monitoring development, and various other task obstacles, will not be optimal if the performance of employees is not by the standard of minimum achievement of the desired performance. Some efforts manifest the optimization of processes and *services (service and process optimization)* through implementing the principles of *good governance* (Yossi Maria Marintan Hutajulu et al., 2021). The provision of *rewards* and *punishments* is a substantive

parameter in measuring the performance of government public service governance to selectively encourage various problems that will occur (Purwanto, 2021; Rahayu et al., 2021). It should be understood that rewards are part of the entity of appreciation to individuals or institutions, either materially or immaterially, such as motivational oral remarks for the achievement of certain achievements (Amin, M. H., Sjahruddin, H., Alam, S., 2016; Meyrina & Susana, 2017; Siregar, 2022). On the contrary, one of the efforts to direct or foster the behavior of a person or group that does not meet the standards of norms to be expected is called part of the punishment (Amiartuti Kusmaningtyas, 2012; Meyrina & Susana, 2017; Purwanto, 2021)

Meanwhile, the position and role of the state civil apparatus serving as community servants in providing public services are required to be fair to the community based on the loyalty of and compliance with the 1945 constitution to carry out tasks with discipline, the leadership style, and compliance of the state civil apparatus in a government agency are very important to improve the quality of services for the community (Lutfiani et al., 2019; Marwiyah et al., 2022). The behavior and behavior of the state civil apparatus is required based on honesty, devotion, authority, and responsibility, to be able to provide services according to the demands of community development (Jamaluddin & Andriani, 2018; Meyrina & Susana, 2017; Muzayanah, 2020; Purwanto, 2021). The professionalism of the state civil apparatus also needs to be supported by the certainty of welfare justice through affirmation policies in the form of incentives, especially state civil apparatus placed on the frontlines of the frontier, remote, and lagging (Kurniawan, 2021; Kurniawan et al., 2020).

The capital city has a strategic and vital role in driving all aspects and functions of government activities, such as economic centers and political power in a country (Sevin, 2014). It should be emphasized that the Capital City reflects the strengthening side of the country's culture to show a character and identity. The identity of a State, Capital, was built to advance the state in the spectrum of prospering its people (Insani, 2019; Ramadhan, 2022). The proper management and development of the National Capital and not harming any party can be called the forerunner of reflecting a developing and developed country. Managing the National Capital City is difficult because it requires very systematic, detailed, and plenary calculations so that later it does not cause many problems (H. S. Hasibuan & Mulyani, 2022).

On the other hand, the relocation of the National Capital also needs to consider *social security* aspects to become a plenary solution for people in the former capital city of DKI Jakarta and people in the capital of the archipelago, Nusantara (East Kalimantan) (Mazda, 2022). The transfer of capital also needs to learn from countries that have relocated the capital so that careful consideration of the impact is obtained for both the former capital and the new national capital (Aziz, 2020). In moving the capital, consideration of aspects of political communication needs to be synergized with cultural identity, local wisdom, and local socio-economic conditions to realize the hope of equal welfare. Political communication strategies in planning the acceleration of the development of the Capital City of the Archipelago need to adopt various narratives that the

Capital of the Archipelago is not only the center of government but also becomes the capital of the entire public property. This is also a plan for the future to face various challenges (Hairunnisa & Syaka, 2022).

Aspects of welfare incentives also need to be considered to improve the professionalism of the performance of the state civil apparatus, especially regarding incentives and motivation. The agility between motivation and incentives as one of the welfare entities is indispensable to improving workers' work ethic and discipline (Lisna et al., 2019). Druskiene & Šarkiuaitė, (2018) describes two incentives, namely *financial incentives (monetary incentives)* and *moral incentives (moral incentives)*. These two incentives have different content, and financial incentives consist of *payroll (official salary, bonuses, premium, benefit)* and *social security*. Meanwhile, moral incentives consist of *career, work content, working conditions, opportunity to study and upgrade qualification, recognition, participation in the decision-making process, relation with managers and co-workers, and the ability to combine family and work commitments*. The welfare supported by the effective governance of these two incentives is allegedly the right way to achieve sustainable organizational goals.

In the capital of the country, the government needs to consider various implications that in the future will not burden the State, especially on the welfare aspects for the state civil apparatus in the context of the Kementarian, which is transferred to the capital of the archipelago later (Nainggolan, 2022; Wisnubroto, 2022). Welfare can trigger the motivation for state civil apparatus employees' performance when they are relocated to the archipelago capital later. The professionalism of the state civil apparatus can be built as desired by the government to be achieved through improving the welfare of the state civil apparatus. In measuring the achievement of development in an area, indicators are needed that can measure the welfare of the people and are used as a basis for measuring success. According to Suharto, the welfare indicators of the state civil apparatus are quite broad or multidimensional and also complex so that a level of welfare of the state civil apparatus can only be assessed through measurable indicators from various aspects, namely income security, housing, and health (Nawarti Bustaman, 2021).

Based on the presentation of the results of the previous findings and especially written by Purwanto, which specifically discusses the application of *Rewards* and *Punishment* as a way to alleviate the problem of the unwillingness of the state civil apparatus to move to the State Capital of the Archipelago (Purwanto, 2021). Meanwhile, what distinguishes this research from previous research is that this research is focused on describing the point of view of the analysis of the government's ability to support the welfare of the state civil apparatus in the capital city of the archipelago based on physiological rights which is one of the indicators of social welfare theory. Based on the above issues, this study tries to take an analytical perspective different from the previous topic. The novelty offered in this study is a review of the government's ability to the impact of transferring the state civil apparatus to the capital of the archipelago by considering physiological rights and the development of social welfare of the state civil apparatus in the capital of the archipelago. This study also aims empirically to determine and analyze the readiness

capacity and ability of the government to support the welfare of the state civil apparatus in the Capital of the Archipelago, Indonesia. In addition, theoretically, this research is expected to provide benefits academically in the form of scientific contributions of the National Capital in the form of enrichment of the theoretical treasures of social welfare, especially the structure of improving the welfare of the state civil apparatus.

Material And Methods

This research uses an explanatory qualitative approach to describing findings through online media. The method in this study aims to describe the data obtained systematically, concretely, and carefully regarding the facts in a news information text by the media (Praharsi, 2006). The source of this research data is Online news media. Data were obtained using the N capture feature on the Nvivo 12 plus. The capture feature is a web browser extension developed to capture web content in the form of website content, social media, and other document content, such as scientific articles. Nvivo 12 plus analysis uses the *queried crosstab* analysis feature. This feature shows the percentage of news data manually coded using the N Vivo 12 plus feature. Furthermore, the authors use *Word cloud* analysis to see words or concepts often appearing in research files to visualize and collect data/words with similarities and differences. The following is a list of online media taken as data sources.

Table 1. Online Media Sources

Online Media	Website	Consumer Media Online as a news source (Newman et al., 2022)	Brand Trust Media Daring (Newman et al., 2022)	News related to Topic A of the state civil apparatus moved to the Capital archipelago
Detik.com	https://www.detik.com	65%	61%	28
Kompas daring	https://www.kompas.com	48%	65%	50
CNN.com	https://www.cnnindonesia.com/	35%	66%	30
Sindo News	https://www.sindonews.com	16%	49%	34
Tribunnews	https://www.tribunnews.com/	32%	52%	59
Metro News	Tv https://www.metrotvnews.com/	28%	55%	36

Source: Compiled by Researcher, 2022.

Based on the table above, we can see that researchers analyzed six online media. This research uses the six online news media, of course, by looking at the *brand trust* of online media (Newman et al., 2022). Serta has high media credibility based on the keyword calculation and analysis process of the *Semrush tool*. Meanwhile, *Semrush* is an online-based software to assist in planning and implementing efforts in SEO (search engine optimization), SEM (*search engine marketing*), and social media research and video advertising based on keyword analysis (Babs, 2012). Please note that this software operates in this study by grouping the terms that have been designed by topic, then conducting a detailed analysis of the collected and selected keywords (reduction), and exporting them to *Semrush* (SEMrush, 2019, 2022). *Semrush* also always updates the ranking of news websites or online media around the world, including in Indonesia, every day of the six media they were chosen as representations in reporting on the transfer of the Nusantara Capital. Furthermore, the stages of data analysis can be seen in figure 2 below.

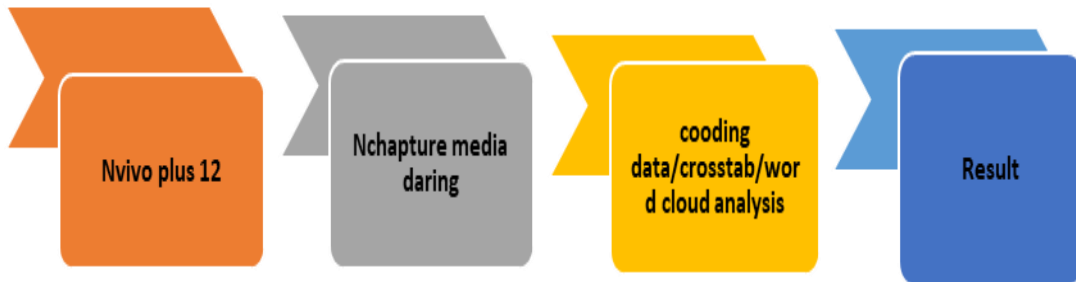


Figure 2. Data analysis techniques

The data that has been collected is then analyzed using the Ncapture feature on Nvivo 12 plus (Phillips & Lu, 2018), where the N capture feature is a web *browser* extension developed to capture web content in the form of the website content, social media, and other document content such as scientific articles. Nvivo 12 plus analysis uses the queried crosstab analysis feature. This feature shows the percentage of news data manually coded using the N Vivo 12 plus feature. Furthermore, the author uses *Word cloud* analysis to visualize words or concepts that often appear in datasets resulting from data/word collectives with similarities and differences.

Result and Discussion

Unraveling the Narrative of the Relocation of the state civil apparatus to the National Capital of the Archipelago

A speech by the President of the Republic of Indonesia in August 2019 stated that the National Capital of Republik Indonesia moved to the island of Kalimantan to be precise in the Penajam Paser Utara area, Kutai Kartacountry in East Kalimantan. Locate development of the capital city

of the archipelago has passed various studies from Badan National Planning and Development (Nuh et al., 2021). The President also said that the archipelago's capital is a sign of national identity and a nation's progress (R. R. A. Hasibuan & Aisa, 2020).

One of the things that attracted attention to the move of the new National Capital was the relocation of the state civil apparatus. As is known, government offices were also moved so that the state civil apparatus inevitably had to move based on the demands of their respective duties and professions (Rachmawati, 2016). Moreover, the state civil apparatus is a self-service with a high commitment to the oath of office for the readiness of service and assignment anywhere (Wiyati & Pradana, 2019). Government apparatuses, now called Employees of the state civil apparatus, are tasked with carrying out certain government duties, public services, and development tasks in the capital city of the archipelago (Jamaluddin & Andriani, 2019). The focus of public services carried out by the state civil apparatus is to provide maximum services related to available administration (Perdana, 2019).

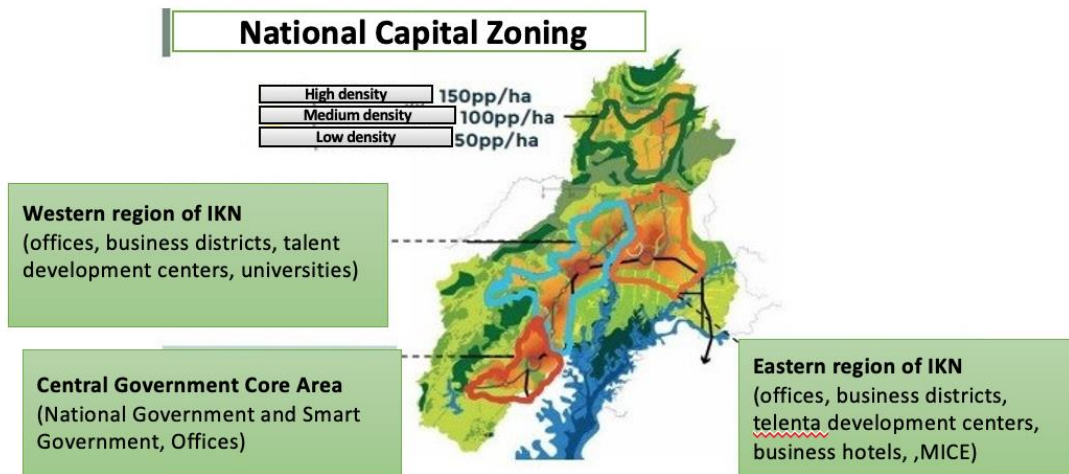


Figure 3. Zoning of the Capital City of the Archipelago

Sumber: Pocketbook of the Capital of the Archipelago (Kementerian Perencanaan Pembangunan Nasional, 2021).

Muzayanah, (2020) Emphasizes the implementation of government duties and functions carried out to provide certainty in the implementation of general government functions, which include the operation of institutional functions, governance of public service functions, and staffing in the new National Capital. Meanwhile, in the context of carrying out certain development tasks, it is carried out through national development (*cultural and political development*) and through economic and *social development*, which is directed at improving the welfare and prosperity of all

state civil apparatus in terms of the facilities provided (Muvariz & Rahmadhani Muvariz, 2013).

The zoning of the Capital City of the Archipelago is divided into three locations (see Figure 3), namely the western area of the Nusantara Capital City, the central core area of the government, and the eastern area of the Nusantara Capital City. This area is integrated zoning in various spatial functions that balance development as a *smart government* office center, business center, talent development, higher education center, and MICE tourism sector business development center (*Meeting, Incentive, Convention, and Exhibition*). The entire design of the development of this area is nothing but an effort to provide complete supporting facilities to the community, including for the state civil apparatus. The completeness guaranteed in the roadmap for the development of the Capital Region of the Archipelago is a strategy for equalization and acceleration of development. The completeness of the facilities imprinted through these three zonings is expected to trigger the state civil apparatus to steadily move and settle in the National Capital of the Archipelago. In addition, efforts to trigger the state civil apparatus to be willing to move to the capital of the archipelago have been widely prepared in various welfare policy packages for the state civil apparatus. Some of them are various components of the inherent benefits of the state civil apparatus, housing facilities, health insurance-social protection, guarantees of the child and social livelihood-education system, and the cost of welfare salaries of the state civil apparatus and family, moving costs, as well as guarantees for competency and career development state civil apparatus. Moreover, expensive allowances, transportation allowances, and even the cost of bringing a household assistant to move are also provided in the components of the policy package (Guritno, 2022; Karunia, 2022; Maharani, 2022). Guarantee of career competence development of the state civil apparatus as a support for the professionalism of the state civil apparatus in providing equal distribution of good public servants can grow in the capital city of the archipelago and this has an impact on the development of the competence of the state civil apparatus which is no longer only centralized on the island of Java (Soantahon, 2022). The policy package offered is a way to attract the state civil apparatus, especially in the productive age (young), literate towards massive technological transformation, and *enabler* of work culture with the concept of *smart* governance to become one of the indicators of effective, efficient, and collaborative governance in the capital city of the archipelago.

The government's readiness to support the welfare of the state civil apparatus in the capital city of the archipelago

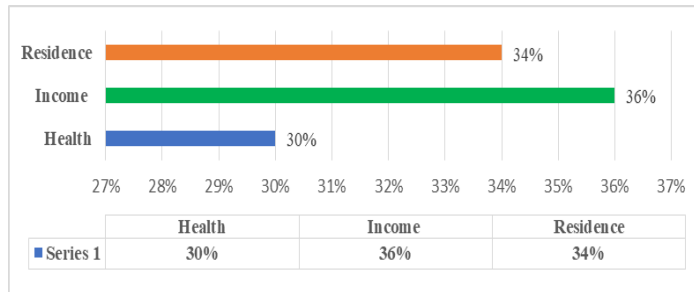
Transformation of core values and employer branding of the state civil apparatus performing to provide professional, adaptive, loyal, competent, harmonious, and collaborative services is the urgent acceleration needed for a better Indonesia (Menpan RB, 2021). The improvement of the public service of the state civil apparatus is a demand that should have been carried out at this time. Indeed, improving public services takes a long time to appear at the top of the public policy agenda (Boyne, 2003). The government continues to strive to provide improved public services and transparency through the implementation of e-government (Habibullah, 2010). Meanwhile,

to realize the mindset of the state civil apparatus transforming with core values and employer branding proudly serving the community is not easy to apply to the state civil apparatus in the National Capital of the Archipelago. While the readiness of the state civil apparatus for the policy of moving the capital of the archipelago is not mature enough, which requires the state civil apparatus to relocate themselves from the old place to the new place, persuasive communication efforts continue to be intensified to persuade the state civil apparatus to be willing to move to the capital of the archipelago (BBC News Indonesia, 2019; Bonasir, 2019; Wisnubroto, 2022).

Essentially, good government is the goal to meet the community's diverse needs to improve the maximum quality of service. Based on this, the vision developed first is to improve the welfare of the state civil apparatus (Indrajit et al., 2009). Welfare itself is relative because it depends on the amount of satisfaction obtained by the state civil apparatus from the income results (Triono, 2011). Within the scope of the term, welfare is a condition that a person can meet the appropriateness of life from basic needs, such as clothing, food, sanitation and water fit for consumption, boards, and the opportunity to get a formal job so that it can support the quality of the livelihood system so that it is free from ignorance, a slump in life, poverty traps, fear-free and worried so that his livelihood feels safe and peaceful (born and inner) (Husna, 2014; Rosni, 2017).

The realization of social welfare is a tangible proof of efforts to achieve the goals of the Indonesian nation, which are stated and expressly outlined in the preamble to the 1945 constitution, namely mandating the state to provide certainty for the protection of all elements of the Indonesian nation's blood spilled to advance welfare, the intelligence of all national life, and social justice. (Ramadhianto, 2013; Setiawan, 2019). This is also strengthened and is based on the practice of Pancasila, the fifth precept, namely social justice for all of Indonesia. This means that the promotion of social justice for all people is a trigger to realize complete social welfare. This can be the basis that there will be no neglect and release of state responsibility for the welfare of the people, especially the state civil apparatus, to become doubtful of the existence of the capital of the archipelago.

According to the Organisation for Economic Co-operation and Development (OECD), well-being can be measured among others: physical needs, security and safety, autonomy and freedom, interconnectedness, competence, and self-esteem. In this article, researchers use indicators of physical needs within the scope of the appropriate welfare theory to be used as an analysis knife in dissecting the opportunities and challenges of the Movement of the State Civil Apparatus in the Capital of the Archipelago. Maslow argues that physical needs include clothing, food, and boards, such as eating, drinking, shelter, sleeping, and so on. (Nurrahman, 2015). For this reason, this indicator is very important to be included in social welfare indicators because it is a component of basic needs that must be met. There are three components that include physical needs in the welfare of the state civil apparatus in the National Capital of the archipelago: income, housing, and health. Based on indicators, researchers found a finding that was processed using the Nvivo application with the following results:



Source: Processed By: Researchers Using TheNVivo Application

Based on the graph above shows that income greatly influences decisions as a basis for consideration for the welfare of the civil apparatus of the state. When relocated to the National Capital of the archipelago, the 36% income indicator became the biggest rational factor for the state civil apparatus to decide to participate in the relocation. As noted by Republika, this was also strengthened by Alex Denni as deputy for Human Resources of the Ministry of Preparing special benefits for the selected state civil apparatus to move to the new National Capital of the Archipelago, namely related to the *reward* system (Mursid, 2022).

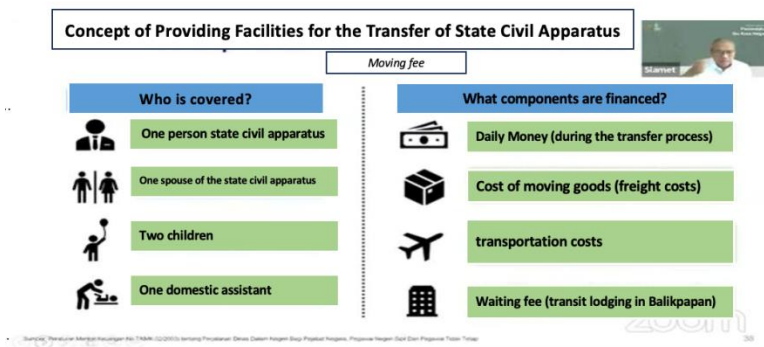


Figure 4. The concept of providing facilities for the transfer of state civil apparatus in the capital of the archipelago

Source: National Agency Development Planning 2022

Based on figure 4. shows that the concept of providing facilities for the transfer of state civil apparatus to the National Capital of the archipelago has been planned. Several components are provided: daily money incentives, moving transportation cost incentives, transportation costs, and waiting fee incentives to one person of the state civil apparatus, one spouse of the state civil apparatus, two children, and one household assistant. The second welfare component for the state civil apparatus is the residence for the state civil apparatus, which is 32%. This shows that the government's ability to provide welfare is already classified as serious (Purnama, 2022). The Ministry of Public Works and Public Housing is trying to prepare a residential concept in the form of flats and landed houses for the state civil apparatus of the Ministry of Home Affairs or ministries included in the transfer of cluster one of the National Capital of the archipelago. The government also targets that before August 17, 2024, state civil apparatuses within the scope of the ministry have occupied the National Capital of the archipelago. As a provider of residential infrastructure for the state civil apparatus, the Ministry of Public Works and Public Housing has prepared a roadmap for providing housing for the state civil apparatus. Dedy Permadi, chairman of the housing planning department at the Ministry of Public Works and Public Housing, said the area of residence to be prepared is around 856 hectares (ha).



Figure 5. The concept of providing facilities for the transfer of state civil apparatus in the capital of the archipelago

Source: National Development Planning Agency 2022

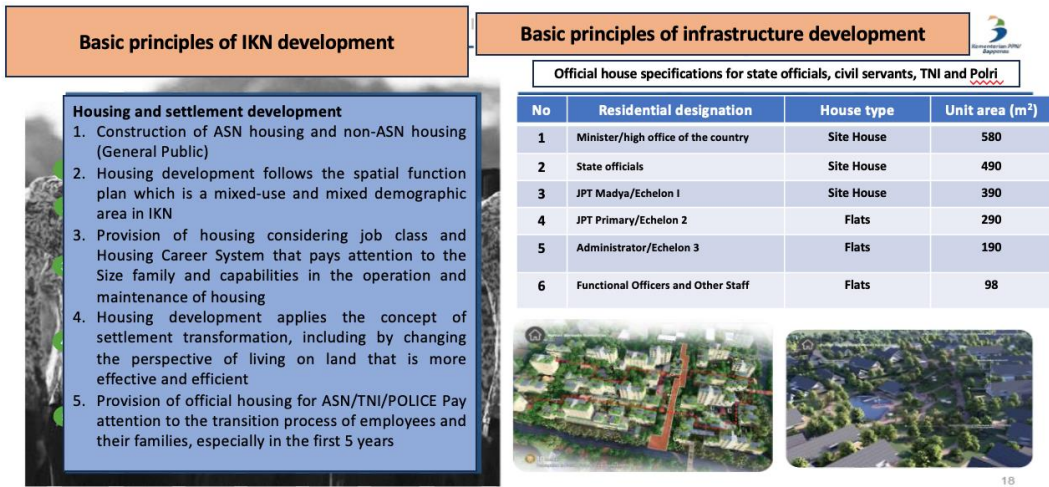


Figure 6. Basic principles of Infrastructure Development and Settlement Specifications of the State Civil Apparatus di the Capital of the Archipelago

Source: Presentation on the Socialization of Law No. 3 of 2022 concerning the National Capital and the Main Plan of the Capital of the Archipelago (Kementerian Perencanaan Pembangunan Nasional, 2022)

Figure 5 and Figure 6, as well as the processing extracted from various online media and pocketbooks of the Capital City of the Archipelago, have ensured residential facilities for the state civil apparatus in the first five years of the transition process. This housing development also pays attention to the class of positions and the *Housing Career System*, which contains the area of the house adjusted to the size of the number of family members. The government has even paid attention to the detailed aspects of the welfare of the state civil apparatus in terms of providing decent housing for the state civil apparatus. The government accommodates ease of access, complete facilities, and selection of house types to ensure the basic needs of the state civil apparatus board, which is then outlined in the *Flexible Facility Arrangement*.

In addition, there is the last component of welfare for the state civil apparatus is health insurance. Health Insurance shows a percentage figure of 30% based on data using Nvivo 12 plus. The health insurance provided by the government is through the National Health Insurance program. This guarantee is also a form of government attention that provides certainty to the community as social *protection* from various social vulnerabilities (Adato & Bassett, 2009; Asfaw et al., 2014; Gentilini et al., 2022; Mendez-lopez et al., 2022). Nasional Health Insurance is a social security system provided to the state civil apparatus based on the foundation of a mandatory health insurance mechanism UU No. 40 of 2004 concerning the National Social Security System I, which aims to meet the eligibility of basic health needs every state civil apparatus has been

guaranteed and paid by government. Social protection guarantees for the state civil apparatus have also been juridically guaranteed in the 1945 Constitution of the Republic of Indonesia article 28H paragraph (3), Law Number 24 of 2011, and Presidential Regulation Number 70 of 2015 concerning work accidents and death insurance for state civil apparatus (Arighi, 2020). Various government policy programs related to health insurance and social protection of the state civil apparatus have been prepared with all regulations (old age pension guarantee, health insurance, work misfortune insurance, and even death insurance). Thus, this shows the government's efforts to adapt to all transformations in health insurance that can be adapted to the new system in the National Capital of the archipelago later.

Conclusion

The consequences of the move of the National Capital impact the state civil apparatus to occupy a new physical and social space that will begin in 2024. One of the things that attracted the attention of the movement of the National Capital of the archipelago was the relocation and mass mobilization of the state civil apparatus. As is known, government offices were also moved so that the state civil apparatus would inevitably move according to their respective duties and professions. This step needs to be anticipated in the future by paying attention to the physical needs of the welfare of the state civil apparatus plenary. In fact, there are three main components that include physical needs in the welfare of the state civil apparatus in the National Capital of the archipelago: income, shelter, and health.

Intermediation of providing facilities for transferring state civil apparatus to the capital of the archipelago and welfare is a concern that the government has planned. The form of readiness for the relocation and mobilization of the state civil apparatus to the capital of the archipelago is a challenge that needs to be considered from the aspect of the welfare component of the state civil apparatus by the government. The consideration of these components includes: First, daily money, the cost of moving goods, transportation costs, and waiting for fees to one person of the state civil apparatus, one spouse of the state civil apparatus, two children, and one household assistant. Second is the guarantee of the need for boards or shelters for the civil apparatus of the state. The Ministry of Public Works and Public Housing is mandated to take care of residential infrastructure in the archipelago's capital city. Trying to prepare a residential concept in the form of flats and landed houses. Third, the existence of health insurance, namely based on the 1945 Constitution of the Republic of Indonesia, article 28H paragraph (3), the state civil apparatus Law Number 5 of 2014, law Number 24 of 2011, and presidential regulation Number 70 of 2015 that the state civil apparatus has the right to a pension, old age, health, catastrophe/accident work, and death. This guarantee is expected to comfort the state civil apparatus in government functions and public services in the National Capital of the Archipelago. The government has prepared various guarantees for the state civil apparatus in the archipelago's capital. The policy package designed has shown the seriousness of the government's efforts to agree to mobilization, answer the dilemma of doubts about the state civil apparatus, and the mass relocation of the state

civil apparatus in the capital of the archipelago.



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