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# Analysis of Athlete Rights Fulfillment in the KONI Aceh Development Training Center, Indonesia

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**Abstract.** The Minister of Youth and Sports Regulation No 24 of 2017 regulates the fulfilment of athletes' rights concerning criteria and standards for developing talented prospective athletes and providing income and facilities to outstanding athletes and coaches. Therefore, it has become the obligation of institutions such as KONI Aceh, responsible for athlete development, to fulfil all rights Aceh Pelatda athletes possess. The purpose of this study is to determine the implementation and execution of athletes' rights and the obstacles faced by Aceh regional training athletes in obtaining their rights by applicable regulations. This study uses a qualitative approach with descriptive analysis, employing research instruments such as interviews, observations, and documentary studies. The subjects in this study are 12 individuals, including representatives of the KONI Vice Chairman/Chairman of Pelatda Aceh, KONI Secretary, and two athletes from each of the five different branches, totalling ten individuals. The results show that aspects such as honorariums, accommodation, meals, additional food, travel expenses, and health check-up services have been well implemented in implementing athletes' rights fulfilment by KONI Aceh. However, some areas need improvement, such as drafting employment agreements between athletes and KONI Aceh, improving consumption management, and enhancing health services, especially in psychology. The obstacles athletes face, especially regarding legal uncertainty, are caused by the absence of written agreements between athletes and KONI Aceh. Athletes' perceptions of the fulfilment of rights provided by KONI Aceh tend to be positive, with athletes feeling satisfied with the rights provided. However, there is room for improvement in certain aspects. KONI Aceh is recommended to establish written agreements, revise athlete meal menus, and provide psychological services in addition to Pelatda athlete health services.

**Keywords:** Analysis; Rights Fulfillment; Athletes; KONI Aceh.

## INTRODUCTION

The importance of fulfilling athletes' rights is a top priority that must be met, as it directly relates to enhancing several aspects athletes possess. Athletes' rights must be fulfilled because athletes are integral to the sports world and society. Athletes contribute to achieving high sporting achievements, which can be a source of pride for the country and the regions they represent. Additionally, athletes also play a role in shaping strong and healthy characters and personalities, thereby having the potential to become role models for younger generations.

The importance of fulfilling rights for athletes is not only focused on athletes at the national or centralized training level (national training centres). Still, it must also be balanced with the fulfilment of rights for athletes in regional areas. This, of course, aims to increase the motivation of regional athletes to enhance their skills and competencies so that, eventually, these athletes can improve the quality of the sport from the regional to the national and even international levels.

However, in many regions, fulfilling athletes' rights remains a problem that has not been

adequately addressed. Some common issues include the insufficient fulfilment of athletes' rights, ranging from providing athlete consumption, such as nutritional needs and additional food, to health support for the athletes. These issues occur in several regions across Indonesia, specifically within this context, and are experienced by athletes in the Aceh Province region.

The Aceh National Sports Committee (KONI Aceh) is a sports institution responsible for nurturing and managing athlete training in the Aceh Province. Therefore, KONI Aceh performs all these tasks to fulfil athletes' rights, from providing honorariums to health support. This is outlined in Article 17 §1 of the Minister of Youth and Sports Regulation No 24 of 2017, which concerns the criteria and standards for developing talented prospective athletes and providing income and facilities to outstanding athletes and coaches.

Article 17 § 1 regulates the provision of income and facilities to athletes. According to this article, the provision includes several elements, namely a monthly honorarium with an amount based on the standard input costs set by the Ministry of Finance. The provided facilities include accommodation and meals, athlete supplementary food (supplements), expenses for trial and centralized training travel (tryouts and training camps) domestically and abroad, and health examination services. With these provisions, efforts to support athletes cover financial aspects through honorariums and comprehensively involve other facilities that support physical conditions, training, and athlete welfare, including travel needs and health examinations.

Furthermore, athletes in the Aceh Province, especially those under the auspices of KONI Aceh, are divided into two categories: centralized and decentralized athletes. Centralized athletes are those who are prepared to face multi-event competitions through centralized training in their respective areas, ensuring that the training management process, monitoring, and evaluation can be well-controlled, also known as Regional Training Center Athletes (Pelatda). On the other hand, decentralized athletes are those prepared to participate in multi-event sports and can be trained in their respective regions according to their domicile.

In terms of fulfilling athletes' rights, especially in the context of Pelatda athletes, it is crucial to pay attention to the role of Pelatda athletes,

considering their direct representation of the region in a national-scale event such as the National Sports Week (PON). Therefore, the adequacy or inadequacy of the rights provided by KONI to Aceh's Pelatda athletes will influence the athletes' performance both during training sessions and when participating in sporting events.

## METHOD

The research approach employed is qualitative research. The author [1] explains that qualitative research produces findings or discoveries that cannot be achieved through statistical procedures or other quantitative approaches. Generally, qualitative research can be applied to studies of community life, history, behaviour, organizational functions, social activities, and other topics.

The research location is where the researcher conducts the study, primarily to capture the phenomena or actual research occurring from the objects being studied to obtain accurate research data. The determination of the research location is intentional. The research location was at KONI Aceh in November 2023.

To obtain research data, the data collection techniques used by the author include structured interviews, which are conducted in advance to prepare the items to be questioned and direct observation in the field.

According to [2], there are four stages to be conducted during data analysis, including:

- 1) *Data Collection Stage*: Ideally, data collection should be done when the research is still in the concept or draft stage;
- 2) *Reduction Stage*: The process of merging and standardizing all forms of analyzed scripts;
- 3) *Display Stage*: Processing semi-finished data that has been standardized in written form and has a clear thematic flow into a categorization matrix according to the themes that have been grouped and categorized;
- 4) *Conclusion Drawing Stage or Verification Stage*.

## RESULTS AND DISCUSSION

The results of this research were obtained through interviews and observations. After the data collection stage of the study, data processing was carried out from these raw data. This step

ensured that the research data obtained a comprehensive overview and drew conclusions. Based on the data from interviews and observations in the field regarding the fulfilment of Pelatda athletes' rights by KONI Aceh, the discussion is divided into five fundamental rights fulfilment that KONI Aceh must meet for Pelatda athletes in Aceh, namely Honorarium Fulfillment Rights, accommodation and consumption, additional food, travel expenses, and health services.

The results of the interviews and field observations depict a situation where KONI Aceh fulfilled its obligations by meeting the fundamental rights of athletes, especially Pelatda athletes from Aceh, starting from fulfilling the honorarium rights by paying athletes monthly pocket money. KONI Aceh has fulfilled the requirements for accommodation and consumption, additional meals, travel expenses, and health services. However, there are some notes regarding the fulfilment of rights carried out by KONI Aceh, ranging from the absence of employment contracts with athletes, management, and composition of food provided to athletes, inconsistent fulfilment of supplements, to health services that only cover athletes' physical health but not their psychological well-being.

Fulfillment of Pelatda Athletes' Honorarium Rights. Due to the absence of specific rules and inaccessible employment agreements for the researcher, the assumption should be that Pelatda athletes from KONI Aceh, essentially centralized athletes, should be paid according to the provincial minimum wage regulations. However, the Secretary-General of the International Association of Sports Law (IASL), Olga Shevchenko, stated at a congress in Bali that athletes need their labour laws to protect professions involved in the sports system. Special regulations are necessary because of fundamental differences between athletes and ordinary workers. These differences can be seen in command and dependence in the relationship between athletes and coaches or clubs. Olga argues that the lack of specific labour relations regulation in the sports sector leaves athletes in a not fully protected position. For example, when an athlete moves to a club in another country, it can lead to significant disparities in contract terms.

Thus, from this situation, it can be explained that legal certainty regarding athletes as a form of employment is essential to protect athletes from arbitrary actions. There is a need for regulations governing how-to-work mechanisms and for the

minimum wages for athletes to be set. This ensures that the rights and obligations between the parties nurturing the athletes and the athletes themselves are clear and transparent, as explained by [3]. In case of contract/agreement breach, the aggrieved party can demand its fulfilment by enforcing the contract without any other compensation. This indicates the importance of precise regulation and employment agreements between both parties, especially in this discussion between KONI Aceh and Pelatda athletes from Aceh.

Based on the documented results, a document indicates regulations governing the maximum wage/stipend provided to athletes, namely in Appendix I of Aceh Governor Regulation No 65 of 2020 Regarding the Government of Aceh's Unit Price Standards for the 2021 Fiscal Year. This appendix explains that Pre-PON/PORWIL Centralized Athletes are given a stipend of Rp. 3,500,000, and for PON/PORWIL Athletes, the stipend is Rp. 2,000,000.

According to Appendix I of Aceh Governor Regulation No 65 of 2020, the wages provided to athletes are the government of Aceh's unit price standards for the 2021 fiscal year, which serve as the upper limit. This means that wages can be given below the stipulated stipend amount. Athletes will be disadvantaged in particular circumstances without equivalent regional regulations and written contracts. A recent example occurred in November 2023 when KONI Aceh disbanded Pelatda athletes due to a lack of budget. This situation highlights the vulnerability of athletes who cannot do anything in such circumstances.

The term "allowance" should have been replaced with the term "wage" or "salary." This is to avoid a situation where athlete rights in the form of wage provision become an obligation rather than a customary practice. The term "allowance" is inappropriate because it does not equate to wages or salary since each has different meanings.

Considering the duration of Pelatda athletes' participation in the training centre, typically 2 to 3 years, this period is deemed suitable for drafting a written agreement (contract) to protect athletes from actions that may directly or indirectly harm them. The absence of provincial-level regulations regarding the minimum wage for athletes further weakens the athletes' position, and this needs to be addressed to ensure the athletes' welfare in the event of unforeseen circumstances.

*Accommodation and Consumption for Pelatda Athletes.* Based on interview results, KONI Aceh can say that the fulfilment of accommodation and consumption expenses for Pelatda athletes has been met well. Starting from providing accommodation expenses, KONI Aceh has specifically allocated funds to accommodate Aceh athletes. However, no regulations explain the proper standards for accommodation fulfilment when referring to existing rules. The importance of regulations governing the minimum and maximum budgeting for accommodation expenses during Pelatda athletes' activities are necessary to avoid over-budgeting and under-budgeting.

Over-budgeting means the expenditure allocated for a particular planning item is excessively high and inefficient. This must be considered to distinguish between supportive facilities and essential ones. Thus, errors in prioritizing fund allocation can be avoided. On the other hand, in terms of low budgeting, the expenditure allocated for accommodation is inadequate and insufficient for sports activities, which can lead to discomfort for athletes during rest and potentially disrupt the athletes' performance.

The inadequacy of accommodation provided to athletes will affect their sleep quality, as the authors [4] explained. On the night before a competition, athletes typically sleep below the recommended target of eight hours of sleep for healthy adults, with nearly 70 % of athletes experiencing worse sleep than usual. It was found that anxiety, noise, the need to use the bathroom, and early event times were some of the most common causes of disturbed sleep for athletes on the night before a competition. Athletes experiencing disturbed sleep the night before a competition wake up on the morning of the match feeling more tense, tired, and less energetic, a mood state associated with decreased performance.

The next point from the interviews is fulfilling consumption rights provided to Pelatda athletes. The research findings indicate that KONI Aceh has fulfilled the consumption aspect. The same result was also shown in the observations; the composition of consumption provided to athletes consists of 50 % protein, 20 % fibre, 5 % fat, and 25 % carbohydrates.

The fulfilment of nutritional sources through the provision of consumption by KONI Aceh has indeed been met well by the average normal individual. However, what needs to be noted is the

menu provided to Pelatda athletes, which has the same menu and portion size for every sports discipline. This should be avoided when managing athletes' diets, considering that each sports discipline has different nutritional needs. Complete and balanced nutrition should provide sufficient energy, carbohydrates, and protein to ensure optimal nutrition that supports training performance.

*Supplements.* The dietary supplements provided by KONI Aceh include high-protein milk/whey protein, supplements to increase muscle mass, and multivitamins given to the athletes. Dietary supplementation is aimed at complementing the nutrients obtained from food sources, so the issue of nutritional supplements is not too problematic as long as the nutrition from the food received is sufficient to meet the athletes' needs during sporting activities. Authors [5] state that a comprehensive nutritional assessment should be a prerequisite before athletes and their support teams decide on supplements (including vitamins). Supplementation can be justified if it provides an advantage that cannot be obtained with other strategies.

In line with the above opinion, the National Institutes of Health [6] explains that some dietary supplements have sufficient scientific evidence indicating that they can enhance specific exercise and athletic performance. Athletes may use these supplements if they are interested, provided they have already adopted a good diet, are appropriately trained, and received guidance from healthcare providers or sports medicine experts. In most cases, only adults should use performance supplements. For example, the American Academy of Pediatrics states that performance supplements do not enhance the abilities of adolescent athletes beyond what can be achieved through proper nutrition and training.

According to authors [7], although many athletes pay great attention to dietary supplements to enhance performance, it is essential to acknowledge that supplements are only minor in determining overall athlete performance. Additionally, there is a risk that supplement use may expose athletes to banned substances or precursor substances that can be harmful. The importance of cost-benefit analysis in discussions about supplement use is emphasized, especially considering the risks involved. When working with elite athletes, it is explained that a high-performance culture is critical,

and every slight improvement has value. However, suppose ethical guidelines regarding supplement use and doping are not well integrated into that culture or not communicated. In that case, there is a possibility that athletes may make high-risk decisions to enhance their performance.

Based on the explanation above, it is known that a dietary supplement is only an addition, as its name suggests. Little scientific evidence shows that a supplement can enhance an athlete's performance. However, suppose the supplement can significantly improve an athlete's performance. In that case, direct clinical research is needed to determine the supplement's content, whether it contains doping and the health impact of consuming certain supplements.

*Travel Expenses.* Regarding official travel, KONI Aceh has shown its dedication to athlete development by providing total funding to athletes under Pelatda Aceh. This decision reflects a deep concern for athlete well-being and a commitment to creating an optimal training environment. This total funding covers all aspects of travel, relieving athletes from any financial burdens that may hinder their focus and performance during centralized training.

With the total funding provided by KONI Aceh, Pelatda Aceh athletes can entirely focus on their training and skill improvement. Athletes no longer need to worry about accommodation costs, transportation, or other needs related to official travel. This decision reflects the organization's responsibility towards the athletes and provides a positive boost to enhance the quality of training and achievement of performance.

The provision of total funding can also positively impact the motivation and mentality of athletes. With a sense of financial support, they can concentrate more on enhancing their skills without distractions or worries about financial aspects. This not only contributes to the individual development of athletes but can also improve the overall competitiveness of the team.

Through this action, KONI Aceh acts as a facilitator and an active partner in creating a supportive environment for athletes. Providing total funding is one tangible form of investment in sports development at the regional level, creating positive prospects for achieving outstanding results in regional, national, and international competitions.

*Health services.* Healthcare services are indeed crucial in managing athletes under development. Athletes in sports development programs often experience high physical and mental pressure. Therefore, a good and well-planned healthcare system is a critical factor in ensuring athlete well-being and enhancing athlete performance. Based on interview results and direct field observations, it is evident that KONI Aceh has provided adequate healthcare services to Pelatda athletes in Aceh. In this regard, KONI offers comprehensive facilities for athletes, including sports medicine facilities, expert personnel such as doctors and therapists, ambulance services, and even employment insurance for Pelatda athletes for an entire year.

When discussing the fulfilment of healthcare rights for Pelatda athletes in Aceh, it is essential to consider the provision of services and the quantity and quality of healthcare provided to them. In terms of quantity, healthcare personnel are limited to a general practitioner and one neurology specialist, while therapists and psychology experts are not found in KONI Aceh. Regarding quality, insurance is only provided through employment insurance, while health insurance is limited to level 3 (free). Consequently, if athletes experience illness or severe health issues, they are only referred to public hospitals, and there is no accountability in fulfilling the healthcare rights of Pelatda athletes in terms of healthcare provision. As stated by [8], athletes have specific rights concerning their healthcare in elite sports events. These rights include confidentiality of health information, informed consent, second medical opinions, evidence-based medical treatment, and safe and ethical medical practices.

The absence of psychological energy must also be considered, given, as explained by authors [9], the importance of collaboration among athletes, coaches, and medical teams is emphasized, and decisions made should encompass considerations of health, psychological well-being, and athlete preferences. There is a warning against clinicians who overlook these elements, suggesting that they merely practise 'safe medicine' and may struggle to adapt to elite sports environments. Conversely, coaches and athletes are urged not to completely disregard health consequences while focusing on performance, as decisions made in high-pressure situations can have long-term impacts on athlete well-being.

## CONCLUSIONS

The implementation towards fulfilling athletes' rights has been well executed by KONI Aceh, starting from honorarium, accommodation and meals, additional food, and travel expenses to health examination services. However, several areas have room for improvement, such as establishing employment agreements between athletes and KONI Aceh, improving consumption management, and providing additional psychological health services.

The constraints experienced by athletes are caused by the absence of a written agreement between the Athletes and KONI Aceh, leading to legal uncertainty where the Athletes' position will be disadvantaged if, at any time, the KONI Aceh party fails to fulfil the rights of the Athletes.

The athletes' perception of the rights provided by KONI Aceh is predominantly positive, meaning that athletes feel satisfied with the rights provided by KONI Aceh.

For the local government, it is essential to establish specific regulations governing the rights and obligations of Aceh athletes and the institutions that support them. This includes setting minimum standards for compensation to be paid to athletes. This aims to provide protection and legal certainty to athletes in case of misconduct or neglect leading to unfulfilled rights.

For KONI Aceh, engaging in collaborations through written agreements or contracts is advisable. Furthermore, there should be continuous revision and improvement of the menu for athletes during training camps, avoiding standardization with menus from other sporting fields.

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