



The Transformation of the Labor Struggle to Establish the Labor Party and Its implications for the Employment Ecosystem: Evidence in Indonesia

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Abstract

The purpose of this study is to investigate and comprehensively examine the transformation of the struggle for workers to establish a labor party and its implications for the employment ecosystem: Evidence in Indonesia. The research method used is a normative juridical research approach, and the object analyzed with a qualitative approach refers to the legal norms contained in the 1945 Constitution, Law No. 21 of 2000 concerning Trade Unions, Law No. The Republic of Indonesia Number 2 of 2008 concerning Political Parties and other laws and regulations that apply in Indonesia. The results of the study show that so far workers have only been used to win elections by various political parties whose political platforms do not fight for the aspirations of workers. The struggle of the workers to establish a labor party is to win the election. To win the election, the function and strategy of the party, the leader of the labor party who has the capacity and quality as a reformer and policy agent is the key to the success of the labor party to win the election. The findings of this study are expected to make a significant contribution to optimizing the labor struggle in order to improve the positioning of workers in industrial relations and its implications for the employment ecosystem in Indonesia...

Keywords: Labor, Employment Ecosystem, 1945 Constitution, Law No.21 Year 2000, Law of the Republic of Indonesia Number 2 Year 2008, Indonesia.

1. Introduction

At this time the industry changes enormously with the increasing application of science to industry. This condition is characterized by a manufacturing-based economy being replaced by an economy that promises greater autonomy and greater productivity in the knowledge-based sector (White, 2021). Industrial changes by utilizing technology allow the use of natural resources and human resources such as labor to increase, thereby encouraging innovation and regulation in managing them.

According to McGahan (2004), industry develops along four distinct trajectories – radical, progressive, creative, and intermediary – that set the boundaries of what will make a profit in business. Salazar-Xirinachs et.al, (2014) state that industrial change in various countries is faced with contemporary constructive challenges - from job creation and poverty reduction to participating in technological revolutions and global value chains. Therefore, fighting for the positioning of workers/workers in the context of very significant industrial changes, the workers through the trade unions must be able to respond more wisely. In general, workers/laborers represent them to the trade union as a forum for organization (Nissima and Simon, 2021). Trade unions as organizations are a vehicle for the struggle of workers/ laborers so that trade unions take on this role to face some of the challenges faced by workers/ laborers in industrial relations. According to Solomon (2000), the notion of industrial relations includes a series of phenomena, both inside and outside the workplace, relating to the determination and regulation of

employment relations. According to Hamid (2021), the employment relationship is more than just a static interpretation of the contract between employees and employers but rather a number of relationships between skills, abilities, values, and opportunities in the workplace where the role of workers in organizations is increasingly important and varies from time to time. The working relationship for workers/labor is their perception of self-development, and recognition by the organization/company for their presence in the workplace (Hamid, 2021). It involves various concepts, such as justice and equality, power and authority, individualism and collectivism, rights and responsibilities, and integrity and trust (Solomon (2000).

Workers/labor is one of the important elements in industrial relations or company activities (Ibrahim, 2016), and they are part of a society that needs to prosper socially, politically, culturally and economically (Yusman et.al., 2021). On the other hand, classic problems in Indonesia related to workers/labor include the problem of job opportunities, high unemployment, low labor resources, low wages and modest social security (Kahpi, 2018).

To overcome these classic problems, in general, the struggle of workers/laborers to represent them to trade unions as a forum for workers'/labor organizations through dialogue forums with various interested parties in the field of manpower and street demonstrations. According to Juanda (2019) in Saragih (2019), demonstrations in the context of democracy in Indonesia have space as an freedom to express opinions in public which is a special and constitutional sovereign right guaranteed by the 1945 Constitution.

The struggle of workers through trade union organizations to demand the positioning of workers in industrial relations in Indonesia tends to be judged to be not as successful as expected by the workers/ laborers. According to Shubhan and Bimo (2018) in Sohuturon (2018) that the problem of the unsuccessful struggle of workers in Indonesia is caused by several factors, including:

- a. The workers' struggle is vulnerable to political content that is irrelevant to labor issues. This happens because a number of parties often take advantage of the labor movement which has large masses of people for certain purposes (Shubhan (2018) in Sohuturon (2018)).
- b. The struggle of workers in Indonesia has not been running effectively. Evidently, a number of issues brought up through the labor movement were not fully realized. Workers tend not to conduct in-depth studies beforehand on the various materials or issues that are voiced in their demands so that it seems that they are merely ceremonial with similar issues being voiced (Shubhan and Bimo, 2018 in Sohuturon, 2018).
- c. Various labor movements advocate things that are inappropriate or less relevant to the substance of labor (Shubhan (2018) in Sohuturon (2018)), and there are no solution issues related to efforts to improve the employment ecosystem in Indonesia.

From the various previous descriptions, the formulation of the problems proposed in this study are as follows:

- a. What is the function of the labor party as a political party organization and its implications for the employment ecosystem in Indonesia?
- b. What is the strategy of the labor party as a political party organization and its implications for the employment ecosystem in Indonesia?

3. Significance of Research

Workers/labourers are part of the community who need to prosper socially, politically, culturally and economically. This study examines in a comprehensive manner the transformation of the labor struggle to establish a labor party and its implications for the labor ecosystem in Indonesia in which industrial relations are still very limited.

4. Materials and Methodology

This type of research is normative juridical research, library law research which is carried out by examining library materials or secondary data (Sunggono, 2003:27-28). The object analyzed with a qualitative approach is a research method that refers to the legal norms contained in the legislation (Seokanto and Mamudji, 2003:14). The data analysis technique of this research was carried out using data collection tools, namely: literature study, or document study to collect secondary data related to the problems posed, by studying books, legal journals, and relevant

previous research results. Then, the documents of laws and regulations such as: the 1945 Constitution (*Undang-Undang Dasar Tahun 1945* or UUD 1945), Law No.21 of 2000 concerning Trade Unions (*Undang-Undang No.21 Tahun 2000 tentang Serikat Pekerja* or UU No.21/2000), Law of the Republic of Indonesia Number 2 of 2000 2008 concerning Political Parties (*Undang-Undang Republik Indonesia Nomor 2 Tahun 2008 tentang Partai Politik* or UU No.2/2006), and various other laws and regulations that apply in Indonesia.

Legal protection for workers is an absolute and important issue in the context of the perspective of labor law in Indonesia (Hamid, 2021). Therefore, this study focuses on sources of legal material in order to improve the welfare and legal protection of workers/laborers in industrial relations. Thus, the urgency of carrying out this research is to investigate and review comprehensively about. transformation of the struggle for labor union organizations to declare the labor party and its implications for the labor ecosystem in Indonesia.

5. Results and Discussion

According to Sisson (2007) in Clark et.al.(2011), industrial relations involve management/ employers and workers/workers and are influenced by various forces outside the individual workplace: for example, state policies, international trade patterns, capital market dynamics , and the relationship between paid work and other aspects of people's life experiences. The role of management/entrepreneurs and workers/workers is very important in order to improve industrial relations, harmonization of relations between employers and workers in order to improve overall organizational achievement based on the goals that have been set and have implications for national economic growth (Hamid, 2020).

The transformation of the labor struggle related to the positioning of workers in industrial relations in Indonesia is to establish a labor party. The labor party, which was previously established, was again declared in Jakarta on October 5, 2021 and was supported by 11 people's organizational movements (Rizal, 2021). In the context of democracy in Indonesia, the labor struggle has a strong legal basis. in order to strengthen the positioning of workers/laborers and is also expected to have positive implications for the employment ecosystem as shown in Figure 1 below as follows:

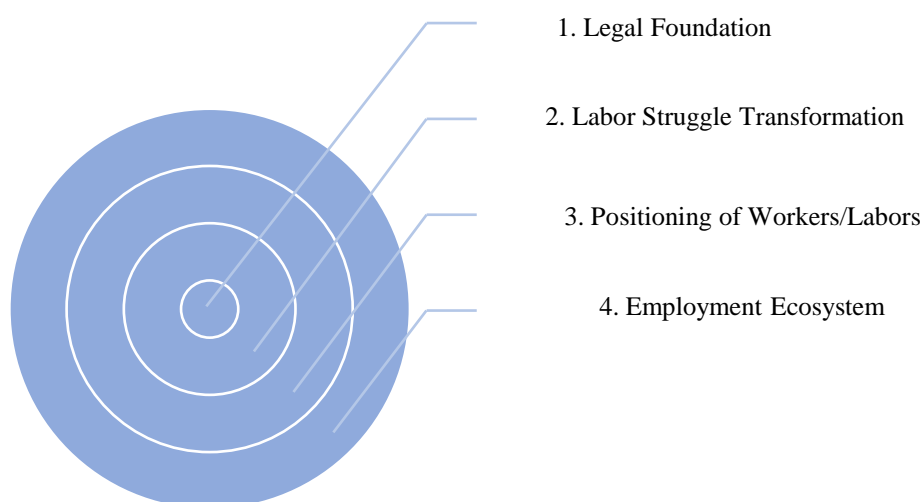


Figure 1: Transformation of Labor Struggle related to Positioning of Workers in Industrial Relations in Indonesia.

a. Legal Foundation

According to the preamble of Law No. 21/2020 letter c that trade unions/labor unions are a means to fight for, protect, and defend the interests and welfare of workers/laborers and their families, as well as to realize harmonious, dynamic, and just industrial relations. The laws and regulations related to the positioning of workers/labourers in Indonesia are aimed at fighting for the welfare and legal protection of workers/laborers and have been regulated in the 1945

Constitution of the Republic of Indonesia (UUD 1945) and Law No. 21 of 2000 concerning Unions. Workers (Law No.21/2000) as follows:

- 1). The 1945 Constitution of the Republic of Indonesia (UUD 1945) is as follows:
 - a) Every citizen has the right to work and a decent living for humanity (Article 27 paragraph 2 of the 1945 Constitution).
 - b) Freedom of association and assembly, expressing thoughts verbally, and so on is stipulated by law (Article 28 of the 1945 Constitution).
 - c) Everyone has the right to defend his life and life (Article 28 A of the 1945 Constitution).
 - d) Everyone has the right to develop themselves through the fulfillment of their basic needs, the right to education, and to benefit from science and technology, art, and culture in order to improve the quality of their lives and for the welfare of mankind (Article 28C paragraph 1 of the 1945 Constitution).
 - e) Everyone has the right to advance himself in fighting for his rights collectively to build his community, nation and state (Article 28 C paragraph 2 of the 1945 Constitution).
 - f) Everyone has the right to recognition, guarantee, protection and fair legal certainty as well as fair treatment and equal treatment before the law. (Article 28 D paragraph 1 of the 1945 Constitution).
 - g) Everyone has the right to work and receive fair and proper remuneration and treatment in an employment relationship (Article 28 D paragraph 2 of the 1945 Constitution).
 - h) Every citizen has the right to have equal opportunities in government (Article 28 D paragraph 3 of the 1945 Constitution).
 - i) Everyone has the right to freedom of association, assembly and expression (Article 28 E paragraph 3 of the 1945 Constitution).
 - j) Everyone has the right to communicate and obtain information to develop their personal and social environment, as well as the right to seek, obtain, possess, store, process, and convey information using all available channels (Article 28 F of the 1945 Constitution).
 - k) Everyone has the right to live in physical and spiritual prosperity, to live, and to have a good and healthy living environment and the right to health services (Article 28 H paragraph 1 of the 1945 Constitution).
 - l) Everyone has the right to get facilities and special treatment to get the same opportunities and benefits in order to achieve equality and justice (Article 28 H paragraph 2 of the 1945 Constitution).
 - m) Everyone has the right to social security that allows his/her development as a whole as a useful human being (Article 28 H paragraph 3 of the 1945 Constitution).
- 2). Law No. 21 of 2000 concerning Trade Unions (Law No. 21/2000) as follows:
 - a) A trade union/labor union is an organization formed from, by, and for workers/labourers both in the company and outside the company, which is free, open, independent, democratic, and responsible for fighting for, defending and protecting the rights and interests workers/laborers and improve the welfare of workers/ laborers and their families (Article 1 paragraph Law No. 21/2000).
 - b) A trade union/labor union in a company is a trade union/labor union established by workers/labourers in one company or in several companies. (Article 2 paragraph Law No.21/2000).
 - c) Trade unions/labor unions outside the company are trade unions/labor unions established by workers/unions who do not work in the company (Article 3 paragraph Law No.21/2000).
 - d) A federation of trade unions/labor unions is a union of trade unions/labor unions (Article 4 paragraph Law No.21/2000).
 - e) A confederation of trade unions/labor unions is a union federation of trade unions/labor unions (Article 5 paragraph Law No.21/2000).

Thus, the labor law legally can be interpreted as a law that was formed to provide justice in employment relations in order to improve the position of workers/labourers. According to Hakim & Ispiyarso (2016) in Pohan (2021), in practice the employment relationship contains the terms, rights, obligations, and rules as outlined in the work agreement between the worker/laborer and the business actor/employer. Therefore, determining the positioning of workers/labourers in the perspective of labor law in Indonesia, among others, is regulated in the 1945 Constitution

(*Undang-Undang Dasar Tahun 1945* or UUD 1945), and Law No.21 of 2000 concerning Trade Unions (*Undang-Undang No.21 Tahun 2000 tentang Serikat Pekerja* or UU No.21/2000).

b. Labor Struggle Transformation

Transformation is a process of radical change that brings an organization/company to a new direction and level of effectiveness (The Black's Law Dictionary 2nd Ed, N/D). Then, Future Earth (2014a, 2014b) in Petterson (2016) states that the idea of transformation appears increasingly attractive to articulate aspirations for significant and lasting change in human society towards a more sustainable and equitable global future. The transformation of the workers' struggle that started from the trade union as a forum for the workers' struggle to establish a labor party is a necessity. Trade unions are facing various challenges as a result of the development of democratic ideology and economic prosperity (Katz & Georgopoulos, 1971), globalization and modern technology (Silva, 2017) and pandemic outbreaks (Lepore et.al, 2021) which have an impact on the problem of health and economic problems (de Castro Sobrosa Neto et.al.,2020). According to Nissima & Simon, (2021), trade unions have two important roles as follows: first, to protect the rights and interests of workers in the transition from an economy based on paid labor to an economy based on automatic-autonomous production; and second, representing the social rights of all citizens, and in particular the material interests of ordinary people. As a consequence of this development, trade unions as organizations must be able to change and adapt to these challenges, and organizations must focus on efforts to encourage sustainable organizational practices (Lepore et.al., 2021). In conditions of very rapid change, on the other hand, labor unions as organizations are expected to be able to build harmonious cooperation in order to create a healthy and psychologically comfortable organization that can develop sustainably (Tayibnapis et.al., 2021).

An organization is generally established to be able to accommodate the hopes, aspirations and realize the wishes of its members through specific ways to achieve the expected goals. Organizational goals must be clear so that everyone who supports an organization is expected to fulfill inspiration and motivation so that they are willing to make a meaningful contribution (Margolis, 1998). Locke and Latham (2002) in Steinmann et.al. (2018) stated that organizational goals can help predict, explain, and influence organizational performance. Meanwhile, Maret & Simon (1958) and Maslach (2016) in Schwarz and Bouckenoghe (2021) state that the success and failure of an organization's performance is related to organizational goals so it must be predictable. (March & Simon, 1958; Maslach, 2016 in Schwarz and Bouckenoghe, 2021).

According to Pohan (2021), the way to achieve justice related to the positioning of workers/labourers in industrial relations can be done in the form of making labor laws and fair employer relations. On the other hand, the socio-economic position of business actors/employers and workers/laborers is very different so that justice for both parties must be enjoyed together without prioritizing conflict (Pohan, 2021). According to the International Labor Organization (2022), the existence of an employment relationship is a condition that determines the enactment of the provisions of the labor law and social security aimed at workers. This is the main point of reference for determining the nature and extent of the rights and obligations of employers towards their workers (International Labor Organization, 2022).

. The positioning of workers/labourers based on justice related to rights and obligations in industrial relations in Indonesia experienced very significant challenges after the enactment of the Omnibus Law No.11 of 2020 concerning Job Creation (*Omnibus Law Undang-Undang No,11 Tahun 2020 tentang Cipta Kerja* or UUCK No.11/2020).. UUCK No.11/ 2020 is the latest labor law in Indonesia which is considered to have greatly weakened the position of workers and on the other hand the alignments of this law tend to be very beneficial to employers (Hamid, 2020). Therefore, the transformation of the organized struggle of workers/labourers to declare a workers' party is inevitable in order to demand a justice-based positioning of workers/labourers. The transformation of the labor struggle to declare the labor party as a political party participating in the upcoming 2024 General Election is aimed at responding to the rapid development of industrial change and the impartiality of the government and legislators in Indonesia against the labor struggle (Hamid, 2020), and the defeat of the labor struggle in discussion and rejection. against the omnibus law UUCK No. 11/2020 (Rizal, 2021).

The Labor Party, which had been previously established, was officially declared again in Jakarta on October 5, 2021, which was initiated by eleven workers/labor union elements to re-declare the Labor Party (the old Labor Party was first founded by Muchtar Pakpahan in 2003) including Confederation of Indonesian Trade Unions/KSPI, Confederation of Indonesian Prosperous Labor Unions/(*Konfederasi Serikat Buruh Sejahtera Indonesia/KSBSI*), Federation of Indonesian Metal Workers Union (*Federasi Serikat Pekerja Metal Indonesia/FSPMI*), Confederation of All Indonesian Trade Unions (*Konfederasi Serikat Pekerja Indonesia/KSPSI*), Indonesian Peasants Union (*Serikat Petani Indonesia/SPI*), Confederation of Indonesian Labor Unions (*Konfederasi Persatuan Buruh Indonesia/KPBI*), Federation of Chemical Workers Union , Energy, Mining, Oil, Gas, and General Affairs (*Federasi Serikat Pekerja Kimia, Energi, Pertambangan, Minyak, Gas Bumi, dan Umum/FSP KEP*), Federation of Reformed Pharmacy and Health Workers Union (*Federasi Serikat Pekerja Farmasi dan Kesehatan Reformasi/ FSP Farkes*); Indonesian Private Honorary Educator and Personnel Forum (*Forum Pendidik dan Tenaga Honorer Swasta Indonesia/FPTHSI*); and the Indonesian Women's Movement (*Gerakan Perempuan Indonesia /GPI*) (Putri, 2021).

Previously, the Labor Party had been established in Indonesia, among others, on August 28, 1998 this political party was a participant in the 1999 General Election (Election), 2004 Election, and 2009 Election (Rizal, 2021). Furthermore, during its time as a political party, the Labor Party has used three different names, namely the National Labor Party (1998), the Social Democratic Labor Party (2005) and the Labor Party (2009). The newly declared Labor Party is expected to be able to realize the ideals of the labor struggle and its implications for the employment ecosystem in Indonesia (Rizal, 2021),

Thus, the transformation of the labor struggle in Indonesia is aimed at optimally fighting for the aspirations of the workers through legal and constitutional mechanisms in the constitutional law in Indonesia, both in parliament as members of the legislature and as executives. This is a fundamental change from the strategy of the workers' struggle in Indonesia, where so far the struggle of the workers has only been carried out on the streets through demonstrations. Therefore, the labor party is expected to be able to strengthen the positioning of workers/laborers, understand the function of the party and have a party strategy that has a direct connection with its constituents. In this case, workers/labor is a captive market that is the focus of the labor party to get votes.

According to the Head of the Central Statistics Agency, Suhariyanto in Heli (2021), stated that the working population in February 2021 in Indonesia was 131.06 million people. The significant number of workers/laborers in Indonesia has become the basis for the constituents of the labor party so that efforts to fight for the positioning of workers/ laborers have become an important issue and a very strategic issue for the labor party. In this case, the labor party is expected to be able to predict the party's goals, including understanding the function and strategy of the party so that efforts to transform the labor struggle to declare the labor party organization and its implications for the labor ecosystem in Indonesia can be achieved in line with the vision, mission and platform of the party that has been set.

c. Positioning of Workers/Labourers

Tayibnapi et.al., (2021) which states that the key to business in the industrial era 4.0 is actually not technology. Understand the rapidly changing nature of work and how it impacts the workforce and the economy in employment relationships. An employment relationship is a legal relationship between an employer and an employee, and an employment relationship occurs when a person performs work or services under certain conditions in exchange for remuneration (International Labor Organization, 2022). On the other hand, the employment relationship is expected to be able to encourage efforts to build a skilled workforce that spurs business competitiveness and economic growth, strengthens career paths and guides the achievement of skills for good jobs, opportunities to earn economically, career growth through investment in human resources. human form of training and education.

According to Alhalboosi (2018) in Hamid (2020), human resource development is a series of systematic activities to enrich employees with skills, knowledge and experience (performance improvement) to meet what is needed now and in the future to achieve goals including: organizational development, career development, training and development. According to Eneh & Awara (2016), investment in human resources has the most vital meaning for any organization because the creativity and innovative ideas of workers/workers as human resources are needed by organizations to achieve their goals. This view is confirmed by Hatfield (2021) which states that organizations need to balance investment in human resources with understanding, and managing the total workforce in order to optimize the ecosystem. .

Then, the issues of the labor struggle which initially focused on traditional concerns about wages and working conditions to an understanding of labor issues in the context of industrial relations and the larger economy. According to Rule (1988) in Mohajan (2019), the agenda of the labor struggle is to demand to improve the standard of living of workers, including women and children. Trade unions as organizations that represent the aspirations of the workers are expected to actively involve themselves in various forums with national labor policy stakeholders at both the regional and central government levels.

The struggle of workers in Indonesia is expected to improve the employment ecosystem. An ecosystem can be defined as a system containing a large number of loosely coupled (interconnected) actors who depend on each other to ensure the effectiveness of the whole system. (Iansti & Levien, 2004). According to Mitleton-Kelly (2003), a system should be viewed as a single organism in a symbiosis, in which co-evolution does not occur separately as individuals, organizations, national and global institutions interact with each other..

As such, trade unions need to build coalitions among themselves, and with other like-minded organizations with a view to building capacity and expertise and being active players throughout the policy cycle (International Labor Office-ILO, 2015). According to Sohuturon (2018), various regulations were also issued for workers, ranging from laws (UU) that regulate work accidents, protection, labor agreements between labor unions and employers, to the settlement of labor disputes.

d. The Functions and Strategies of the Labor Party and Its Implications for the Employment Ecosystem

1). Employment Ecosystem

Workforce ecosystems can help organizations move from traditional employee life cycle models to a more holistic approach, i.e. as the workforce changes from being primarily employee-centered to encompassing a diverse community that crosses organizational boundaries, core talent processes must evolve. management practices in this approach should be reconsidered in several areas (Altman (2021). Furthermore, Altman (2021) explains that there are several areas that must be considered in management practices using the employment ecosystem approach as follows:

- a) Workforce planning may transition from taking a narrow view of employee roles to adopting a definition that includes internal and external human and digital contributors.
- b) Talent acquisition can change from a decentralized human resources (HR) function to an integrated multifunctional process that includes HR, procurement, Information Technology, and other teams.
- c) Performance management can move from an annual review to be more in tune with the ongoing needs of the organization.
- d) Learning and development efforts must support strategic skills and competencies, and
- e) The organizational structure can change to accommodate all aspects of the workforce by shifting to a team and network based approach.

According to Altman (2021), the employment ecosystem can change the nature of work, worker preferences, and the way organizations use technology, and manage an expanded workforce. Hatfield (2021), in the context of the employment ecosystem, the definition of labor has been broadened so that current labor management practices are still largely focused on full/part-time workers/laborers and have turned into human resource investments.

Thus, the notion of the employment ecosystem can be interpreted as complementary in the employment sector. supported by a foundation of interacting organizations and individuals – the mutual recognition and interdependence of various entities at different levels of industrial relations.

2) Functions of the Labor Party

Menurut According to Gherghina, (2012) in. Nurhasim (2016), in a functional sense, political parties are tools of representation of the population, who compete in general elections, elected by the voters based on the actions and policies or programs they offer. Meanwhile, Mas'ood and MacAndrews (2006) stated that based on the functional meaning a political party has 2 (two) important main functions that must be carried out at once as follows:

a) The function of political parties is to represent the interests of the wider community in general and the interests of workers/hunters in particular. This function can be interpreted as a function of articulation of interests, articulating certain interests to political bodies and the government through the groups they form together with other parties who have the same interests. When groups in society have different interests from one another, political parties will be able to carry out their functions as a forum for aggregating interests. Interest aggregation is the way in which the demands made by different groups are combined into alternative government policies. In a democratic society, parties will formulate political programs and then can submit proposals to the legislature, or it can also be realized through candidates proposed by political parties for government positions.

b) The function of political parties is the function of political agents who compete in general elections. In this function, political parties will offer figures as well as work programs and are able to realize the programs offered to make policies (recruitment functions and policy-making agents). The function of recruitment is to find and invite talented people to actively participate in political activities. as party members by attracting young groups to be educated to become cadres who in the future will replace the old leaders. Cadre is important because they can be included in competing with other political parties, among others through the general election mechanism, for political roles in parliament, in ministries, or in local government. In this context, political parties will try to seize power in the government constitutionally, and after seizing power in government, both in the executive and legislative fields. Those who are elected as members of the legislature or as executives will represent political parties, and will have and exert influence in making policies that will be used in a government.

In the context of constitutional law in Indonesia, the function of political parties is enshrined in the Law of the Republic of Indonesia Number 2 of 2008 (Law No. 2/2008) concerning Political Parties. According to Law No. 2/2008, the functions of Political Parties are as a means of:

- a) Political education for members and the wider community to become Indonesian citizens who are aware of their rights and obligations in the life of society, nation and state.
- b) Indonesia for the welfare of society.
- c) Absorbing, collecting, and distributing people's political aspirations in formulating and determining state policies.
- d) Political participation of Indonesian citizens.
- e) Political recruitment in the process of filling political positions through democratic mechanisms by paying attention to gender equality and justice.

Thus, the function of the party in general and the function of the labor party in Indonesia must be able to offer the party's work programs and can be realized as a policy-making agent through the parliament. Therefore, the labor party must strive to be able to seize power in the government constitutionally, power in government, both in the executive and legislative fields. This will have a very significant influence in making policies, especially in favor of workers/labor. through a constitutional institutional mechanism.

In the end, the function of the labor party as a political party organization is expected to have a party strategy with the aim of strengthening the positioning of workers/ laborers so that efforts to transform the labor struggle to declare the labor party organization and its implications for the employment ecosystem in Indonesia can be achieved according to the party's vision, mission and work platform.

3). Labor Party Strategy

The labor party as a worker/labor-based political party organization can actually respond to, anticipate, and change environmental conditions and which in turn contributes to the party's capacity. The main goal of the party is to win the election and it is the dominant thing for each party to be able to realize its existence to carry out the party's work program platform (Levitsky, 2001). Therefore, the labor party must have a strategy so that its existence can have implications for the employment ecosystem in Indonesia.

According to Levitsky (2001), the strategy and ability of political parties to adapt is very dominant to carry out all of the party's vision, mission and goals, including:

- a) Leaders of political parties must choose the right strategy. Leaders may fail to respond to changing environments, respond too slowly, or choose ineffective strategies.
- b) The party leadership must consist of reformers, have a strategy and execute the party's work program platform. However, adaptive strategies often meet resistance from union leaders, activists and members who have an interest in traditional party projects.
- c) Parties must be able to promote new strategies to voters. Labor-based parties adapted to neoliberal challenges with varying degrees of success in the 1980s and 1990s.

The struggle of the workers to establish a workers' party is actually to demand improvements in welfare so as to inspire the workers to gather strength together, which was initially carried out through trade unions. So far, workers have only been used by various political parties participating in the general election (Pemilu) with the aim of winning the election. However, after these parties succeed in entering parliament, the aspirations of the workers' voices tend to be abandoned, and a recent example in Indonesia is the passing of Law No. experts are very detrimental to workers / laborers (Hamid, 2020; Hamid, 2021).

The labor party's strategy is to enter parliament either as a member of the legislature or as an executive in Indonesia, both at the central and regional levels (City, Regency/Province). Therefore, the main priority of the labor party is to need the number of votes to win the general election, the legislative election for regional head elections in Indonesia. In this way, the labor party can play a greater role and change the nature of politics to become stronger in favor of workers and have implications for the employment ecosystem in Indonesia. Furthermore, it is very important for a labor party as a political party organization to have a common idea and picture of what and what to do. how the party's strategy to achieve the objectives of the existence of the party is established in line with the party's vision and mission. Political parties in any political system usually find themselves in a complex and uncertain environment so that change is constant within all parties and party organizations, and in their external environment (van den Berg, 2013).

According to van den Berg (2013), changes can be made to constitutional arrangements, laws and other types of arrangements regarding the political process and political parties. The expectations of voters as a whole (or of particular constituencies) may change, and voters may change, for example, as a consequence of demographic developments, economic turmoil and domestic and international policy challenges may suddenly or gradually confront parties with new issues (van den Berg ,2013). According to Faedlulloh (2021), the strategies that the labor movement can take to form a political party are by:

- a) Build a strong constituency by carrying out the absorption of aspirations from below in identifying problems and offering solutions as a form of political education for the people and workers.
- b) To reduce fragmentation between organizations, the labor movement must also immediately consolidate. All labor activists sit together and discuss in a deliberative way to formulate the goals of developing the labor party.
- c) The importance of holding elections that do not complicate the movement of alternative parties. Therefore, all administrative regulations that are burdensome in the current regulation of the formation of political parties need to be revised to improve the quality of democratization and better democracy in Indonesia.

Thus, the function and strategy of the workers' struggle, which was originally only a forum for dialogue with various interested parties in the field of employment and demonstrations on the

streets, has been transformed by establishing a labor party. It aims to be able to play a more optimal role in the parliament in Indonesia. This view is in line with Sendari (2021) which states that the purpose of political parties is to win elections, carry out important government tasks, and influence public policy and that each member can agree on several party policies and programs for the sake of the wider community in general and focus on the common good.

6. Conclusion

The results of this research conclude that according to the law in force in Indonesia, every worker/ laborer has the same rights and opportunities including to associate and assemble, either in the form of a trade union or declaring a labor party as a political party participating in the general election. Normatively, a trade union or labor union is an organization formed from, by, and for workers/ laborers both inside and outside the company, which is free, open, independent, democratic, and responsible for fighting for the rights and interests of workers. / labor and improve the welfare of workers / laborers and their families. The reality of the struggle of workers through labor union organizations to demand the positioning of workers in industrial relations tends to fail in Indonesia. This is because the labor struggle is often ridden by political parties participating in the election. The transformation of the labor struggle to re-declare the previously established labor party is expected to be able to realize the vision, mission and work platform of the labor party, including: providing protection, defending rights and interests, increasing proper welfare for workers/laborers and their families as well as having implications for labor ecosystems in Indonesia. . The labor party is expected to be able to bring up strategic issues that have a direct connection with workers/ laborers and the wider community. Thus, the leaders of the labor party are expected to have the capacity and capacity as reformers and as policy agents by understanding the function of the labor party and the labor party's strategy to win the election and realizing it if elected either as a member of the legislature in parliament or as an executive.

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