



Public Knowledge of Law Number 14 of 2019 on Social Worker and the Implementation of Social Work in Indonesia

Risna Resnawaty

Affiliates; University of Padjajaran, West Java, Indonesia

Correspondence: risna.resnawaty@unpad.ac.id

Alfrojems

Affiliates; Consortium of Indonesian Social Work, Jakarta, Indonesia

Correspondence: alfro.jems@gmail.com

Leny Jakaria

Affiliates; World Bank Indonesia, Jakarta, Indonesia

Dea Triantara Wibawa

Affiliates; Independent Organization of Indonesian Professional Social Worker (IPSPI), Jakarta, Indonesia

Ahmad Zulfa Styabudi

Affiliates; Social Service of Bandung City, West Java, Indonesia

Ena Rodiah

Affiliates; Ministry of Social Affairs, West Java, Indonesia

Abstract

The ratification of Law Number 14 of 2019 on social worker provides a new chapter for social workers in Indonesia. The existence of this law certainly provides a large enough opportunity for social workers to be able to open up more opportunities in providing quality and equitable social services in all regions in Indonesia. However, what needs to be realized is the importance of being able to understand the condition of the community especially regarding their knowledge related to this Law and of course social workers in general. Therefore, the purpose of this study is to determine public knowledge about Law Number 14 of 2019 on social worker. The research method is quantitative with descriptive type. The sampling technique used is simple random sample, where the number of respondents reached 222 people. The results of this study indicate that the knowledge of the community belongs to the very good group with a value reaching 50.75 points accumulatively, so to be able to maintain this, a concrete step is needed to be able to maintain or even maximize the knowledge of the community, where this can be implemented through socialization programs and of course research that periodically measures the level of public knowledge about Law Number 14 of 2019 on social worker.

Keywords : Knowledge, Social Worker, Law, Society.

Introduction

In 2019, Law Number 14 of 2019 on social worker has been enacted to regulate the Social Worker Profession and Implementation of Social Work in Indonesia. The law is important to guarantee and protect the professionalism of social work services to the community. With the existence of the Act, it is hoped that the existence and recognition of the Social Worker profession will increase by various stakeholders in Indonesia.

The practice of Social Work since the existence of Law No. 14 of 2019 there are still some differences in understanding among various stakeholders. Some of the misconceptions found include understanding the meaning of social work, the scope of work, as well as competencies and qualifications that are not in accordance with the Law on the Social Worker profession. With the

misconception that occurs, the utilization and development of the Social Worker profession that can help improve social welfare is not optimal.

Misconceptions from stakeholders about the social worker profession and the non-optimal existence of Social Workers in carrying out their professions, it is necessary to accelerate and reform the implementation of the Social Worker Law No. 14 of 2019 to ensure quality social services in the provision of social protection and welfare services at regional and national levels. In this regard, it is necessary to study the knowledge, attitudes and behavior of stakeholders as well as the implications of Law Number 14 of 2019 on social worker through Community Satisfaction Survey (SKM) activities in the context of KAP (Cognitive, Attitude and Behavior).

According to the Regulation of the Minister for Empowerment of State Apparatus and Bureaucratic Reform Number 14 of 2017 on Guidelines for Compiling the Community Satisfaction Index (IKM) for Public Service Providers, this is the result of the measurement of the Community Satisfaction Survey (SKM) activity in the form of numbers. The number is determined on a scale of 1 (one) to 5 (five). The Community Satisfaction Survey (SKM) is defined as a comprehensive measurement activity of the level of community satisfaction with the quality of services provided by public service providers. The preparation of the Community Satisfaction Index is guided by the Regulation of the Minister of Empowerment of State Apparatus and Bureaucratic Reform Number 14 of 2017 on Guidelines for Compiling the Community Satisfaction Index (IKM) of Public Service Providers.

The implementation of the duties of a profession will be stronger with the support of the community and the most important thing is to get that support through knowledge from the community about the profession. referring to the above background the objective of this research is to find out the knowledge aspect of the community as a stakeholder in the social work profession in an effort to increase public participation in the implementation of social work in Indonesia.

Methodology

To achieve the objectives of this research, the approach used in this research is quantitative with the type of research being descriptive. Quantitative is more concerned about issues of design, measurement, and sampling because their deductive approach emphasizes detailed planning prior to data collection and analysis (Neuman, 2014). Whereas according to Burn, a descriptive survey aims to estimate as much as possible the nature of existing conditions, or the attributes of a population; for example, its demographic composition, its attitude to abortion, its religious beliefs, voting intentions, its childrearing practice (Burn, 2000 in Silalahi, 2015). The data collection techniques used in this study were questionnaire instruments, and literature review documentation studies and this research is in the form of documentation and survey studies with the distribution of digital-based instruments via google form. The sampling technique in this study used simple random sampling with a total of 222 respondents who filled out the instrument. As for this research, the instrument consists of eleven questions with each choice in the form of strongly agree, agree, do not know, disagree and strongly disagree.

Results and Discussion

The results of this study indicate the knowledge of stakeholders (respondents) which is the primary data source in the study of measuring stakeholder knowledge of law number 14 of 2019 on social worker. The survey results are descriptively presented in 11 tables with the following questions,

A Social Worker is someone who has the Knowledge, Skills, and Values of Social Work Practice and has obtained a Certificate of Competence.

The respondent's description based on the statement above provides an overview of how the respondent's knowledge of the statement that a Social Worker is someone who has the knowledge, skills, and values of social work practice and has obtained a certificate of competence. The survey results obtained are:

Table 1 Respondents Based on Knowledge Statements (Point 1)

Answer	Frequency (F)	Percentage (%)
Strongly agree	187	84.23%
Agree	32	14.41%
Don't know	3	1.35%
Don't agree	0	0.00%
Strongly Disagree	0	0.00%

Source: Survey Results, 2021

The results showed that (84.23%) respondents stated "Strongly Agree", (14.41%) respondents stated "Agree", and (1.35%) respondents stated "Don't know" on the statement that social workers are someone who have the knowledge, skills, and values of social work practice and have obtained a certificate of competence. Based on the tables and graphs that have been presented, it was found that the respondents Agree and Strongly Agree with the statement that a social worker is someone who has the knowledge, skills, and values of social work practice and has received a certificate of competence. Knowledge, Skills, and Values are important for effective to the development of social work practice (Kristina, Bryan, Shannon, and Michael, 2020). This is also confirmed by the answers from the majority of respondents who stated that the existence of social workers in the provision of social services is only known by parties who have established professional relationships. However, there are still respondents (coming from outside the Social Worker profession) who do not know about this statement, so that the general public is not very familiar with the social work profession, there are even respondents who view that a Social Worker is someone who carries out social actions (including charity work). In fact, it is necessary to disseminate information both from digital and from action in the field so that this profession can be understood and accepted in society.

Social Work Practices in Indonesia are Protected by Law

The respondent's description based on the statement above provides an overview of how the respondent's knowledge of the statement that the Practice of Social Work in Indonesia is protected by law. The survey results obtained are:

Table 2 Respondents Based on Knowledge Statements (Point 2)

Answer	Frequency (F)	Percentage (%)
Strongly agree	183	82.43%
Agree	39	17.57%
Don't know	0	0.00%
Don't agree	0	0.00%
Strongly Disagree	0	0.00%

Source: Survey Results, 2021

The results showed that (82.43%) respondents stated "Strongly Agree" and (17.57%) respondents stated "Agree", on the statement that Social Work Practices in Indonesia are protected by law. Based on the tables and graphs that have been presented, it was found that the respondents Agree and Strongly Agree with the statement that Social Work Practices are protected by law. Basically law is a social science and it deals with the concerns of the society that being validated in law (Ng'ang'a, 2022). This is also confirmed by the answers from the majority of respondents who stated that Social Worker is a profession that is recognized as legal and regulated based on government regulations, so that the government exists in this regard. A very large number of 'Strongly Agree' answers from respondents, even though most of the respondents are social workers by profession and background. Currently, Indonesia is formulating several regulations to protect social work practice, such as Ministerial Regulation on Social Work Standard Education. Social work in Indonesia is regarded to be strong because the existence of several laws and regulations, and there are organizations of social work profession and education at national, Asia Pacific and international levels.

Social Work Practices are implemented Based on Social Work Practice Standards

The respondent's description based on the statement above provides an overview of how the respondent's knowledge of the statement that the practice of Social Work is carried out is based on the standard of practice of Social Work. The survey results obtained are:

Table 3 Respondents Based on Knowledge Statements (Point 3)

Answer	Frequency (F)	Percentage (%)
Strongly agree	175	78.83%
Agree	44	19.82%
Don't know	2	0.90%
Don't agree	1	0.45%
Strongly Disagree	0	0.00%

Source: Survey Results, 2021

The results showed that (78.83%) of respondents stated "Strongly Agree", (19.82%) of respondents stated "Agree", (0.90%) respondents stated "Don't know" and (0.45%) "Disagree" on the statement that Social Work Practices implemented based on Social Work Practice standards. Based on the tables and graphs that have been presented, it was found that the respondents Agree and Strongly Agree with the statement that Social Work Practices are carried out based on Social Work Practices standards. This is confirmed by the respondent's answer that Social Worker in carrying out Social Work Practice services aimed at individuals, families, groups, and communities is carried out through planned, integrated, quality, and sustainable services in accordance with Social Work Practice standards. However, there were respondents who expressed ignorance and disagreement with the statement. This indicates that there are still people who do not know about the practice of social work based on the standards that have been set. In addition, there were respondents who stated that Social Workers should have a doctor service policy and have rewards (not just sincere work). Whereas Social Workers already have regulations. Even this indication of disapproval is a sign that there are still social worker practices that are not in accordance with the applicable social worker practice standards. So it is necessary to improve the quality of social workers through competency tests (Certification) and provide fulfillment of the rights of social workers. This indicates that there are still people who do not know about the practice of social work based on the standards that have been set. In addition, there were respondents who stated that Social Workers should have a doctor service policy and have rewards (not just sincere work). Whereas Social Workers already have regulations. Even this indication of disapproval is a sign that there are still social worker practices that are not in accordance with the applicable social worker practice standards. So it is necessary to improve the quality of social workers through competency tests (Certification) and provide fulfillment of the rights of social workers. This indicates that there are still people who do not know about the practice of social work based on the standards that have been set. In addition, there were respondents who stated that Social Workers should have a doctor's service policy and have rewards (not just sincere work). Whereas Social Workers already have regulations. Even this indication of disapproval is a sign that there are still social worker practices that are not in accordance with the applicable social worker practice standards. So it is necessary to improve the quality of social workers through competency tests (Certification) and provide fulfillment of the rights of social workers. there are respondents who stated that Social Workers should have a doctor's service policy and there are rewards (not just sincere work). Whereas Social Workers already have regulations. Even this indication of disapproval is a sign that there are still social worker practices that are not in accordance with the applicable social worker practice standards. So it is necessary to improve the quality of social workers through competency tests (Certification) and provide fulfillment of the rights of social workers. there were respondents who stated that Social Workers should have a doctor's service policy and a reward (not just sincere work). Whereas Social Workers already have regulations. Even this indication of disapproval is a sign that there are still social worker practices that are not in accordance with the applicable social worker practice standards. So it is necessary to improve the quality of social workers through competency tests (Certification) and provide fulfillment of the rights of social workers. Indonesian Social Work Organization (IPSPI) has formulated the guideline of social worker practice standard in several fields, such as child protection, disaster, people in poverty situation, mental health, and social supervision.

One Must Pass Competency Test to Do Social Work Practice

The respondent's description based on the statement above provides an overview of how the respondent's knowledge of the statement that to carry out Social Work Practices, a person must pass the Competency Test. The survey results obtained are:

Table 4 Respondents Based on Knowledge Statements (Point 4)

Answer	Frequency (F)	Percentage (%)
Strongly agree	165	74.32%
Agree	50	22.52%
Don't know	5	2.25%
Don't agree	2	0.90%
Strongly Disagree	0	0.00%

Source: Survey Results, 2021

The results showed that (74.32%) respondents stated "Strongly Agree", (22.52%) respondents stated "Agree", and (2.25%) respondents stated "Don't know" and (0.90%) respondents on the statement that doing Social Work Practices, one must pass the Competency Test. Competence is ability for doing a task (Hager and Gonczi, 2009). Based on the tables and graphs that have been presented,

it was found that the respondents Agree and Strongly Agree with the statement that in order to practice Social Work, one must pass the Competency Test. This is also confirmed by the answers from the majority of respondents who stated that to do Social Work Practice, one must pass the Competency Test. It's just that the agreed answer is still an indication of doubt for the respondent on the statement. In addition, there are still respondents who still do not know about this. although the percentage is small and the respondents come from outside the social worker profession, this is certainly a concern that there are still people who do not know and still think that someone can become a social worker without having to take a competency test. So it is necessary to disseminate information that is more outreach to the community or stakeholders regarding this matter. Moreover, there are respondents who disagree, this kind of response illustrates that the existence of a competency test can cause someone if they want to become a social worker to take a competency test and of course it will make it difficult for them to become a social worker without having to take a competency test. This is certainly a concern that there are still those who do not know and still think that someone can become a social worker without having to take a competency test. So it is necessary to disseminate information that is more outreach to the community or stakeholders regarding this matter. Moreover, there are respondents who disagree, this kind of response illustrates that the existence of a competency test can cause someone if they want to become a social worker to take a competency test and of course it will make it difficult for them to become a social worker without having to take a competency test. This is certainly a concern that there are still those who do not know and still think that someone can become a social worker without having to take a competency test. So it is necessary to disseminate information that is more outreach to the community or stakeholders regarding this matter. Moreover, there are respondents who disagree, this kind of response illustrates that the existence of a competency test can cause someone if they want to become a social worker to take a competency test and of course it will make it difficult for them to become a social worker without having to take a competency test.

Social Workers Have Social Worker Organization that Is Independent and Have a Legal Document

The respondent's description based on the statement above provides an overview of how the respondent's knowledge of the statement that Social Workers have Social Worker Organization that is independent and have a legal document. The survey results obtained are:

Table 5 Respondents Based on Knowledge Statements (Point 5)

Answer	Frequency (F)	Percentage (%)
Strongly agree	174	78.38%
Agree	42	18.92%
Don't know	1	0.45%
Don't agree	5	2.25%
Strongly Disagree	0	0.00%

Source: Survey Results, 2021

The results showed that (78.38%) respondents stated "Strongly Agree", (18.92%) respondents stated "Agree", (0.45%) respondents stated "Don't know" and (2.25%) respondents "Disagree" on the statement that Social Workers has a Social Work Organization that is independent and have a legal document incorporated. Based on the tables and graphs that have been presented, it was found that the respondents Agree and Strongly Agree with the statement that Social Workers have Social Worker Organization that is independent and have a legal status. However, there are still respondents (coming from outside the Social Worker profession) who do not know about this statement, so they do not really know that Social Worker Organization that independent and have a legal document.

The Government in National Level and Regional Governments Ensure The Implementation of Quality Social Work Practices and Protect The Community Receiving Social Work Practices services

The respondent's description based on the statement above provides an overview of how the respondent's knowledge of the statement that the Government in National Level and Local Government must ensure the implementation of quality Social Work Practices and protect the community receiving Social Work Practices services. The survey results obtained are:

Table 6 Respondents Based on Knowledge Statements (Point 6)

Answer	Frequency (F)	Percentage (%)
Strongly agree	175	78.83%
Agree	47	21.17%
Don't know	0	0.00%

Answer	Frequency (F)	Percentage (%)
Don't agree	0	0.00%
Strongly Disagree	0	0.00%

Source: Survey Results, 2021

The results showed that (78.83%) of respondents stated "Strongly Agree" and (21.1%) of respondents stated "Agree" on the statement that the Government in National Level and Local Governments must ensure the implementation of quality Social Work Practices and protect the community receiving services. Social Work. Based on the tables and graphs that have been presented, it was found that the respondents Agree and Strongly Agree with the statement that the Government in National Level and Regional Governments must ensure the implementation of quality Social Work Practices and protect the recipients of Social Work Practices services. This is also confirmed by the answers of the majority of respondents who stated that it should be protected by law. It is true that there are rules that apply and become regulations.

Standard Operating Procedures, Competency Standards, and Service Standards are Prepared by The Government in National Level

The respondent's description based on the statement above provides an overview of how the respondent's knowledge of the statement that standard operating procedures, competency standards, and service standards are prepared by the Government in National Level. The survey results obtained are:

Table .7 Respondents Based on Knowledge Statements (Point 7)

Answer	Frequency (F)	Percentage (%)
Strongly agree	111	50.00%
Agree	84	37.84%
Don't know	19	8.56%
Don't agree	7	3.15%
Strongly Disagree	1	0.45%

Source: Survey Results, 2021

The results showed that (50.00%) respondents stated "Strongly Agree", (37.84%) respondents stated "Agree", and (8.56%) respondents stated "Don't know", (3.15%) respondents stated "Disagree" and (0.45%) respondents stated "Strongly Disagree" on the statement that standard operating procedures, competency standards, and service standards were prepared by the Government in National Level. Based on the tables and graphs that have been presented, it was found that the respondents Agree and Strongly Agree with the statement that Standard operating procedures, competency standards, and service standards are prepared by the Government in National Level. This is also confirmed by the answers from the majority of respondents who stated that the government should provide protection and help social workers improve the quality of their services to be better. Besides that, there are still respondents who do not know that operational standards, procedures and services are prepared by the Government at a National Level. The percentage is quite large, so this should encourage Social Workers to publish about this so that parties outside the profession know about it. This is confirmed by the respondents' answers that there is a need to increase publications and information about things related to social workers including operational standards, procedures and services. The responses to disagree and strongly disagree with the above statement indicate that there are parties who do not support that the operational standards, procedures and services of Social Workers are prepared by the Government in National Level.

Social Worker Education Standards are Prepared by The Government in National Level

The respondent's description based on the statement above provides an overview of how the respondent's knowledge of the statement that standard operating procedures, competency standards, and service standards are prepared by the Government in National Level. The survey results obtained are:

Table 8 Respondents Based on Knowledge Statements (Point 8)

Answer	Frequency (F)	Percentage (%)
Strongly agree	115	51.80%
Agree	81	36.49%

Answer	Frequency (F)	Percentage (%)
Don't know	17	7.66%
Don't agree	8	3.60%
Strongly Disagree	1	0.45%

Source: Survey Results, 2021

The results showed that (51.80%) of respondents stated "Strongly Agree", (36.49%) of respondents said "Agree", (7.66%) respondents said "Don't know". (3.6%) of respondents stated "Disagree" and (0.45%) respondents stated "Strongly Disagree" on the statement that Social Worker education standards are prepared by the Government in National Level. Based on the tables and graphs that have been presented, it was found that the respondents Agree and Strongly Agree with the statement that Social Worker education standards are prepared by the Government in National Level. Social work education standard is essential for social work. In social work education, there is a core curriculum which is applied nationally. The curriculum standard can regulate and ensure distribution of the social work's quality in Indonesia. Further, the majority of respondents stated that the existence of social workers in the provision of social services is only known by parties who have established professional relationships with social workers.

The Procedures for Implementing The Social Worker Competency Test are Prepared by The Government in National Level

The respondent's description based on the statement above provides an overview of how the respondent's knowledge of the statement that the procedure for implementing the Social Worker Competency Test is prepared by the Government in National Level. The survey results obtained are:

Table 9 Respondents Based on Knowledge Statements (Point 9)

Answer	Frequency (F)	Percentage (%)
Strongly agree	102	45.95%
Agree	90	40.54%
Don't know	23	10.36%
Don't agree	7	3.15%
Strongly Disagree	0	0.00%

Source: Survey Results, 2021

The results showed that (45.95%) respondents stated "Strongly Agree", (40.54%) respondents stated "Agree", (10.36%) respondents stated "Don't know" and (3.15%) respondents stated "Disagree" to the statement that the procedures for implementing the Social Worker Competency Test are prepared by the Government in National Level. Based on the tables and graphs that have been presented, it was found that the respondents Agree and Strongly Agree with the statement that the procedures for implementing the Social Worker Competency Test are prepared by the Government in National Level. This is also confirmed by the answers from the majority of respondents who stated that the Government guarantees and protects Social Workers (including their competence). However, there are still respondents (coming from outside the Social Worker profession) who do not know that it was prepared by the Government in National Level,

The Government in National Level provides guidance on the implementation of Social Work Practices in Collaboration with Social Worker Organizations

The respondent's description based on the statement above provides an overview of how the respondent's knowledge of the statement that the Government in National Level provides guidance to the implementation of Social Work Practices in collaboration with Social Worker Organizations. The survey results obtained are:

Table 10 Respondents Based on Knowledge Statements (Point 10)

Answer	Frequency (F)	Percentage (%)
Strongly agree	142	63.96%
Agree	77	34.68%
Don't know	1	0.45%
Don't agree	2	0.90%
Strongly Disagree	0	0.00%

Source: Survey Results, 2021

The results showed that (63.96%) respondents stated "Strongly Agree", (34.68%) respondents stated "Agree", (0.45%) respondents said "Don't know". (0.90%) respondents stated "Disagree" to the statement that the Government in National Level provides guidance to the implementation of Social Work Practices in collaboration with Social Worker Organizations. Based on the tables and graphs that have been presented, it was found that the respondents Agree and Strongly Agree with the statement that the implementation of Social Work Practices cooperates with Social Worker Organizations. However, there are still respondents (coming from outside the Social Worker profession) who do not know that this is the case.

The Government in National Level Supervises The Implementation of Social Work Practices by Social Worker Organization

The respondent's description based on the statement above provides an overview of how the respondent's knowledge of the statement that the Government in National Level supervises the implementation of Social Work Practices by Social Worker Organizations. The survey results obtained are:

Table 11 Respondents Based on Knowledge Statements (Point 11)

Answer	Frequency (F)	Percentage (%)
Strongly agree	129	58.11%
Agree	85	38.29%
Don't know	1	0.45%
Don't agree	7	3.15%
Strongly Disagree	0	0.00%

Source: Survey Results, 2021

The results showed that (58.11%) respondents stated "Strongly Agree", (38.29%) respondents stated "Agree", (0.45%) respondents said "Don't know", (3.15%) respondents stated "Disagree" to the statement that the Government in National Level supervises the implementation of Social Work Practices by Social Worker Organizations. Based on the tables and graphs that have been presented, it was found that the respondents Agree and Strongly Agree on the statement that the Government in National Level supervises the implementation of Social Work Practices by Social Worker Organizations. This is also confirmed from the answers of the majority of respondents who stated that strict supervision and monitoring of routine evaluations must be supported, especially for social workers who are entrusted with the mandate of social assistance/grants. However, there are still respondents (coming from outside the Social Worker profession) who are not aware of this statement, so that information is disseminated that the Government in National Level supervises the practice of social workers in collaboration with Social Worker Organizations. There are even respondents who view that they do not agree with the supervision of social work practices by social worker organizations. This is an indication that they (not certified social workers) have been doing social work, deeming it unnecessary or that social worker organizations have not been effective in supervising social work practices. There are even respondents who view that they do not agree with the supervision of social work practices by social worker organizations. This is an indication that they (not certified social workers) have been doing social work, deeming it unnecessary or that social worker organizations have not been effective in supervising social work practices. There are even respondents who view that they do not agree with the supervision of social work practices by social worker organizations. This is an indication that they (not certified social workers) have been doing social work, deeming it unnecessary or that social worker organizations have not been effective in supervising social work practices.

Conclusion

Based on the results of the research carried out with the description above, it will be obtained an illustration that the element of public knowledge about social workers is very good with the average score on the accumulated results reaching 50.75 points, as for this value, the group results of this study are in the group as described above. can be seen in the image below. Related to the accumulation of accumulative data, in this study, the researcher made a classification assessment using four groups with the initial stage of determining the class interval and formula as follows.

$$K = \frac{R}{i}$$

Explanation:

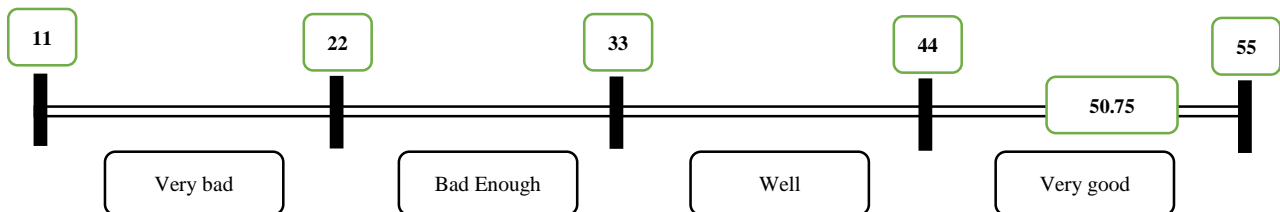
K : Number of class intervals

R : Range

I : Class interval

(Nazir: 2011)

In addition to completing this research, the interval data is analyzed by calculating the average score that has been set and then grouped on a continuum with a range of intervals determined according to the number of groups (Sugiyono, 2012). In this study, to determine the total value is the number of questions (11) x the highest number of values (5).



Source: *Research Results, 2021*

The picture chart above shows that cumulatively the average value of the results of this study is very good. In addition, based on the results of this study, it can also be seen that knowledge aspect from stakeholders about social work is included in the very good category so efforts are needed to be able to maintain and even maximize this values.

Suggestion

The results of the research above indicate that public knowledge is quite good about the Social Worker Law, so to respond to the excellent research results, efforts are needed to maintain it or even increase public knowledge through several programs. As for the knowledge of the community which is quite dynamic, periodic research is needed to be able to see the development of public knowledge as well as to be able to control the situation of public knowledge related to the social worker profession.

Acknowledgement:

The research and publication of this journal would not be successful without the support of various parties. On this occasion, the research team would like to thank the full support from the Central Board of Independent Professional Social Workers (IPSPI), the Ministry of Social Affairs of the Republic of Indonesia, UNICEF Indonesia, the entire UNICEF-IPSPI Program Management Unit (PMU) team, Padjadjaran University and the entire team who always support the implementation of this research.

Author's Brief Bio

Risna Resnawaty

risna.resnawaty@unpad.ac.id

Risna is a researcher and lecturer at the Department of Social Welfare, Padjadjaran University. Risna has a research focus on social workers, social enterprise, and corporate social responsibility. Risna was recorded as a doctoral graduate from the Department of Social Welfare, University of Indonesia. In addition, Currently, Risna is the deputy program manager in the IPSPI-Ministry of Social Affairs-UNICEF cooperation project in the Acceleration and Reformation for Social Workers Law No.14/2019 implementation to ensure quality social services for child protection and welfare service provision through enhancement of coordination at regional,

Alfrojems

Alfro.jems@gmail.com

Jems actively in research and publications, he believe that research and publications are the outputs of a concrete efforts in implementing critical thinking skills. The research area covers some issues such as social welfare, human rights, inclusion, diversity, social development, corporate social responsibility (CSR), social entrepreneurship, social capital, social protection, and children protection. Has been

involved in several research projects that eventually in policies such as the PKH's Human Resources code of ethics, Monitoring and evaluation of the TB Aisyiyah Program, Suicide Cases in Dompu (NTB), Social protection processes in Sukabumi Regency, Sexual Violence, social protection processes in Indonesia, group development care for children with UNICEF and the Ministry of Social Affairs.

Leny Jakaria, M.Pd

leny.jakaria@gmail.com

She is a Social Worker. When the Tsunami hit Aceh, PKBI opened an Aceh emergency response desk, Leny moved to the program department. This experience provided a strong footing for Leny to become a National Program Associate at the United Nation Fund for Population Activities (UNFPA). Leny stayed at UNFPA until he became an acting National Program Officer. Furthermore, Leny then moved to the AHA Centre, an ASEAN organization for disaster response. After that, Leny mostly filled his activities by being a consultant at the United Nation Institution; UNESCO, UNICEF, Asian Development Bank and World Bank. Currently, Leny is the Head of Organization, Independent Professional Indonesian Social Worker and Program Manager for the Project Management Unit of IPSPI-MoSA-UNICEF

Dea Triantara Wibawa Putra, SST

deathrian91@gmail.com

Dea is a social worker focusing on rehabilitation for drug victims. Dea's experiences as social worker does not stop there, he also worked in a child social protection house in 2016 and the Marsudi Putra Handayani Social Institution of the Ministry of Social Affairs which handled children in conflict with the law in 2017-2018. Currently, Idea is the administrator of the Indonesian Professional Social Worker Independent Organization for the 2019-2022 Period. Currently, He is the Finance manager of the IPSP- Ministry of Social Affairs-UNICEF collaboration project in the Acceleration and reformation program for Social Workers Law No.14/2019.

Ahmad Zulfa Styabudi, S.Tr.Sos

zulfa.budi@gmail.com

Ahmad Zulfa Styabudi,S.Tr.Sos is a Functional Social Worker who works in the Bandung City Government (Field of expertise that has the authority to carry out various efforts to improve people's abilities in carrying out their social functions through interaction, intervention and policy making so that people can satisfactorily adjusts to his life situation). He is one of the authors of the book Millennial Social Workers (Inspirational Stories of Millennial Generations Who Struggle in the World of Social Work) with young Indonesian figures who have contributed to bringing the world of social workers to life through writing experiences. In addition, as Head of Publication of Documentation and Public Relations of the Central Executive Board of the Indonesian Professional Social Worker (IPSPI) which is a forum for Professional Social Worker Organizations in Indonesia.

Ena Rodiah

Enarusnadi4@gmail.com

Ena is a certified social worker currently serving at the Ministry of Social Affairs of the Republic of Indonesia through the Family Hope Program (PKH). In 2018, Ena was named Indonesia's outstanding social worker. Currently, Ena is also active in the Regional Board of Indonesian Social Workers Independent (DPD IPSPI) of West Java Province. Currently Ena is a member of the IPSPI-Ministry of Social Affairs-UNICEF cooperation project in the Acceleration and reformation program for Social Workers Law No. 14/2019 implementation to ensure quality social services for child protection and welfare service provision through enhancement of coordination at regional, national and provincial level with the establishment of the pilot project for Social Worker Center in 7 provinces of IPSPI area committee.

References

- Hager, Paul., and Gonczi, Andrew. 2009. What is Competence?. Journal of Medical Teacher. Volume 18(1): 15-18. DOI: 10.3109/01421599609040255
- Huraerah, Abu. (2008). Pengorganisasian dan Pengembangan Masyarakat Model dan Strategi Pembangunan Berbasis Kerakyatan. Bandung: Humaniora
- Kaliyaperumal, K., I. E. C. Expert, and Diabetic Hanifah, I.N, dkk. (2004). 21 Retinopathy Project. n.d. "Guideline for Conducting a Knowledge , Attitude and Practice (KAP) Study". AECS Illumination.
- Kristina D. Hains, Bryan Hains, Shannon White, Virginia Stanard & Michael Rios (2020) Knowledge, values and skills essential for effective community development practice: A Delphi

- study, *Journal of Community Practice*, 28:4,416-429, DOI: 10.1080/10705422.2020.1838021.
- Lakhan, Ram and Manoj Sharma. (2010). "Knowledge , Attitudes , and Practices (KAP) Survey of Families toward Their Children with Intellectual Disability in Barwani, India.
- Muhidin, Syarif. (1992). *Pengantar Kesejahteraan Sosial*. Bandung: STKS
- Nazir, Mohammad. 2011. *Metode Penelitian*. Bogor: Ghalia Indonesia
- Neuman, W. Laurence. (2014). *Social Research Methods: Qualitative and Quantitative Approaches*. New York: Pearson
- Ng'ang'a Njiri, Kenneth. 2022. Definition of Law. SSRN. <http://dx.doi.org/10.2139/ssrn.3658011>.
- Pincus, A. and Minahan, A. (1973). *Social work practice; model and method*. Hasco. Illeanis: F.E. Peacock Publishers, Inc.
- Silalahi, Ulber. 2015. *Metode Penelitian Sosial Kuantitatif*. Bandung: Refika Aditama.
- Sugiyono. 2012. *Metode Penelitian Kombinasi*. Bandung: Alfabeta.
- Suharto, Edi. (2009). *Membangun Masyarakat Memberdayakan Masyarakat*. Bandung: Refika Aditama
- Sukoco, Heru Dwi. (1995). *Introduction To Social Work Practice*. Bandung: Remaja Rosdakarya.
- Widodo, W. E., Cholidah, S. N., Isnaeni, A. P., Wibowo, K. T., & Abriandi, E. (2019). Mengukur Kepuasan Masyarakat Pada Program CSR di Desa Kertajaya: Sebuah Analisis Menggunakan Metode Sustainability Compass. *Jurnal Pemberdayaan Masyarakat: Media Pemikiran Dan Dakwah Pembangunan*, 3(1), 29-52. doi:10.14421/jpm.2019.031-02
- Zastrow, Charles. (1999). *Introduction to Social Welfare Institutions (Social Problems, Services, and Current Issues)*. Fourth Edition. Homewood, Illinois: The Dorsey Press.