

# Revitalization Of Social Dialogue Between Workers And Entrepreneurs

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**ABSTRACT:** Change is a real challenge that should be faced, as well as democratization. Workers and employers will face changes or challenges that are not easy. The writing purpose, exploring the importance of social dialogue between workers and employers. The method used is a qualitative with case study tradition. The results showed, the number of workers' organizations that are growing rapidly as a symbol of democratization and still requires social dialogue as a forum for communication between workers and employers. Working relationship are often disrupted by different interpretations and understanding between employers and workers. The lack of openness and honesty in communication between workers and employers;

**Keywords:** Revitalization; Social Dialogue; Democratization; workers, entrepreneur

## INTRODUCTION

The growing workers' organizations in Indonesia, the number of workers' organizations or workers amounted to 6 confederations, 100 trade union federation and the 6808-level companies in Indonesia. That number includes 1,678,364 members of the union (SP). Whereas, during the New Order regime, the only one Indonesian Workers Union (SPSI). Referring to the Central Bureau of Statistics (2016), the number of workers based on main employment in 2016 reached 120,647,697 people, of which working in the industrial sector as many as 15,975,086 people with the largest contribution from West Java Province about 3,892,044 people (24.93%), Central Java 3.219.793 people (20.16%), and East Java 2,948,203 persons (18.46%). [1] The phase of the democratization and technological revolution changes the way human activity operates in scale, scope, complexity, and transformation from previous life experiences. Humans, living in global uncertainty, therefore humans must have the ability to predict a future that changes very quickly. Actually, the digitalization and democratization as artificial intelligence are profoundly transforming the domain of work. Changing job skill demands create substantial uncertainty about workers' fortunes in the labor markets of the future. In this article, we study the effects of technological change on individual labor market trajectories with worker-level data. From a political science perspective, examining individual trajectories is crucial because they can reveal which groups become better or worse off due to technological change. Whether digitalization is a likely source of political disruption depends on the distributive consequences of structural change and not just on the overall effects on economic growth.[2]

Democratization of workers in the organization would be a tremendous challenge for the element employers, workers and government. In the era of multi-union / labor not only needs regulation and appropriate policies and accurate, but also the need for mechanisms and arrangements in order to ensure how the system of representation in Bipartite-Tripartite, as well as in Institutional Industrial Relations, so that it can meet the basic values contained in philosophy of freedom of association with the protection of the right to organize and bargain collectively for the betterment of the company and also the welfare of workers. Surely, the practice of freedom of association in a multi-union system is a reflection of democratization, which contains human values essential for expression and association for the benefit and improvement of life among the laborers and employers. Likewise, the policy makers (government) and employers (owners of capital) are able to understand and make sense of their freedom of association-based awareness and responsibility for the progress and sustainability of the company and labor productivity. Various expectations and hopes of harmonious industrial relations has long been a hope and an important agenda for the elite policy makers, employers and workers wisely and responsibly advancing the company, both as a place to work and live as well as the fulfillment or self-actualization. Marx's approach is inherently critical, which means that it analyses capitalism's contradictions, its crisis tendencies, struggles and the foundation of alternatives to capitalism as the determinate negation of capitalism. The development of Marxian theory has resulted in numerous approaches, strands, interpretations, debates, and conflicts. [3]; [4] The wave of demonstrations against the GR is a form of workers' resistance which is always positioned by the government and businessmen as the "outside" part of the company. The failure of communication and negotiation at the bipartite level (employers) and the weakness of tripartite relations (businessmen and workers) have been long and classic, and even those relations are more colored by conflict and exploitative relations. Labor is always positioned as a weak and marginalized group, not as an important part of an egalitarian production relationship and synergistic for the progress of the company. The government is often not present to carry out a fair and conducive regulatory function in industrial relations. [5]. In the age in which neoliberal capitalism is in deep political, economic and ideological crisis and tends to turn into new

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authoritarian capitalisms, it has not only become evident that the market and the commodity form are unable to solve human problems but also that the time has come to once again take Marx and socialism seriously. [4]

## LITERATURE REVIEW

The dynamics of the labor organizations as indication of democratization has not had a significant direct correlation with the level of awareness and understanding of actor production, particularly at the level of employers and employees (bipartite). The presence of the government as a regulator and facilitator in building and realizing industrial relations professional and harmony are disrupted by their pragmatic interests of the authorities related to labor, company and or labor. Indecisiveness enforce and supervise the work rules between the worker-employer an indication of government's lack of quality human resources. Research by the Brotherhood of St Laurence in the optical industry in China confirms the poor enforcement of China's labour law. However, it also identifies some significant changes that are occurring as corporate social responsibility becomes part of the international business landscape. There have been numerous initiatives by non-governmental organizations (NGOs), companies and multi-stakeholder groups to encourage compliance, improve working conditions and in some cases promote worker empowerment. [6] When the Australian and Chinese governments announced their intention to negotiate a bilateral trade agreement this news generated apprehension among employee bodies. This was because many workers believe China's competitiveness is underpinned by its government's refusal to allow China's workers to realize basic labour rights and because Australian labour and the wider community has been unable to participate in the debate surrounding the proposed agreement. The latter concern is the focus of this article. We accept organized labour has a right to 'sit at the table' when trade policy is being determined and that the union movement needs to forge effective alliances if it is to achieve this goal. To assist this process we draw on submissions generated by the United States–Australia (AUSFTA) and Australia–China (ACFTA) trade agreements to argue that Australian unions and civil society groupings.[7] Capitalism is not an economic system but a type of society that is based on the logic of accumulation of money, power, reputation, visibility and their asymmetric control. Capitalism is making and unmaking itself through crises and social struggles from above and below. Economically, capitalism's contradictions are again and again unmaking social and economic stability. Spatially, capitalism is unmaking its own boundaries. It is making new milieus of accumulation and exploitation and new boundaries. Temporally, capitalism unmakes the pace of society. We experience the ever-increasing acceleration of life. Politically, capitalism makes and unmakes state power. The surveillance state has emerged. We experience a negative dialectic in which the neoliberal capitalist state turns against itself and increasingly produces the authoritarian capitalist state. Ideologically, capitalism continuously makes and remakes political fetishisms. Political fetishism today constitutes the rise of new nationalisms, new racism and xenophobia. These

phenomena can only be unmade by political movements that defetish the nation. Technologically, capitalism unmakes existing standards of productivity by making new technological paradigms. As a consequence, we have seen the rise of digital capitalism and phenomena such as social media, big data, digital labor and the Internet of Things.[4] Government officials often faced with confusion for mediation if there are problems at the enterprise level, between employers and workers. To determine the level of minimum wage workers in the city/county or province, often unsatisfactory workers, and the workers are always protests in various regions, even the workers on strike or demonstration on a large scale (national). Components of wages and prices of goods are used as the main criterion in determining the minimum wage workers are often unsatisfactory, even appearing prejudice, lack of good faith the government and employers to the welfare of the workers. The relationship of employers and workers are often tinged with a less harmonious relationship. The informants (employers) and workers, are still faced with the problem of a different view of the role of each in a productive working relationship and conducive. The entrepreneurs assess proliferation of the board unit (PUK) at the company level, not just a place to organize democratic workers, but often poorly optimized as a means to boost productivity and harmony in work. PUK often held up as an organization to withhold or against employers. Including becoming an extension of the labor activists outside the company, which often do demonstrations or strikes, intimidation, sweeping if there are problems or dissatisfaction at the enterprise level. Even demonstrations or strikes used as the ultimate weapon to exert pressure on employers or governments, thus disrupting the productivity of companies and or social.[1] In the domain of industrial relations, many issues that require a deep understanding, in particular the presence of workers in the employment relationship. Giddens (1971) argues that the works of Karl Marx is one of the most important contributions to the study of the sociology of the industry, even though he did not explicitly mention the term "Industrial Relations". Further, Giddens in [8]; (Sumartias & Mariana, 2017) says that the premises of economic exchange, private property, and the pursuit of profit is seen by economists as a natural human characteristic. Marx, in the opposite position, stating that the formation of an economic exchange is the result of a historical process therefore capitalism is a form of typical production system in human history, in addition there are other production systems. Marx, in his opinion, capitalism is just one type of production system among other production systems that have preceded in history. The assumption is owned by classical economics argues, that the capital, commodity prices, in principle does not depend on the mediation by humans. Instead Marx argued that physical objects forming elements in a series of definite social relationships. Marx argues that "Human behaves not only to nature but also to one another in order that they can produce something. To do this they cooperate in such a way and manually do barter. For the shake of production, they involved into a real relationship among one another. So only in here, they carry out the relationships and maintain their behavior against nature and production". Our first observation regarding the

contemporary figure of capital is aimed at revealing the mutation of living labour and thus clarifying how its productivity has been intensified through the growing networks of cooperation in the mode of production. Insofar as labour-power is shown in Marx. [3] Capital as "living labour" that increases its own productivity in simple and extended cooperation, and further in the organisation of manufacturing and large scale industry; and insofar as the capitalist organisation of labour progressively re-enforces cooperation and intensifies it to the point of constructing it as a social activity; then when we enter in the current phase of capitalist development characterised by cognitive and social production, the social cooperation of labour is enormously enhanced, immersed as it is in a set of communicative networks and digital connections that increasingly permeate all the industrial assets, services, agricultural systems, and all the other figures of the economic organisation of society. Capital is, in fact, increasingly valorised by cooperative social flows in which muscles, languages, affects, codes, and images are subsumed within the material processes of production.[3];[4]

## RESEARCH METHOD

According the title of "Revitalization of Social Dialogue between Workers and Entrepreneurs" as a Communication Forum for Workers and Entrepreneurs". Researcher using qualitative methods, with a case study approach, with the hope the results of this study deeper and more comprehensive. Data collection techniques used in the case study through: observation, interviews, documentation, literature. The informants namely Entrepreneurs (APINDO) in Bandung 3 persons; Board Work Unit Labor Organization Company Level 10 persons; Bandung regency Manpower or Regional Branch Executive Trade Union 2 persons. Research Purposes, "The study aims to determine: The understanding Revitalization of Social Dialogue as a Communication Forum for Workers and Entrepreneurs"

## RESULT AND DISCUSSION

Actually, the number of labor unions are many at the company level (Management Unit of Work) and the rise of labor organizations outside the company at the branch, regional and central becoming increasingly complex issues and potential conflicts that invariably prominent relationships. Strikes and labor protests or massive occur in a variety of regional and national, as if he were denied the real meaning of the relations of production that demands high productivity on one side. On The other hand, working and living conditions of the workers still had not moved from the normative question of the demands of workers, among others, the low level of welfare workers and low-wage workers. Low skills and lack of productivity of labor is a constraint in an effort to realize harmonious bipartite relations. The substantive implications of our results are open to interpretation. On the one hand, we find that digitalization in an industry increases wages across occupations. Workers who stay in non-routine manual jobs and routine jobs become better off in absolute terms (even if not in relative terms) as their industry digitalizes. On the other hand, digitalization has heterogeneous consequences for

different types of tasks and, hence, exacerbates existing inequalities in pay and job satisfaction. Given these unequal gains and losses, the positive net effects of technological innovation may not prevent political push-back. Recent research suggests that individuals are very sensitive to relative changes in economic well-being, even if absolute indicators would not necessarily give rise to concern.[2] Instead, workers assess employers often do not have good intentions for the welfare of its workers, and the pursuit of profit. The wages they earn often do not meet the minimum physical needs, while prices of basic necessities in the market continues to rise, while wages they earn no longer able to pursue the demands of the market. The minimum wage calculation system of *Kebutuhan Hidup Layak* (Living Needs) regulated in Law No. 13 of 2003 on Labor, the Government set KHL standards as a basis in determining the minimum wage as regulated in article 88 paragraph 4. Standard KHL consists of several components, namely: Food & Beverage (11 items); Clothing (13 items); Housing (26 items); Education (2 items); Health (5 items); Transportation (1 item); Recreation and Savings (2 items), bringing the total wage component by 60 items. Than of the 60 items the wages earned by workers, often considered the workers do not meet the needs of decent living, so they require 80 additional items. And in the negotiations on minimum wages, workers often assess employers have not on their side, and the government was considered not favor of the the workers, but rather to side with employers in an effort to minimize spending on wages. So that labor costs were deemed to be low and far from meeting the basic needs of the workers. In fact, if it is not satisfied with the negotiations, the workers often strike or demonstration. Communication between employers-workers are often not smooth and inhibit the productivity. Productivity and working relationships not only from the aspect of material gain, but at the same time strengthen their sense of pride and respect as actors working relations of production and social relations.

### **The importance of communication and partnership between employers and workers.**

In the working relationship between the employer-worker, do not only based on work rules and economic relations in the relations of production. But far above all, the working relationship between employers-workers is based on the values of trust, commitment, partnership to build together the company's progress and well-being together. The effectiveness of Social Dialogue and Communication will be realized through: A conducive communication climate - the mental and social attitudes of the production actors Positive interactions; Management and development of open, equal, honest communication Regular and continuous communication will create mutual understanding and trust. [9] One of the basic elements which become binding commitment and trust that the importance of the spirit of partnership and open communication and honest working relationship. This has become a social and cultural capital that must be present in the working environment as professional and social communities. So that every problem or evolving dynamics within the company concerning the interests or rights of the perpetrators of production can look for the best way

and the right to progress together and work productivity. The importance of partnership and communication in bipartite relations, because the function of creating quality communication and interaction and transaction between employers and workers. And this process should be managed professionally and optimally. All the elements in the communication process is interconnected with one another. Pearson and Nelson (2007) revealed that communication as a process of understanding and shared meaning. Tubbs and Moss (2007), the communication as a process of meaning between two or more people.

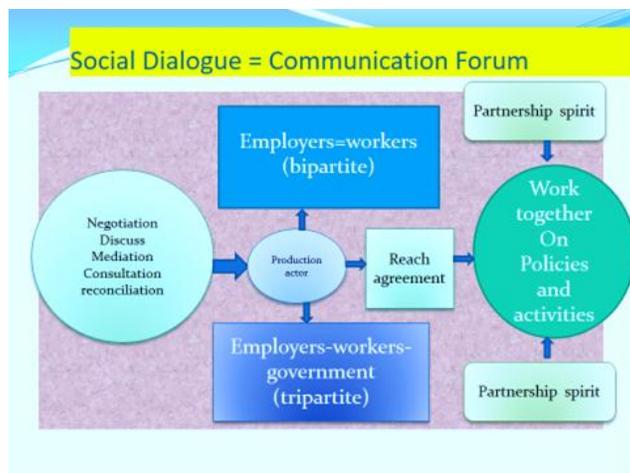


Figure 1 Social Dialogue Model

Based on figure 1, the relationship between employers, workers and government based on the partnership in efforts to achieve labor relations in the interest of the company and the community (social). Labor relations/labor unions by employers or employer's associations become more mainstream and is very important to make efforts more open communication, honest and transparent, so that will awaken the deep commitment of all the elements to advance the company sincerely and professionally. The presence of the government, apparently still needed as a facilitator and regulator in the working relationship. Good and effective communication between the elements of production, of course, puts the partnership (partnership) became the foundation guiding values together. In the context of a relationship of employers and employees, communication and partnerships are managed optimally promote the establishment of a harmonious working relationship between the two. So the challenges or problems that arise in the company as a company or social dynamics at local level, national, regional and global must be managed appropriately and quickly without disrupting the productivity of the company. James Carey in [10] philosophically disclose that "Our basic orientation to communication remains grounded, at the deepest roots of our thinking, in the idea of transmission: communication is a process whereby messages are transmitted and distributed in space for the control of distance and people" Dunlop (1958) in [1] points out, the actors or the actors in industrial relations include: (1) the hierarchy of managers and their representatives to supervision; (2) the hierarchy of workers (non-managerial) and its

spokesman, and (3) certain government agencies and certain private agencies established by the two actors who pay attention to the workers, companies, and their relationships

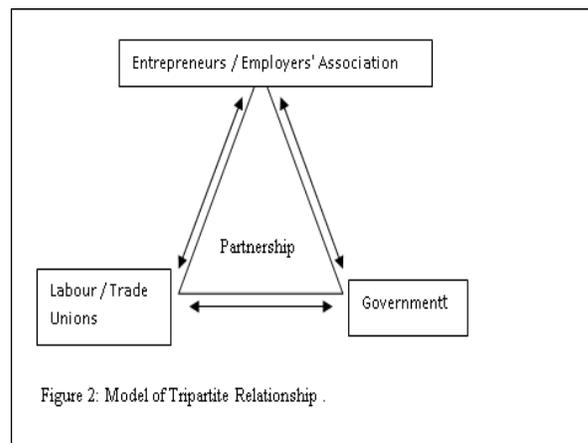


Figure 2: Model of Tripartite Relationship .

Partnership is essentially known as mutual assistance or cooperation from various parties, either individually or in groups. According Notoatmodjo (2003), the partnership is a formal collaboration between individuals, groups or organizations to achieve a particular task or goal. To build a partnership, to be based on the following points: (1). Equal attention (common interest) or interest; (2). Mutual trust and respect; (3). Clear objectives and measurable; (4). Willingness to sacrifice good, time, energy, and resources other. The principles of partnership is (1). Equation or equality; (2). Disclosure or transparency; (3). Mutual benefit or mutual benefit. Actually, when Marx proclaims that fixed capital (which is normally understood as the complex of machines) has become "man himself", he anticipates the development of capitalism in our own time and demonstrates its radical contradictions. Even though fixed capital is produced by labour and is nothing but labour appropriated by capital, even though the accumulation of scientific activity and the productivity of what Marx calls "social intellect" are incorporated in the machines under the control of capital, and even though capital appropriates all this without paying, at a certain point in capitalist development living labour expresses the capacity to exercise the power of inverting this relationship. Living labour demonstrates, that is, its ontological priority with respect to capital and the capitalist management of social production. That means that, whereas constant capital (if it wants to enrich itself) cannot subtract itself from the use of variable capital because it cannot imagine accumulation without the extortion of value from labour of workers.[4]

## CONCLUSION

Space communication and negotiation between the elements of production processes that promote positive values of partnership in the working relationship between the employer-worker relationship is the key to build a more harmonious and egalitarian. Partnership in the context of labor relations as a form of communication that is open, honest and transparent characterized by mutual understanding, can cause excitement, influence attitudes, improve good social relationships, and ultimately lead to a

constructive action in the workplace. Interests in common (common interest) or interest; mutual trust and mutual respect; have a clear and measurable objectives as well as their willingness to sacrifice good, time, energy, and other resources. Spirit partnership (partnership) should be a prerequisite philosophical owned manufacturing actors (tripartite) for the foundation and the key in the employment relationship. The main obstacle in building partnerships and effective communication in relationships bipartite (employers-workers) were at the level of understanding and interpretation of the role of each in the work environment, especially with regard to interests relating to the rights and obligations in the work environment, in particular relating to the basic rights of workers, wages, benefits and workers' protection. Dispute over rights and interests often raised, because of the lack of communication open and honest.

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## LIMITATIONS AND STUDY FORWARD

I realized some of the weaknesses in the research, especially in accessing research informants, because of their busy. Also in terms of analysis that might still be lacking in depth. And for the next research, it will be more comprehensive.

## ACKNOWLEDGMENTS

The research was carried out of them: lecturers, labor board, NGO, entrepreneurs and also the employment services in West Java. Actually, I would say thank you very much.

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