



## ORIGINAL RESEARCH ARTICLE

## OPEN ACCESS

# The Policy Ministry of Health Make Changes Health System Law, Based on Timor-Leste Law. Nu 10/2004

\*<sup>1</sup>Leontino Da Cruz, <sup>2</sup>Reinaldo Francisco Luis, <sup>3</sup>Leonito Ribeiro.

<sup>1</sup>Graduate Program for Degree, Master of Law, Universidade da Paz

<sup>2,3</sup>Junior Lecturer at Law Faculty Universidade da Paz

### ARTICLE INFO

Article History:

Received 6<sup>th</sup> July, 2026

Received in revised form 7<sup>th</sup> July, 2026

Accepted 28<sup>th</sup> July, 2026

Published online 9<sup>th</sup> August, 2025

Key Words: Law No. 10/2004,  
National health governance,  
Legislative accountability,  
Health policy, Jurisdictional  
conflicts, Oversight mechanisms,  
Deliberative inclusiveness,  
Practical enforcement.



### ABSTRACT

This research examines the persistent gap between national health governance frameworks, established by Law No. 10/2004, and their on-ground implementation. It investigates how regulatory fragmentation, weak coordination, and bureaucratic resistance impede effective enforcement of health standards. The study aims to identify root causes of implementation failures by analyzing policy direction and legislative accountability within the Ministry of Health, ultimately seeking to align legislative principles with practical enforcement for improved public health outcomes. The enactment of Law No. 10/2004 serves as a foundational pillar for national health governance, yet persistent discrepancies between regulatory frameworks and on-ground implementation have hindered the optimization of public health services. Despite this legislative foundation, challenges such as regulatory fragmentation, weak inter-agency coordination, and bureaucratic resistance continue to impede the effective enforcement of national health administrative standards. Consequently, this research aims to identify the root causes of these implementation failures by evaluating the political direction of health policies and their alignment with national. This investigation emphasizes the urgency of assessing legislative accountability within the Ministry, given that legislative gaps often lead to suboptimal healthcare management and governance. By synthesizing these legal challenges, this study addresses the critical need to align legislative principles with practical enforcement, ensuring that administrative procedures remain consistent with the broader national interest. This evaluation is particularly vital as recent legislative shifts in the health sector have faced persistent criticism regarding the lack of deliberative inclusiveness and the potential erosion of oversight mechanisms. Addressing these vulnerabilities is essential to mitigate the risks associated with jurisdictional conflicts and the marginalization of independent professional bodies. To achieve this, the analysis shifts focus toward the mechanisms governing the policy cycle, where the transition from legislative formulation to operational implementation remains a persistent hurdle for sustainable health administration. By utilizing the ROCCIPI framework, this study dissects the interplay between legal mandates and institutional behavior to determine why the Ministry of Health often faces difficulties in translating codified provisions into consistent public health outcomes. By identifying these systemic impediments, the study clarifies how the constitutional state responsibility to fulfill health rights is frequently compromised by operational and coordination failures.



Copyright: © The Author(s), 2024. Published by Science Publishing Group. This is an Open Access article, distributed under the terms of the Creative Commons Attribution 4.0 License, which permits unrestricted use, distribution and reproduction in any medium, provided the original work is properly cited.

## INTRODUCTION

Changes in legal policy within the health system are essentially efforts to improve regulations to achieve health governance that is more responsive to community needs and the dynamics of the times. Legal policy plays a key role in ensuring the health system operates effectively and fairly, with regulatory changes inevitable as health challenges evolve and the need for optimal services evolve. Within the context of the health system, changes in legal policy are often debated because they can have complex normative and empirical implications for institutional governance, legal certainty, and the public's rights to adequate health services. This phenomenon demonstrates that any revision or update to key legal instruments, such as Law No. 10 of 2004 of the Democratic Republic of Timor-Leste, will directly impact the structure, authority, and functions of the national health system. The accuracy of the regulatory framework is crucial for creating a legal ecosystem that is not only adaptive but also able to holistically integrate the principles of justice, accountability, and effectiveness. Therefore, normative and empirical analysis are necessary to identify the extent to which changes in legal policy within the health system are able to address the evolving national needs and challenges in the health sector.

The relevance of legal policy changes to the health system is increasingly emerging, along with the findings of several previous studies. Achmad Ali (2009) emphasized that the dynamics of legal policy require in-depth analysis to ensure that the resulting legal products are progressive and adaptable to social needs. Meanwhile, Moh. Mahfud MD (1993) highlighted the importance of a legal political configuration that favors the interests of the wider community to prevent unequal access to health services. Nugraheni (2020) also provided an interesting finding, emphasizing that the enactment of laws related to the national health system requires effective law enforcement and consistent implementation of regulations on the ground. Prasetyo (2019) echoed this sentiment, stating that the primary challenge of reforming the health legal system lies in synchronizing legal norms with implementation on the ground. Fauzi (2021) further added a new dimension by demonstrating that the digitalization of the health system requires regulatory reform to accelerate access and quality of services without creating overlapping authority. By exploring various studies and data, it becomes clear that changes in the legal policy of the health system according to the Law of the Democratic Republic of Timor-Leste Number 10 of 2004 leave normative problems in terms of interpretation of regulations as well as empirical problems in the form of implementation that often clashes with social realities and changes in health service technology.

Normative and empirical analysis of the implications of changes in legal policy for the health system based on Law of the Democratic Republic of Timor-Leste Number 10 of 2004 is an effort to understand in depth how regulatory dynamics can influence the achievement of national health goals. In the researcher's view, the importance of this study lies in the need to assess the extent to which the norms contained in the law are transformed in the field and have a real impact on the health system in Timor-Leste. This also reflects fundamental problems regarding the compatibility between the legal framework that has been established and the implementation of policies that occur at the operational level, both in terms of institutional structure and in terms of expected results in the field of public health. This phenomenon becomes relevant when considering the challenge of misalignment between legal policy formulation and the reality of community needs, including how legal changes can create opportunities and obstacles in the provision of quality, fair and equitable health services. Therefore, an analysis of the relationship between normative and empirical regulations is needed in order to obtain a complete picture of the effectiveness of the applicable health legal system. Alignment between the expected normative goals and empirical implementation in the field is the main object that must be carefully evaluated so that national health development goals can be achieved optimally. All of these dynamics ultimately place the legal evaluation aspect as a crucial part of the health sector development process in Timor-Leste.

Based on references and various previous studies, legal policy in Timor-Leste, especially in the health sector, is based on the Constitution of the Democratic Republic of Timor-Leste which prioritizes human rights, especially the right of every citizen to receive quality, equitable and integrated health services (RDTL, art. 57). Health System Law no. 10/2004 is the main basis for establishing the National Health Service which aims to provide certainty, benefits and justice for the entire community. The implementation of the national health development strategy as outlined in the Health System Law has been running for almost two decades and is frequently evaluated to assess the achievements and challenges faced. With increasing public demands regarding equality and responsiveness of services, external evaluations by academics and the wider community are carried out continuously on the Ministry of Health's programs to ensure that the expected health development indicators are achieved. According to the World Health Organization (WHO), the health system is a complex process that requires the integration of various factors, such as service management, human resource management, health information, and community involvement.

Implementation of health legal policies not only requires adaptive regulations, but also requires competent professional resources and adequate infrastructure so that the implementation of the health system runs effectively and efficiently. Thus, a thorough evaluation of the relationship between the normative aspects of the Health System Law and its empirical implementation is very important so that all health development policies and programs can truly make a real contribution to improving the health of the people of Timor-Leste in the future.

### Develop Laws and Decree Laws in the Ministry of Health are as follows

Law number 10/2004 of 24 November law on the health system, Decree-Law No. 86 / 2022 of 14 December First amendment to Decree-Law number 13/2012, of 7 March, relating to the Careers of the Health Profession, Decree No. 88 / 2022 of 14 December Third amendment to Decree-Law number 14/2004, of 1 September, on the Exercise of the Health Professions, Decree-law No. 34/2008 of 27 August Competition Regime, Recruitment Section of the Personnel for the Public Administration, Decree-Law No. 2/2025 of 22 January Regime of Import, Storage, Distribution, Sale and Export of Pharmaceutical Products and Medical Equipment, Decree-Law No. 1/20/25 of January Code. of Procurement and Public Contracts in Decree-Law No. 14 /2016 of 8 June Tobacco Control Regime. Legislative theory is a theory that discusses the legislative power as a Body of state power that is charged with making laws. This theory is part of the concept of trias politica well is where Montesquieu started, where state power is divided into three separate branches as such legislative (lawmakers), executive (government), and judicial (law enforcers). The goal is to prevent the abuse of power by ensuring that no single institution has absolute power. The main functions of legislative theory are Making laws, Formulating, discussing, and passing draft laws. Oversee the executive: Have the right to request information, investigate, and even use a motion of no confidence to supervise the executive's performance.

Regulatory hierarchy: Ministerial regulations are subordinate to government laws and regulations in the legal hierarchy. The theory of liability in legal proceedings addresses the legal obligation of an individual or entity to take responsibility for their actions or omissions, which includes complying with legal sanctions or obligations. The basis of this concept lies in the relationship between rights and obligations, where legal obligations arise from the rights of others or from applicable regulations. and concepts such as Corporate Social Responsibility help clarify the foundations of that legality responsibility.

### Theoretical Foundations, Conceptual Framework and Research Framework

The legislature is a representative institution of the people, empowered to create laws and functioning as a sovereign body. Within the realm of legislative political theory, the legislature plays a crucial role in ensuring the formulation of laws that not only accommodate the public interest but are also politically and legally legitimate. The legislature's primary duty as a channel for public aspirations demands a legislative mechanism that is transparent, democratic, and able to accommodate various societal interests without neglecting the principles of justice and good governance. Therefore, the quality of a regulation is closely linked to the legislature's ability to respond to societal needs through adaptive and solution-oriented legal policies. The existence of legislative theory serves as a normative reference, providing objective benchmarks for assessing the validity, effectiveness, and relevance of each legal product produced. The legislative process carried out by the legislature must be based on constitutional principles to prevent overlapping authority between state organs. The entire legislative process, from planning, drafting, deliberation, ratification, to legal dissemination, forms an integrated cycle to ensure the implementation of the principles of a just and just rule of law, oriented towards protecting the rights of all citizens.

Objective perspectives on the functions and mechanisms of legislative institutions in the formulation of legal policies have been widely put forward by experts and previous researchers. Hans Kelsen emphasized that one of the main functions of legislative institutions is to establish general norms through special organs within the state system (Achmad Ali, 2009). This view underscores the relevance of the legislative institution's position, not only as a lawmaker but also as a guardian of the stability and legitimacy of national law. Anis Ibrahim added that the legislative process does not stop at the formation of laws but must continue to the stage of socializing legal products to the public as a form of awareness of their validity (Attamimi, 1993). In terms of competence, Philipus Hadjon and Abdul Rasyid Talib distinguish between attribution rights, delegation, and mandates in the process of distributing authority among state institutions (Ridwan HR, 2020), all of which aim to prevent monopolistic power and maintain the function of checks and balances between state organs. This context aligns with the spirit of the Constitution of the Democratic Republic of Timor-Leste, which guarantees a legal policy-making mechanism based on public participation and aspirations, with the principle of non-discrimination against the social, cultural, and ethnic backgrounds of its people (Kassim, 2017). The dynamics of legal formation, often colored by sectoral and political interests, have the potential to lead to the politicization of law that ignores the public interest (Mahfud MD, 1993). Therefore, a

paradigm shift in legal politics is needed so that the quality of legislative products is truly capable of delivering substantive justice and realizing orderly government administration. All these facts emphasize that the success of legislative institutions in producing legal policies is highly dependent on integrity, capacity, and commitment to constitutional values and the aspirations of the wider community.

## Principles of Health Legality

The general health law principles included are the principle of humanity, the principle of benefit, the principle of justice and equity, and the principle of kinship. Health law theses also examine aspects such as the rights and obligations of health workers and patients, legal responsibilities in health care (including malpractice), and the legal basis governing health care, such as the Health Act. Based on Article 2, the Health System of Timor-Leste law, the General Principles are Protection of health as a right of individuals and communities, realized through the joint responsibility of citizens, society, and the State. health, by establishing desired conditions and ensuring risk reduction and access to care, within the limits of available human, technical, and financial resources. The promotion and defense of public health is carried out by the State and other public entities, and civil society organizations may be associated with this activity. Health care is provided by State services or other public entities, or, subject to State licensing and supervision, by private entities, whether for-profit or not. The role of the state does not exclude individuals or groups, and society in general.

## Research Framework

In this research presents the first study that is relevant to the problems that research on the right policy of the Ministry of Health to change the health system Implementation Participation Public Involvement in the Formation of Legislation in the Legislative Body. From the first research there is no research with a different title. First, "Common Participation in the Formation of Laws (Comparative Study on Timor-Leste and Indonesia). In this research discusses about the formation of legislation regulations carry out the process of formation of legal products and political products with the objective to regulate human activities for the maintenance of public order because society needs participation to create. legislation that is acceptable and implemented by various levels of society to date, there are no guidelines for the implementation of community participation in the preparation of laws in Timor-Leste, so it can be said that its implementation is not corresponding.

The research method used is normative legal research using secondary data from primary and secondary legal materials. The approach makes a comparison to see how common participation in the formation of laws in Timor-Leste and Indonesia. In Indonesia, community participation is a provision in the formation of the Constitution. put to the concept of participation. Society in Indonesia. In order to realize democracy, public participation must be a requirement in the formation of legislation in its existence other mechanisms as a guide to implementation. (Journal of the Republic of TL). Common Participation as a Good Solution to Problems in the Implementation of the Health System Law" with this discussion about some legal formula in the Ministry of Health that is still facing various problems, ranging from the ineffective implementation of the Health System Law is considered irrelevant to the common needs, interest of the whole society. active participation of the Consultation phase in the Draft Health System Law starting from the policy process, planning, implementation, supervision, control, to the evaluation/examination phase of the Health System Law, the Ministry of Health Based on Legal, public participation in the formula of a law is accommodated by adopting the Open Principle.

## Conceptual Framework

The concept of the rule of law is a state that conducts its governance based on the rule of law (supremacy of law) with the aim of maintaining legal order. With this concept, the Nation or State, including the government and other bodies to perform actions or duties must be based on legality. The concept of the rule of law can be defined as a State, which takes action by the government, society based on the law, to prevent any arbitrary decision or action by the government or state authorities. Law since ancient Greece says that the nation with its ideology from Aristotle a state stands with its own laws to preserve and ensure justice for its citizens. A government that is eligible to rule or lead a country is not only to rule people, but the government must accumulate fair ideas, according to the legal framework. while the ruler holds only the law and is balanced. According to this concept of the rule of law from various perspectives. that grew and developed over time are the Continental European Rule of Law, the Anglo-Saxon Rule of Law, the Socialist Rule of Law. Health law includes the law "lex specialis", which specifically protects specifically the duties of professional's health authorities (providers) in the human health service program for the purpose of the declaration of "health for all" and special protection for "recipient" patients to receive health services. The health law itself regulates the rights and obligations of health personnel who provide health care and receive care, both as individuals (patients) and

community groups. The health law under H.J.J. Lennen is all legal conditions that are directly related to health services and the application of the principles of civil law, state administrative law, and criminal law that are related. Thus, it can be said that health law is the basis of all health laws that regulate matters related to health services. The legal system in Timor-Leste, based on the Constitution of the RDTL, is the basis of legality in Timor-Leste. which is a system of laws whose origin and roots are in various legal systems used by society, including customary legal system or Anglo-Saxon law, and European legal system. These two legal systems became the raw material in the formation of a holistic and comprehensive national legal system through territorial legal policy in Timor-Leste. Therefore, it is necessary to discuss the legal policy of the Ministry of Health in Timor-Leste, it is necessary to discuss as a science the legal policy in Timor-Leste as a fact, is the link that determines the existence and effectiveness of the legal policy of the Ministry of Health in the country. Legal policy is a policy that is taken or implemented by the state through state institutions or authority officials to determine the law that needs to be changed, changed, maintained, or the law that needs to be regulated, so that the policy that the organization of the state and government can run smoothly and orderly so that the goals of the country can be planned Concept Legal policy means policy. So, legal policy can also be interpreted as a legal framework (legal policy) that can be implemented or carried out nationally by a country with its own government.

## The Methodology

Normative legal research is a systematic, doctrine-based method using secondary (written) legal sources to study legal phenomena. This study applies the ROCCIPI method (Rule, Opportunity, Capacity, Communication, Interest, Process, Ideology) to evaluate Timor-Leste's Health System Law No. 10/2004. Approaches include legislative, conceptual, historical, and comparative analyses. Legal materials are primary (statutes, decrees), secondary (scholarship, theses), and tertiary (dictionaries, media).

Collection techniques: bibliographic, document, and archival studies. Analysis involves inventory, classification, systematization, and qualitative interpretation to resolve gaps or antinomies.

Interpretation methods cited: grammatical, systematic, historical, doctrinal, social, anticipatory, and authentic. Findings are prescriptive, producing legal principles, definitions, standards, and rules.

## Result, Analyze, and Discussion

### *Competence to Draft Laws or Proposals for Laws*

Competence in drafting legislation, particularly within the Ministry of Health, is a fundamental requirement that involves mastery of legal theory, a thorough understanding of the regulatory process, and the ability to prepare academic papers. Researchers argue that the accuracy and legitimacy of a legal policy are based not only on technical knowledge but also on the integration of legislative theory skills, the principles of regulatory authority, the structure and hierarchy of legal norms, and the ability to formulate appropriate regulatory content in accordance with the regulation's objectives.

Therefore, this competency encompasses mastery of the steps in regulation-making from planning, drafting, discussion, ratification, to promulgation, as well as the techniques for preparing academic papers that serve as the scientific foundation of a draft law. This capability becomes increasingly complex when accommodating the need for cross-institutional collaboration, including with legislative bodies, executive bodies, and experts, so that the resulting regulations can provide legal certainty and overall public benefit.

The growing complexity of the health system requires regulatory drafters to possess expertise in comparative legal analysis and scientific research skills to support the validity of academic papers and draft legislation. Ultimately, the synergy between philosophical, sociological, and legal understanding is the foundation of absolute competence in designing laws in the dynamically evolving health sector. In line with this, various previous studies have emphasized the importance of conceptual and technical knowledge in the formulation of health sector legislation. Ahmadi Ali (2009) emphasized that legislative interpretation requires reflection on comprehensive legal theory as a basis for sound legislative decision-making. Therefore, the legislative process requires not only an understanding of formal aspects but also the philosophical substance of law. Atta Mimi (1993) argued that the regulation of laws and policy regulations requires a thorough understanding of the principles of authority, status, and regulatory procedures to avoid disharmony between norms. Fauzi (2021), in his research in the journal Health Technology, stated that the challenges of digitalizing health in Indonesia also demand increased expertise in drafting regulations that are effective and responsive to contextual developments, and require collaboration between

policymakers, legal experts, and academics. Nugraheni (2020) stated that law enforcement in the national health system is inseparable from the relevance of the competence of legislative drafters, so the availability of resources who master the theory, research methodology, and legal drafting techniques is an absolute prerequisite. This is also in line with the opinion of Prasetyo (2019), who stated that reform of the health legal system must be supported by a deep understanding of the structure, process, and continuous evaluation of regulations. Based on the synthesis of these various findings, it can be concluded that competence in drafting health regulations is a sine qua non condition that must be possessed by every policymaker, in order to create legislation that is legitimate, effective, and adaptive to social dynamics and the needs of the wider community.

## Competence Draft Law

The competence of drafting laws is the legislative body and includes technical expertise in drafting laws, legal analysis, linguistic research, and a deep understanding of social and political dynamics in Timor-Leste. In addition, Managerial and sociocultural competencies are required to advance to this functional position. This competency assessment is conducted to ensure that legislative writers who will be promoted or occupy the position of legislative drafter have the necessary qualifications. Aspects of the competence of the draft law are the legislative body, technical experts and legal analysis. Including the ability to write or draft can be harmonized, to evaluate legal products, and also carry out with great care to use language that has legitimacy. Have the ability to draft laws and the legislative process, Knowledge of general formal and procedural rules involved in formulating legislation in Timor-Leste. Sociocultural competence, Can understand and respond to social and political dynamics that influence the substance of regulations. Academic Papers Ability to prepare academic articles that are the result of research and legal studies on the problems addressed by the draft law.

## Competence to supervise the application of the legal system MS

The formal framework for legislation in the Democratic Republic of Timor-Leste (RDTL) splits power between the National Parliament and executive ministries. The National Parliament acts as the primary organ of sovereignty for statutory creation, relying on a shared-power structure where legislative initiatives originate from either individual Members of Parliament, parliamentary benches, or the Government. The life cycle of a primary law requires institutional alignment across multiple branches of government:

- The Legislative Phase: Deliberation, debate, and approval occur entirely within the National Parliament.
- The Executive/Head of State Phase: Following parliamentary approval, the draft law is transmitted to the President of the Republic for promulgation.
- The Enactment Phase: The text officially acquires the force of law only after its formal publication in the *Journal da República*.

Conversely, the authority to issue sub-legislative instruments and rules below the level of primary statutory law shifts away from the legislature, residing with individual Ministries and state institutions to govern operational and administrative matters. The legal order of the RDTL follows a rigid, top-down hierarchy. Lower-level instruments must strictly comply with higher-level authorities to ensure legal validity.

| Hierarchy Level | Regulatory Instrument                | Issuing Authority                      | Primary Function                                                               |
|-----------------|--------------------------------------|----------------------------------------|--------------------------------------------------------------------------------|
| 1 (Highest)     | Constitution of the RDTL             | Constituent Assembly / Sovereign State | Supreme law; sets fundamental rights and the basis for all state actions.      |
| 2               | Laws ( <i>Leis</i> )                 | National Parliament                    | Primary statutory legislation on major national issues and rights.             |
| 3               | Decree-Laws ( <i>Decretos-Leis</i> ) | Government / Council of Ministers      | Executive legislation, often enabled by parliamentary authorization.           |
| 4               | Government Regulations               | Ministries / Executive Organs          | Administrative implementation and enforcement protocols for existing statutes. |
| 5               | Parliamentary Regulations            | National Parliament                    | Internal rules of procedure and corporate management of the legislature.       |
| 6 (Lowest)      | Other Regulations                    | Local Entities / Independent Agencies  | Sector-specific directives and localized institutional rules.                  |

The data reveals that legislative drafting requires a systematic, multi-stage workflow. This process relies on specialized legal technical skills categorized into two main components:

- The Planning Phase: Serves as the analytical baseline. This stage requires drafting teams to compile an inventory of regulatory problems, define the legislative background, and establish clear policy objectives.

- The Academic Paper Stage: This phase processes raw policy objectives into an analytical academic paper. This paper serves as the justifying document needed to register the item into the formal legislative drafting program as either a *Proposal of Law* (from the Government) or a *Draft Law* (from Parliament).
- The Drafting Process: Represents a dual-track operational process. Procedurally, it involves moving a text through the Government and the technical Expert Council of Ministers after completing the initial planning phase. Technically, it focuses on strict structural outlining, which dictates the precise formatting of titles, introductions, statutory bodies, conclusions, explanations, and transitional provisions.

## Constitutional Supremacy and the Rule of Law

The hierarchy of laws in Timor-Leste establishes structural stability for the country's legal system. Placing the Constitution of the RDTL at the absolute peak reinforces the principle of constitutional supremacy outlined in Article 2 of the Constitution. This arrangement ensures that all state actions depend on constitutional compliance. Understanding this hierarchy serves a practical purpose to prevent legal conflicts (*antinomies*) where a ministry or institution accidentally issues an administrative regulation that contradicts a primary Parliamentary Law or a Decree-Law. If a ministry exceeds its authority by issuing a regulation that breaches this hierarchy, the rule of law breaks down. This can lead to institutional disputes, legal uncertainty, and challenges regarding unconstitutionality before the Supreme Court of Justice.

## Systemic Challenges in Shared Legislative Initiatives

While sharing law-making power between Members of Parliament, political benches, and the Government promotes democratic participation, it also introduces systemic bottlenecks. The requirement for both parliamentary approval and presidential promulgation creates a system of checks and balances, but it can also delay critical regulations if the executive and legislative branches disagree assigning sub-legislative authority to individual ministries requires robust inter-ministerial coordination. Without centralized oversight, different ministries risk enacting overlapping or contradictory regulations below the level of primary law, which can confuse the public and disrupt law enforcement.

## The Role of Academic Papers and Technical Drafting Skills

The emphasis on creating an "Academic Paper" during the planning phase shows a preference for evidence-based policy making in Timor-Leste. Using an academic article to justify a legislative proposal helps ensure that laws are passed to solve verified societal issues rather than political whims. However, the distinction between conceptual drafting (the policy process) and technical outlining (the mechanics of the text) highlights a significant capability gap. Technical outlining requires deep expertise in legal linguistics and formal structure:

- The introduction and title must clearly state the law's scope without creating ambiguity.
- The body must use clear, mandatory language that avoids contradictions.
- The explanations and conclusions must provide clear guidance for judges, lawyers, and citizens.

For Timor-Leste's legal system to mature, drafting teams within the Government and the technical Expert Council of Ministers must balance both skills. They need to master both broad policy development and the precise mechanics of legal writing to ensure laws are practical, clear, and effective.

## Competence to coordinate the council of ministers to draft law

The authority to coordinate the elaboration of draft laws in the Ministry responsible for the formulation of laws and regulations in the Minister of Health resp responsibility to coordinate ministries or institutions that submit draft laws and ensure that the planning process complies with applicable rules of procedure, as stipulated in the Law on Law Formation and Rules of Procedure of parliament. The Council of Ministers defines the policy of the Health System Law and coordinates the drafting of laws and regulations within the government. The Ministry of Health's coordination functions include collecting bills from ministries/agencies, holding coordination meetings, and ensuring that bills are included in the National Legislation Program. Coordination Process, Submitting Proposals The initiating ministry or agency submits proposals for draft laws or draft government regulations.

Planning: The authorized Minister coordinates the submission of this proposal to include in the planning process for the drafting of legislation.

Coordination Meeting: The Minister holds a coordination meeting with relevant institution to discuss the plan. The National Parliament has the power to comply with

the Constitution and has the right to submit draft laws to the House of Representatives to establish government regulations to implement the law properly. The draft law formula is the initial stage of the whole process of creating legislation. This process includes planning, drafting, discussion, ratification, enactment, and monitoring. draft laws are carried out in the form of a program called the National Legislation Program. Meanwhile, for drafting planning the Government created as defined in Law Number 10/2004, the Health System Law is a policy instrument for the creation of laws, which are prepared in a planned, integrated, and systematic manner, the legal products created will be focused, coordinated, and free from interests. It should be noted that, in addition to planning as defined in the law as explained above, there are activities within the planning framework, including preparing the material to be regulated, outlined in an academic paper, determining who will write the plan by deciding on sources, determining how and how much funding will be provided, and setting a target for completion.

## Legal Policy Change in the Ministry of Health

### *Review and Reform of Regulations*

Health system law review and reform refers to the process of updating and improving the legal system that regulates the health sector, with the main objective of improving the quality, capacity, and fairness of health services for all citizens. Wishes to the Ministry of Health Need to reform the Health System law, Law No. 10/2004 which resulted in the application of health in the field is not effective for society. This reform aims to address issues such as lack of health facilities, human resource gaps, limited facilities, and uphold the principle of restorative justice in resolving health care disputes. quality health.

Ensure that health services can be accessed fairly and equally by all levels of society. Achieving Justice and Sustainability Building a more just, equitable and sustainable health system can overcome classic challenges Overcome classic problems such as lack of health knowledge, unequal distribution of human resources and facilities, and problems with professional education. Integrating Regulations unifies different health laws under one comprehensive legal umbrella. Implementation of Reform in Timor-Leste Law No. 10/ 2004 on the Health System Law Replaces and integrates the previous health law to implement and become the primary legal umbrella for the provision of health services.

### *Normative Method*

- The use of this method ensures a comprehensive draft legislation from various aspects, ranging from health workers, facilities, to health security.
- Regulation Implementation of Law No. 10/2004: The Government has issued Government Regulation as the implementation regulation for the new Health Law, to implement the provisions of the law.
- Challenges in Optimal Public Participation Reform: There remains criticism that the participation of the public and other stakeholders is not optimal, resulting in recommendations to establish implementing regulations setting standards for public engagement.
- Knowledge Gap: There is a need to integrate mental health issues and infectious disease outbreaks into new regulations.
- Proper Implementation: It is crucial to ensure that the new law is free from loopholes and can be effectively implemented in practice.

This reform is expected to create a stronger, more adaptive health legal system that can provide the best health care services to all citizens. Review and reform of health legal regulations is the process of updating the legal system to improve the accessibility, quality, and efficiency of health services to the public. In East Timor, this process continues with the issuance of new regulations such as Law No. 10/2004 on the Health System Law and other implementing regulations. Health is a fundamental right of every person, which impacts not only a person's quality of life but also the health development of a country. Therefore, achieving universal health care, where all people have access to quality health services without discrimination, is a significant global challenge. Timor-Leste, as a developing country with such a large population, faces various challenges to achieve this objective. Despite various reforms in the health system, many issues still need to be addressed, including inequalities in access to health services, limited medical human resources, and uneven health financing across regions. Health is a human right guaranteed by the Constitution of Timor-Leste, as stated in Article 57 of the Constitution of the RDTL, which states that everyone has the right to a healthy life and health services. Therefore, Timor-Leste legal health system must be continuously updated and improved to meet the challenges and provide solutions to achieve these objectives. This requires effective integration of policy, regulation, oversight, and legal implementation, responding to the changing needs of society. A crucial aspect of achieving universal health care is health law reform. Health law in East Timor, which includes policies, regulations, and oversight systems, plays an important role in ensuring that health services are accessible fairly and equitably to all levels of society. However, the implementation of health laws in Timor-Leste still faces many obstacles, such as

complex bureaucracy, lack of coordination between central and regional governments, and uneven distribution of health service quality in the regions, particularly in remote areas. Health law reform in Timor-Leste is a crucial issue in achieving universal health coverage, a health system that provides fair and equitable access to health services to all citizens without cost constraints. In the context of Timor-Leste, a small country with a population of about 1 million and facing very small geographical challenges, reform of the health law sector is a crucial step to ensure that every citizen, especially those in remote and underserved areas, can access quality health services. , Health Law Reform refers to the change or updating of the legal system that regulates the health sector, with the objective of increasing the efficiency, accessibility, and quality of health services to all levels of society. This reform includes updating existing regulations, policies, and oversight systems to ensure that health services are accessible, equitable, and of high quality. Health law reform aims to build a more just, equitable and sustainable health system and to create an enabling environment for achieving universal health goals. , "Health law reform must consider inclusivity and public participation in all policy-making processes. Without active public engagement, health law reform will not achieve health outcomes.

Universal, fair and equitable healthcare. Meanwhile, a major opportunity for health law reform in Timor-Leste is the use of digital technology in health services. Regulations governing and using health data can improve access to services, especially in areas that are physically difficult to reach. Health law reform in Timor-Leste requires a comprehensive approach, encompassing improvements in policies and regulations, as well as strengthening monitoring systems and ensuring equitable access to health services. health law reform is not simply about changing regulations or policies, but also about ensuring that the existing legal system can address these challenges and create opportunities for sustainable improvement. health policy In addition, opportunities to utilize information technology, strengthen primary care services, and enhance transparency in health budget management can be strategic steps toward achieving universal health care. This study used a descriptive qualitative approach to analyze challenges and opportunities. ra in health law reform in Timor-Leste to achieve universal health care. This approach was chosen because it allowed the researchers to gain a deeper understanding of various existing health law issues and to explore opportunities that could be used to improve the health system in Timor-Leste. This research methodology combines literature analysis and policy analysis to generate a comprehensive understanding of the challenges and opportunities in health law reform in East Timor. This qualitative approach allowed researchers to explore issues in depth and provide data-driven recommendations to improve health policies that support the achievement of universal health care. , Challenges in Health Law Reform in Timor-Leste Health law reform in Timor-Leste faces a number of significant challenges that must be addressed to achieve the goal of universal health care. Based on the study, the main challenges facing Timor-Leste health law system include:

First, Inequality in Access to Health Services. A major challenge is unequal access to health services throughout East Timor, particularly in remote and border areas provides broader access to healthcare, many regions still face limited infrastructure, medical personnel, and adequate healthcare facilities. This disparity is a major obstacle to achieving universal healthcare, where all citizens should have access to healthcare services health services Unequal access to health services in Timor-Leste is caused by geographical differences, limited infrastructure, and uneven distribution of medical personnel. Remote and border areas often experience a shortage of health facilities and qualified medical personnel. This hinders the goal of equitable health services.

Second, the health care financing burden. Funding to support an inclusive and equitable healthcare system remains a key issue. Although National Health Insurance was introduced as an effort to reduce the burden of healthcare costs on the public, budget deficits and limited funding in the healthcare sector pose challenges in ensuring the program's sustainability. Adequate and efficient funding is needed to ensure that all Timorese can receive equal quality care. a major challenge in health law reform in Timor-Leste is the financing of the National Health Insurance which is facing a budget deficit. This deficit is due to the high burden of healthcare claims compared to contribution revenues. Further, public compliance in contribution payments remains low, particularly among informal worker.

Third, Complex Bureaucracy and Regulations. Lengthy bureaucratic processes and overlapping regulations between central and regional governments hinder the implementation of health policies. Sometimes, the difference in policies between the central and regional governments makes the implementation of health law reforms ineffective and uneven. Limited interagency coordination also poses problems in the supervision and enforcement of health laws in the health sector. , Following complex bureaucracy and overlapping policies between central and regional governments are significant obstacles to the implementation of health law reforms. Decentralization of government often results in differences in policies across regions. Weak coordination between agencies makes the health policy implementation process ineffective.

Fourth, Quality and Distribution of Health Workers. The management of health workers in Timor-Leste also faces various obstacles, such as uneven distribution, lack of continuous training, and disparities in the quality of service between health workers in urban and rural areas. This has resulted in inequalities in health services in different regions. According to the World Health Organization, Timor-Leste still faces problems in the distribution of health personnel. Most health workers are concentrated in major cities, while rural, remote, and island areas lack medical staff. In addition, the competence of health workers in different regions still needs to be improved through continuous education and training. Low Levels of Public Health Literacy Keeping up with low levels of public health literacy is a challenge in themselves. The public does not fully understand the importance of a healthy lifestyle, access to health services, and the mechanisms of programs such as this National Health Insurance, resulting in underutilization of preventive health care services and an increase in preventable diseases. Ambiguity/unclearness of Regulation and Law Enforcement According to one of the main challenges in health law reform is the lack of clarity in regulations regarding patient protection, health care workers, and health care service standards. In addition, weak law enforcement in cases of medical malpractice and patient rights violations has reduced public confidence in health care services. Effective Use of Health Technology According to the use of digital technology in the health sector, such as telemedicine and electronic medical records, is still low. Limited information technology infrastructure, especially in remote areas, and lack of regulations supporting the use of health technology hinder health reform in the digital age. Policy misalignment between Government and Private Sector Policy misalignment between government and the private sector is another challenge.

The private sector plays a crucial role in the provision of health care services in Timor-Leste, but unsynchronized regulations often lead to conflicts of interest and unclear service standards. These challenges require a comprehensive approach, policy integration between central and regional governments, and active participation of all stakeholders to accelerate health law reform to achieve universal health care in Timor-Leste. opportunities for Health Law Reform in Timor-Leste Despite significant challenges, there are opportunities that can be used to accelerate the health law reform process, including: Enhancing the Use of Technology in Health Services A major opportunity that can be utilized in health law reform is the use of digital information and technology in the health care system. Technologies such as remote medical consultations and electronic medical records can overcome geographical barriers and improve access to medical services, especially for people living in remote areas. Regulations supporting the development of these technologies can accelerate the realization of universal healthcare. Strengthening the National Health Insurance System Strengthening and improving the system presents a significant opportunity to achieve universal health coverage. More inclusive reforms in terms of coverage, service quality, and funding can ensure that all levels of society, including those working in the informal sector or the unregistered, can access adequate healthcare by improving the management and oversight system, it can minimize the budget deficit and increase Public Participation in Health Policy Health law reform based on public participation will increase policy effectiveness. Communities need to be empowered to be more involved in health policy formulation, both locally and nationally.

This involvement can create policies that better respond to community needs and raise awareness of the importance of maintaining health improve regulation and oversight Another opportunity is to improve regulation and oversight of the health sector. By strengthening regulation and oversight related to health services, and ensuring that government policies are implemented consistently throughout Timor-Leste, the legal health system can become more efficient and reliable. Clear and robust regulation will improve the quality of services and prevent abuse in the health sector. A human rights-based approach to health Incorporating a human rights perspective into health law reform can open up opportunities to ensure that everyone has an equal right to quality health care. It can be integrated into policies and regulations, as well as into the development of the health system as a whole.

#### *Strengthening of the health legal system*

Strengthening Timor-Leste's health care legal system focuses on law reform, particularly through Law No. 10/2004 on the Health System Law and its implementing regulations, such as Dec Law No.86/2022, to create fairer, higher quality, and more structured services for patients and medical staff. The goal is to protect the rights of patients and healthcare personnel, regulate the professional resolution of medical disputes, and improve the overall accessibility and quality of healthcare services.

Focus on Strengthening the Health Legal System Protection of Patient and Healthcare Professional Rights: The new Health Law strengthens patient rights and provides legal certainty for healthcare professionals by putting professional expertise at the forefront of dispute resolution. Improving Medical Dispute Resolution: This law promotes fairer and more objective medical dispute resolution mechanisms, where professional expertise plays a crucial role before entering the legal realm. Improving Quality and Access to Health Services: The goal is to ensure that all citizens have access to high

quality and equitable health services, as mandated u constitutional. Regulatory Updates: Legal updates through Law No10/2004 and Government Regulation No. 86/2022 are important milestones in the reform of the existing health legal system. Important Aspects of the Legal Health System Protection of Constitutional Rights: The Health Law seeks to realize the right of every citizen to health, as guaranteed in Article 57 of the Constitution of the RDTL. Professional Expertise: The evaluation of alleged malpractice is conducted professionally and objectively, not to impose impunity, but to ensure a balanced process. Public Education: It is important to increase public understanding of their rights and obligations within the health system.

Healthcare is a legally complex sector, involving many different aspects, ranging from patient rights and healthcare worker obligations to regulations governing service standards and professional ethics. This complexity arises from the interconnectedness of laws and regulations, professional codes of ethics, and medical standards that must be met simultaneously. In addition, the dynamics of regulatory changes and developments in healthcare technology increase the challenges for healthcare workers to consistently comply with applicable legal provisions to avoid future legal issues. This legal complexity requires medical staff to understand and apply several multidimensional legal norms, making vigilance over potential legal violations crucial. Importance of Legal Certainty to Ensure the Quality of Services Legal certainty is the primary foundation for ensuring the quality of health services because it provides a clear regulatory framework for the provision of health personnel services, according to Law 10/2004 on Health, which states that Health Personnel are persons who have knowledge and knowledge of health vocational skills through education and vocational skills.

Health professionals who need authority to perform health care. With legal certainty, health institutions and health personnel can perform their duties according to established standards without confusion or ambiguity in the application of regulations. It is crucial to ensure that all health procedures are conducted professionally, responsibly, and ethically, thus improving the quality of services and public confidence in the health system.

In addition to ensuring the quality of service, legal certainty also plays a crucial role in protecting the safety of healthcare workers. In practice, healthcare workers often face the risk of litigation due to procedural errors or malpractice, which can lead to financial and psychological losses. Role of Regulation in Providing Legal Protection Regulation plays a central role in providing legal protection by setting rules and standards that must be adhered to by all parties, including those in the healthcare sector. Through clear and firm regulations, individual rights, especially those of healthcare workers and patients, can be protected from potential abuses or violations. Regulations also create legal certainty that serves as the foundation for fair and structured dispute resolution, thus reducing the risk of conflict and strengthening trust between service providers and the public. In the context of protecting medical personnel, regulations serve as a legal umbrella that governs the obligations, rights, and accountability mechanisms of professionals. As part of a national reform effort, this health system law was written using an omnibus law approach to simplify and harmonize multiple regulations that were previously scattered across multiple laws. The law covers a wide range of aspects, ranging from the rights and obligations of health workers, the provision of health services, to the comprehensive management of health resources. One of the main focuses of Law No. 10/2004 on Health is strengthening the health system through the establishment of a more comprehensive and integrated regulatory structure. The law regulates in detail the provision of health services, including service standards, accreditation of health facilities, and monitoring and development mechanisms. The research method used in this study is normative legal with a statutory regulatory analysis approach. This approach was chosen because the research focuses on positive law, specifically regulations governing legal certainty and protection of health workers in health care services. health in health services. Using a normative legal approach, the research examines written legal norms and legal principles contained in laws and their implementation.

Primary data Legal Certainty in the Service of Health Personnel According to Law No. 10/2004 On Health Legal certainty in the service of health age is a fundamental aspect of ensuring the protection of health personnel and patients. It was no. 10/2004 on Health introduced significant reforms to the rights and obligations of health personnel and health care facilities. On the other hand, health care facilities are required to provide adequate facilities, infrastructure, and working environment for Health personnel. This provision provides stronger legal safeguards than previous regulations, which did not specify the responsibilities of health care facilities for medical staffing practices. In the case of a dispute over health services, Law no. 10/2004 on Health regulates resolution procedures in stages, starting with non-litigation approaches such as mediation and arbitration dispute resolution must first be carried out through alternative mechanisms before resorting to litigation. This reflects the restorative justice approach in the health sector, which aims not only to resolve conflicts fairly but also to maintain the continuity of the professional relationship between medical staff and patients. Legal Sanctions for Violations and Protection of Health Personnel Law No. 86/2022 on Health provides a

strong legal framework to regulate sanctions for violations by health personnel, including Health Articles in this law explicitly regulate administrative sanctions, as well as criminal discipline, which can be imposed health personnel found to have committed violations in health service practice.

These provisions are intended to ensure that Health personnel practice professionally and are accountable for their competence. However, Law no. 10/2004 on Health also provides proportional legal protection to health personnel. Some decree laws explain that health personnel who perform their duties in accordance with service standards, competence, and health ethics cannot be punished if medical harm occurs as part of the legitimate risks of service delivery. This shows that the law does not necessarily criminalize all procedures that result in complications, now staff carry out procedures according to operational accordingly. This legal approach achieves legal certainty that balances protection for patients and staff as part of the national health system. This omnibus law replaces and unifies various sectoral regulations in the health sector. In its implementation, this law must synergize with other regulations, such as Law No. 10 / 2004 on. This synergy is necessary to prevent overlapping norms and to ensure consistency in regulating the rights and obligations of Health personnel, patients, and health care institutions.

**Challenges in Health Law Reform in Timor-Leste** Health law reform in Timor-Leste faces a number of significant challenges that must be addressed to achieve the goal of universal health care. Based on the study, the main challenges facing Timor-Leste health law system include First, *Inequality in Access to Health Services*. A major challenge is unequal access to health services throughout East Timor, particularly in remote areas. Although the National Health Insurance was launched to provide wider access to healthcare, many Municipalities still face limited infrastructure, Health personnel, and adequate healthcare facilities. This disparity is a major obstacle to achieving universal healthcare, where all citizens should have access to healthcare services. health services without exception. Unequal access to health services in Timor-Leste is caused by geographical differences, limited infrastructure, and uneven distribution of health personnel. Remote areas often lack health facilities and qualified health personnel. This hinders the goal of equitable health services. Second, the health care financing burden. Funding to support an inclusive and equitable healthcare system remains a key issue. Although National Health Insurance was introduced as an effort to reduce the burden of healthcare costs on the public, budget deficits and limited funding in the healthcare sector pose challenges in ensuring the sustainability of the program age. Adequate and efficient funding is needed to ensure that all Timorese can receive quality care. One of the biggest challenges in health law reform in Timor-Leste is the financing of the National Health Insurance which is facing a budget deficit. This deficit is due to the high burden of healthcare claims compared to contribution revenues. Public compliance in the payment of JKN contributions remains low, particularly among informal workers. Third, *Complex Bureaucracy and Regulations*. Lengthy bureaucratic processes and overlapping regulations between central and regional governments hinder the implementation of health policies. Sometimes, the difference in policies between the central and regional governments makes the implementation of health law reforms ineffective and uneven. Limited coordination between agencies also creates problems in the supervision and enforcement of health laws in the health sector as complex bureaucracy and overlapping policies between central and regional governments are significant obstacles to the implementation of health law reforms. Decentralization of government often results in differences in policies across regions. Weak coordination between agencies makes the health policy implementation process ineffective.

#### *Fourth, Quality and Distribution of Health Workers.*

The management of health workers in Timor-Leste also faces various obstacles, such as uneven distribution, lack of continuous training, and disparities in the quality of service between health workers in urban and rural areas. This has resulted in inequalities in health services in different regions.

According to the World Health Organization, Timor-Leste still faces problems in the distribution of health personnel. Most health workers are concentrated in large cities, while rural, remote, and island areas lack Health personnel. In addition, the competence of health workers in different regions still needs to be improved through continuous education and training. Low Levels of Public Health Literacy low levels of public health literacy are a challenge in themselves. The public does not fully understand the importance of healthy living, access to health services, and the mechanisms of programs such as This National Health Insurance This results in underutilization of preventive health care services and an increase in preventable diseases. Ambiguity of Regulation and Law Enforcement According to one of the main challenges in health law reform is the lack of clarity in regulations regarding patient protection, health care workers, and health care service standards. In addition, weak law enforcement in cases of medical malpractice and patient rights violations has reduced public confidence in health care services. Low Use of Health Technology the use of digital technology in the health sector, such as electronic records, remains low. Limited information technology infrastructure, especially in remote areas, and lack of regulations supporting the use of

health technology hinder health reform in the digital age. Policy Misalignment between Government and Private Sector policy misalignment between government and private sector is another challenge. The private sector plays a crucial role in the provision of health care services in Timor-Leste, but unsynchronized regulations often lead to conflicts of interest and unclear service standards. These challenges require a comprehensive approach, policy integration between central and regional governments, and active participation of all stakeholders to accelerate health law reform to achieve universal health care in Timor-Leste Opportunities for Health Law Reform in Timor-Leste Despite significant challenges, there are various opportunities that can be used to accelerate the health law reform process including: Increasing the Use of Technology in Health Services One of the biggest opportunities that can be utilized in health law reform is the use of digital information and technology in the health care system. Technologies such as remote consultation and electronic health records can overcome geographical barriers and improve access to health services, especially for people living in remote areas. Regulations supporting the development of these technologies can accelerate the realization of universal healthcare. Strengthening the National Health Insurance System Strengthening and improving the system presents a significant opportunity to achieve universal health coverage. More inclusive reforms in terms of coverage, service quality, and funding can ensure that all levels of society, including those working in the informal sector or those ne 'who are not registered, can access adequate health care and improving the management and supervision system, the budget deficit can be minimized. Increasing Public Participation in Health Policy Health law reform based on public participation will increase policy effectiveness. Communities need to be empowered to be more involved in health policy formulation, both locally and nationally. This involvement can create policies that better meet community needs and raise awareness of the importance of maintaining health. Improve Regulation and Oversight Another opportunity is to improve regulation and oversight of the health sector. A Human Rights-Based Approach to Health Incorporating a human rights perspective into health law reform can open up opportunities to ensure that every person has an equal right to quality health care. It can be integrated into policies and regulations, as well as into the development of the health system as a whole.

#### **Public Participation and Transparency**

Public participation and transparency are two essential pillars of good and effective governance. They complement each other and contribute to the accountability and legitimacy of public decisions.

Legal change is a dynamic process in which existing laws, regulations, and legal norms are amended, supplemented, or removed. These changes occur in response to social, political, economic, and technological changes in society. A system of legal amendment is a framework or mechanism that allows these changes to occur in an orderly and legitimate manner. This ensures that changes are not arbitrary and have a solid foundation. General Stages of Legal Change While each country has different procedures, there are several general stages that are often found in legal change systems Initiation The initial stage in which the idea of changing the law arises.

#### *Strengthening Institutions and Resources*

Law no. 10/2004 on Health represents a significant milestone in efforts to improve the health system in Timor-Leste. This law covers a wide range of aspects, ranging from health services, medicines and medical devices, to the protection and welfare of health and health care personnel. This regulation is expected to address several challenges facing the healthcare sector, particularly in providing better legal protection and improving the welfare of medical and healthcare personnel. Medical and health workers are at the forefront of public health services. They play an important role in ensuring that every person receives quality healthcare. However, the reality on the ground shows that health and healthcare workers often face multiple challenges, such as legal risks in professional practice, poor welfare, and high workload.

This situation is exacerbated by a lack of understanding and implementation of regulations that protect them. Legal protection for health workers is a crucial aspect that requires serious attention. Legal cases involving healthcare personnel often arise from misunderstandings between patients and healthcare workers, as well as a lack of adequate legal protection. In addition, strong legal protection will provide a sense of security and comfort for medical and healthcare workers to perform their duties, allowing them to focus on providing the best possible service to the public. Speakers included legislators, health law professionals, expert staff from the Ministry of Health, and representatives of professional organizations.

The discussions are expected to provide constructive recommendations to improve the protection and well-being of medical and health care workers in Timor-Leste. A thesis on strengthening institutions and resources in health law could focus on analyzing legislation, policy implementation, and the role of relevant institutions in improving the quality and access to health services. Aspects that need to be examined include existing legal frameworks, such as Law No10/2004 Decree of Law no. 86/2022, which regulates

the responsibilities of the state and the rights of health workers, as well as the implementation of standards of practice and legal protections for health workers. A thesis on strengthening institutions and resources in health law could focus on analyzing legislation, policy implementation, and the role of relevant institutions in improving the quality and access to health services. Aspects that need to be examined include existing legal frameworks, such as Law no. 10/2004 and Dec Law 86/2022, regulating the responsibilities of the state and the rights of health workers, as well as the implementation of standard practice and legal protections for health workers.

**Focus on Tevez Regulatory Analysis Examines health-related laws and regulations as the legal basis and tools for creating a safe, reliable, and high-quality healthcare system.** Investigate how these regulations govern the rights and obligations of healthcare workers and patients. **Strengthening Human Resources in Health Analyzes legal protections for medical and health workers, including their right to compensation and protection when performing their duties according to standards.** Review policies that ensure health workers are licensed to practice and continuously improve their knowledge and skills. **Strengthen Health Care Institutions: Investigate the implementation of policies and the roles of government institutions, including central and regional governments, in the provision of health care services.** Analyze the pattern of management in health care institutions, which are financially owned by the government such as using the Public Service Agency system.

**Institutional Roles and Policy Implementation: Assess how different institutions, such as hospitals, local governments, and professional organizations, collaborate to enforce health laws.**

**Identify challenges and recommendations for strengthening institutional capacity to provide quality and affordable health services.** Institutional and resource strengthening, also known as capacity building, is a continuous process of enhancing the knowledge, skills, competencies, and capabilities of an organization or individual to achieve its goals effectively and efficiently. The goal is to create a strong, transparent, and accountable system that can tackle challenges and create positive change. **Elements of Institutional and Resource Strengthening and Improving the Quality of Human Resources** Focuses on developing the knowledge, skills, competencies, and professionalism of civil servants through education, training, and career development.

**Building Institutional Capacity: Improving the operational efficiency, accountability, and transparency of government institutions and other organizations.** Partnership Development Build collaboration and synergy between government, communities, the private sector, and academia to achieve shared goals. **Utilization of Technology: Adapting and integrating digital technology to improve efficiency, accessibility, and transparency in various public services.**

## CONCLUSION

- Based on the above description, it can be concluded that health law reform in Timor-Leste faces significant challenges, such as unequal access to services, heavy financial burden, complex bureaucracy, and unequal quality of health care workers. However, there are many opportunities that can be explored to support the achievement of universal health care in East Timor, including leveraging technology, and encouraging public participation in health policy making.
- Therefore, all parties need to be active, government, personnel, to realize effective and sustainable health law reform. Some steps that can be taken are Strengthening the Health Financing System to ensure the sustainability of the Secure Health System for Timor-Leste, implementing technology and digital services, Improving coordination between agencies, bureaucratic barriers, scheduling, strong commitment to continuous disease, Timor-Leste can achieve the health goal of universal health, disease and all health services,
- Strengthening the health legal system aims to create an accountable, fair, and quality service environment by updating regulations, increasing protection for all parties, and ensuring that health services are accessible to all Timorese.
- The health system has n each action varies widely, but they share a common goal of improving community health to the highest possible level both developed and developing countries have their own strengths and weaknesses in their health systems.
- Every government, whether developing or developed, strives to provide health insurance coverage to its citizens. The healthcare financing system in each country also differs, as each country has its own characteristics, including population, state income, economy, and geography.
- Both developing and developed countries face multiple challenges in building strong and reliable health systems. Health systems in developed countries seem to be better than those in developing countries, as shown by the health status of their populations and the prevalence of health problems. The National Health System in Timor-Leste has the capacity to provide the people of Timor-Leste health status year by year. However, efforts are still needed to accelerate the achievement of health indicators to catch up with other countries. Some problems in Timor-Leste include lack of health

workers, unequal access to health services, inadequate health funding, and inadequate facilities. These are the challenges in Timor-Leste health system. Therefore, we need to study or adopt health systems in developed and developing countries, so that the National Health System in Timor-Leste can be an optimal health effort in achieving the highest possible level of health.

## BIBLIOGRAPHY

- AchmadAli. 2009 Exploring Legal Theory and Judicial Prudence, Including Legislative Interpretation. Jakarta.
- Moh. Mahfud, MD. 1993. "The Development of Legal Politics: A Study on the Political Configuration of Legal Products in Indonesia Dissertation, Unpublished. Yogyakarta: UGM Yogyakarta.
- Kassim, Aminudin. "The Law Formation Process Post the Shift of Legislative Power from the President to the House of Representatives Associate Professor of Constitutional Law, Faculty of Law, University of Taduluko.
- Munir, Ahmad, "Good Governance on Tax Amnesty in International Conference on Law, Governance and Globalization 2017 (ICLGG 2017), Atlantis Press, Vol. 131, 2017.
- Juliani, Andi. Government Regulations Replacing Laws from Time to Time, Articles of the Law on State Administration and Legislative Regulations, Directorate General of the Ministry of Justice of the Republic of Indonesia.
- Attamimi, A. Hamid S. Law on Legislative Regulations and Policy Regulations (Regulatory Law), Jakarta, Faculty of Law UI, 1993
- Fauzi, A. (2021). Health Digitization in Indonesia: Challenges and Solutions. Journal of Health Technology, 12(2), 34-42.
- Nugraheni, E. (2020). Law Enforcement in National Health Systems. Yogyakarta: Gadjah Mada University Press.
- Fauzi, A. (2021). Health Digitization in Indonesia: Challenges and Solutions. Journal of Health Technology, 12(2), 34-42.
- Nugraheni, E. (2020). Law Enforcement in the National Health System. Yogyakarta: Gadjah Mada University Press.
- Prasetyo, Y. D. (2019). Public Health and the Challenges of Legal System Reform.