
MINING POLICY CONFLICT: Recruitment of Local Workers in Morosi Industrial Estate, Konawe Regency, Southeast Sulawesi

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Abstract

This study aims to determine the MINING POLICY CONFLICT: Recruitment of Local Workers in Morosi Industrial Estate, Konawe Regency, Southeast Sulawesi. The focus of the study is to find the design of mining policies and the impact of mining as well as the adoption model for the application of mining policies in the recruitment of local workers in the Morosi Industrial Estate. This type of research is qualitative with an analytical descriptive design, used to collect data by researchers and present descriptive data with in-depth analysis. This research was conducted in the administrative area of the Morosi Industrial Estate which is within the territory of the Konawe Regency Government of Southeast Sulawesi Province.

The results of the study explain that the Konawe Regency Government is able to take advantage of opportunities to increase regional economic growth even during the Covid-19 pandemic by opening up investment opportunities and massive employment through collaboration with PT. VJNI and PT. OSS. The dynamics of mining conflicts in the recruitment of local workers can be minimized so that the Konawe Regency Government and the Konawe people feel that it is a reduction in unemployment and poverty. Furthermore, currently, the adaptation that can be done by the Konawe Regency Government is to increase the competence of the local community of prospective workers according to the needs of mining companies.

Keywords: *Conflict; Local Workers; Mining Policy; Morosi industrial area; Recruitment*

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INTRODUCTION

The phenomenon of the existence of Chinese workers, both conveyed by various media and information are known to the public about the issue of the arrival and presence of foreign (Chinese) workers who enter and work in various companies in Indonesia has sparked public attention in recent years. Especially the people in Southeast Sulawesi, if seen from the data submitted by the Chinese workforce in Southeast Sulawesi, it has reached thousands of workers. Data released on February 21, 2021, by the Southeast Sulawesi Manpower Service said that the number of foreigners working at PT. Virtu Dragon Nickel Industry totals 1452 workers (Southeast Sulawesi Provincial Manpower Office, 2021)

The presence of Chinese workers, especially in PT. Virtu Dragon Nickel Industries which operates in Morosi, Konawe district, Southeast Sulawesi, continues to reap the pros and cons, some local people hope that they will have an impact that is Transfer Of Knowledge, Provide a good example of how skills and International work standards so that local workers can learn

a lot from their existence. However, their presence also makes local residents worry about the dangers if there is a prolonged conflict because their presence can cause social jealousy in the community which is caused because many local residents do not have jobs and this can potentially lead to social conflict.

Chinese workers who have cultural and linguistic backgrounds that are different from the local community will certainly have obstacles for Chinese workers to communicating when they are in a new environment where Chinese workers live. The existence of communication barriers when adapting will certainly have the potential for misunderstandings and even conflicts. The transfer of knowledge is certainly difficult to occur. Apart from the problems that occur between Chinese workers and local communities in Southeast Sulawesi, it cannot be denied that power and economic factors have long been the cause of conflicts between indigenous people and foreigners. Especially in Southeast Sulawesi, the constant presence of foreign workers has made local people worry about job competition. This is increasing the concern with the increasing number of people who do not have work. The above conditions are the background for this research.

This study will analyze the phenomenon of mining policy played by the Konawe Regency Government with PT. Virtu Dragon Nickel Industries related to the recruitment of local workers in the Morosi Industrial Estate. The collaboration between the two was motivated by cooperation in the form of the Signing of a Memorandum of Understanding regarding the recruitment of Local Workers between the Konawe Regency Government and PT. Virtu Dragon Nickel Industry, where the Konawe Regency Government will provide support in carrying out the recruitment process for local workers who will be placed on PT Virtue Dragon Nickel Industry (PT.VDNI) and PT Obsidian Stainless Steel (PT.OSS). Preliminary studies obtained indications of illegal levies in the acceptance of local workers by the company so that it received strong protests from the community as a result of not stipulating the rules of the game from interested parties.

The results of the agreement in the MoU, there are at least 7 divisions of zones/clusters that will be applied in the recruitment of local workers in the Morosi Industrial Estate. As for the seven zonings, Zoning 1 is prioritized for residents of 3 sub-districts in the circumference of the mega-industry. Namely, Morosi District, Bondoala District, and Kapoiala District. The second cluster covers 9 sub-districts that stretch from Wongeduku District to Soropia District. The third cluster includes 17 sub-districts that stretch from Wawotobi District to Routa District. The fourth zone covers land areas outside the Konawe Regency, the fifth zone covers the Southeast Sulawesi Archipelago, and the sixth zone covers all of Sulawesi. And the seventh zone includes citizens throughout the Unitary State of the Republic of Indonesia (Konawe, 2020).

The recommendation from the MoU is to form an Integrated Team for Supervision of the Selection of Local Workforce Placements at PT. Virtu Dragon Nickel Industries and PT. Obsidian Stainless Steel in Morosi District, Konawe Regency, through the Konawe Regent's Decree Number 171 of 2020 which came into effect on June 26, 2020. The task of the integrated team is (1) to assist PT. Virtu Dragon Nickel Industry and PT. Obsidian Stainless Steel in the context of implementing the selection of workers, (2) providing technical support for the fulfillment of the required manpower, (3) carrying out other tasks assigned by regional leaders for the realization of expanding job opportunities while still paying attention to statutory provisions, (4) report the results of the implementation of the labor selection to the regional leadership.

To limit the scope of the study, the author focuses this paper on the problem of how is the MINING POLICY especially in handling labor conflicts in the Recruitment of Local Workers in Morosi Industrial Estate, Konawe Regency, Southeast Sulawesi?

Cooperation of the Parties as a solution to Mining Policy Conflict

Collaboration is not a one-dimensional concept and can be represented by different types of interactions. Bardach's (1998) classic description of the collaboration between government agencies (Berardo, Fischer, & Hamilton, 2020), for example, includes seven types of collaborative behavior that can be analyzed as distinct ties in the network (information exchange, joint litigation efforts, etc.). Similarly, Ansell and Gash (2008, p. 558) define a five-step collaborative process (dialogue, trust, commitment, shared understanding, outcome), each of which in itself can indicate the presence of collaborative behavior. Others observe that actors in the network may be linked with different types of ties that might indicate collaboration, including shared participation in venue policies or forums (Berardo & Lubell, 2016). A final example is (Emerson, Nabatchi, & Balogh, 2012), for whom collaboration involves the principles of engagement, shared motivation, and the capacity for joint action (in addition, all three have sub-categories). Each of these three dimensions can require a different type of interaction, all of which can be considered indicators of collaboration. For example, principled engagement requires deliberation to jointly define a problem, and scholars have attempted to carefully measure it (Ulibarri & Scott, 2017). In fact, such deliberation is rarely simple or represented by a single type of network interaction. Social interaction can occur in various fields, and each realization of social interaction aggregates to form discrete relationships. Ansell and Gash (2007: 543) state that collaborative governance is a new strategy in governance that makes various policy makers gather in the same forum to create a common consensus (Gash, 2017).

Ansell and Gash define Collaborative Governance as an arrangement of governance in which one or more public institutions directly involve non-governmental actors in a formal,

consensus-oriented, consultative collective policymaking process with the aim of making or implementing public policies, managing programs or public assets. The definition of Ansell and Gash (2007: 5) emphasizes six criteria. First, the forum is initiated by a public institution. Second, participants in the forum must include non-government actors. Third, participants must be directly involved in policy making and not merely "consult" with the government. Fourth, the forum must be formally organized and have regular meetings. Fifth, the policies taken must be based on consensus. And sixth, collaboration focuses on public policy or public management (Ansell and Gash, 2007: 544 in (Gestel & Grotenbreg, 2021).

Collaborative governance is an instrument used to solve a problem. Collaborative governance is the right instrument for confronting problems, because collaborative governance creates "shared ownership" of the problem. Various actors have different perspectives in viewing a problem. It is not an easy thing to create an understanding between the actors' roles. Collaborative governance acts as a mediator so that actors can formulate a common understanding on a problem Ansell, 2014: 172 in (Pânzaru & Brândaş, 2017).

RESEARCH METHODS

This study uses a qualitative approach with analytical descriptive design, used to explore data and information and present the data descriptively through in-depth analysis. According to Sugiyono (2016) descriptive qualitative research is a research method based on the philosophy of postpositivism which is usually used to examine natural objective conditions where the researcher acts as a key instrument (Sugiyono, 2016). The data obtained in the field were analyzed in descriptive qualitative form, with the aim of describing further research matters, analyzing the data by means of interpretive understanding, meaning that the writer interpreted the data and facts that were related to the research problem. In this study, data analysis uses data analysis components that aim to organize the order, organize it, and categorize it. The data analysis technique used refers to the interactive analysis model from Miles, Huberman & Saldaña (Milles et al., 2014), which was quoted from the journal Muhammad Elwan, L. O., Rahman, R., & Fitri Cahyani, E. (2022), namely The data is analyzed using several steps, namely analyzing the data with three steps: data condensation, presenting data (data display), and drawing conclusions or verification (conclusion drawing and verification). Data condensation refers to the process of selecting, focusing, simplifying, abstracting, and transforming data.(Muhammad Elwan, Rahman, & Fitri Cahyani, 2022). Administratively, this research was conducted in Konawe Regency, Southeast Sulawesi

Province as the location of research studies in the Morosi Industrial Estate to identify and find answers to the Mining Policy Conflict, especially the dynamics of local labor recruitment.

RESULTS AND DISCUSSION

Characteristics and Identity of Chinese Workers and Local Workers

Chinese workers are individuals who are foreign nationals originating from China who work at PT. Virtue Dragon Nickel Industri (PT.VDNI) which operates in Morosi, Konawe Regency, Southeast Sulawesi Province. Meanwhile, local workers are individuals who are Indonesian citizens as well as local residents who work at PT. Industrial Nickel Virtue Dragon.

Identity of Chinese Labor Informants and Local Workers

In this study there were 3 Chinese workers and 3 local workers, consisting of 2 women and 4 men. At this time they are working at PT. Virtue Dragon Nickel Industry (PT.VDNI) located in Morosi, Konawe Regency, Southeast Sulawesi.

Table 1. Data on Chinese Workers (informants)

No	Name	Country	Age	Profession	Long stay
1	Jiang lili	China	26 years	HRD secretary	1,2 years
2	Mr. Chang	China	35 years	Construction Supervisor	2 years
3	Mr. Tsun	China	37 years	Coal supervisor	8 months

Source: Research results, 2022

Table 2. Local Labor Data (informants)

No	Name	Address	Age	Profession
1	Anna	Kendari	28 years	Transportation admin
2	Akbar	Kolaka	30 years	Admin Finance
3	Hery Agustan	Morosi	37 years	Helper Operator

Source: Research results, 2022

Institutional cooperation is one form of output from public policy so is the case with mining policies in recruitment of workers. For us to know that the source of mining conflicts in several countries and Indonesia is always colored by the dissatisfaction of the people around the mines in recruiting workers. This condition always triggers the emergence of mining labor conflicts. where ?

its source is a lack of transparency and weak communication and neglect of the participation of citizens and stakeholders in mining company management.

in fact, the average potential for mining conflicts in the region today is the recruitment process for local workers. For Southeast Sulawesi, various sources conclude that the

management of mining companies is weak in managing the workforce, both skilled and unskilled workers.

The hope is that the Mining Policy in recruiting workers must be based on the professionalism of employees and the principles of transparency and accountability in managing the company. including how to involve the parties to participate fully in the recruitment of workers so as to minimize conflicts of interest that occur. the critical point is accessibility of transparency and strengthening participation in mining policies, especially the acceptance of local workers as corporate social responsibility in managing mines in their area. Based on experience and facts that often occur, labor conflicts always originate from the community around the mining area. This condition should be used as a reference for mining companies in managing human resources around mining, so the solution is that the government and the company together with the community around the mine stand together to form agreements and rules of the game that do not harm all interested parties in response to avoiding unilateral conflicts of interest.

Contribution of the role of the Government and the Mining Company (Cooperation with Konawe Regency Government and PT. VDNI)

The concept of government cooperation with the private sector is a trend that is predicted to be a solution to the increasing demands of today's society. Eggers, W. & Macmillan (2015) explains that in the times, the demands of society are increasingly diverse. The role and contribution of non-government actors will be even greater in solving a problem (Eggers & Macmillan, 2015). Public services by the government will be more personalized which can be easily accessed from anywhere and anytime (Mustafa, 2019). So the collaboration between the government and the private sector can give birth to excellent services and renewable innovations, according to the needs and demands of the community. The collaboration between the Konawe Regency Government and PT. VDNI is one of the tangible forms. Collaboration between Konawe Regency Government and PT. VDNI needs to be studied accurately so that public institutions and other private sectors can know and make lessons on collaboration concepts that have been woven and implemented in collaboration between the Konawe Regency Government and PT. VDNI.

There are job opportunities that can actually be used for the people of Konawe Regency, the Konawe Regency Government took quick and appropriate steps after knowing PT. VDNI and PT. OSS after 500 foreign workers from China. In the collaboration, the Konawe Regency Government and PT. VDNI carried out a memorandum of understanding (MoU) regarding the recruitment of Lo Manpower on July 6, 2020 at the office of PT. VDNI, Morosi District, Konawe Regency, Southeast Sulawesi Province. PT. OSS is also included in this

collaboration. The signing of the MoU of PT. VDNI was represented by the Operations Manager, Mr. Yin Xing Hui and HRD Manager of PT. VDNI Ahmad Saekuzen. Meanwhile, the Konawe Regency Government was represented by the Deputy Regent of Konawe, Mr. Gusli Topan Sabara. The elements of the MoU were also attended by the Regional Leadership Coordination Forum (Forkopimda), namely the Konawe Police Chief AKBP Yudi Kristan and Kajari Konaweuddin Tadjuddin.

It is important to sign a memorandum of understanding (MoU) between the two parties who are collaborating or collaborating to ensure the continuity of the rights and obligations of each collaborating party. This is because basically collaborative governance is the process of forming, driving, facilitating, operationalizing and monitoring cross-sectoral organizational arrangements in solving public policy problems that cannot be solved by only one organization or the public itself (Kirana & Artisa, 2020). This collaboration is a regional development model, where the Konawe Regency Government in providing employment cannot work alone. Cooperation with private parties later became a solution for the absorption of labor in Konawe Regency. In the signing of the MoU, the Deputy Regent of Konawe, Gusli Topan said that "the existence of the MoU on the recruitment of Local Workers does not mean that the Konawe Regency Government takes over HRD duties, but assists HRD's duties in recruiting local workers who will work in the Morosi industrial area".

The Konawe Regency Government is committed to the collaboration, namely the issuance of the Konawe Regent's Decree Number 171 of 2020 concerning the Establishment of an Integrated Team for Supervision of the Selection of Local Workforce Placements at PT. Virtu Dragon Nickel Industries and PT. Obsidian Stainless Steel in Morosi District, Konawe Regency. In the Decree, a selection team has been assigned to assist in the form of assistance in the implementation of local manpower recruitment. The details of the tasks of the Local Workforce selection team were explained by the Head of Public Relations of Konawe in the interview. People who register prepare a number of files and submit them to the Public Relations Section. Incoming files are then separated between applicants for PT. VDNI and PT. OSS. Then they were taken to the Konawe Deputy Regent's room to be verified by the admin of each designated company. Complete and appropriate applicant files are then separated according to the proposed division. The next step is to wait for labor requests from each partner which are submitted online to the Head of Public Relations or the Deputy Regent of Konawe. The data that has been prepared is then sent online as well as requested by PT. VDNI.

Through this collaboration, the Konawe Regency Government has helped around 15,000 local workers to be accepted and work for PT. VDNI and PT. OSS. This data is data obtained during the collaboration, around the middle of 2020 until now. This cooperation not

only benefits the PT. VDNI and the people who are accepted for work only. More broadly and sustainably, the cooperation is actually beneficial for Konawe Regency, because the large number of workers accepted by the company has a significant effect on economic growth in the region.

High economic growth indicates that the economy in a country or region is developing, because economic growth explains or measures the achievements of the development of an economy in a region (KOYONGIAN, KINDANGEN, & KAWUNG, 2019). There are several factors that influence economic growth, including the labor force participation rate, human development index, poverty rate, unemployment rate, and income inequality (Yuniarti et al., 2020). Manpower or human resources (HR) is an important or main factor in driving the economy. Because human resources are people who move or use their skills in creating goods and services (Hellen, Mintarti, & Fitriadi, 2018). The relationship between labor and economic growth is explained by Robert Solow from MIT and Trevor Swan from the Australian National University who independently developed a model of economic growth which is now often referred to as the Neo-Classical growth model. The Solow-Swan model focuses on how population growth, capital accumulation, technological progress, and output interact with each other in the process of economic growth (KOYONGIAN et al., 2019).

Agreement and Institutional Design

Collaborative governance explains that the public sector needs to develop a customer-oriented approach to service delivery (Rozikin et al., 2019). In realizing this situation, the government needs to work together with the private sector and even the community itself. Then the legal or institutional aspects that affect the functioning of the collaborative governance system need to be presented. This is important to maintain the trust of the two collaborating parties and ensure the collaboration itself. Today, collaboration is the power to develop the region. In the cooperation between the Konawe Regency Government and PT. VDNI, the legal basis that regulates and binds is the MoU or memorandum of understanding regarding the recruitment of local workers which has been agreed since mid-2020. In addition, the Decree of the Konawe Regent number 171/2020 concerning the Establishment of the Integrated Selection Team for Local Workforce PT. VDNI and PT. OSS in Morosi District is also the legal basis for the implementation of labor recruitment by the Konawe District Government.

In the Regent's Decree, it is explained the duties of each institution involved in the integrated team of supervision of Local Workers. Among the institutions involved are from

local governments and legal institutions. From the local government, the recruitment team consists of the Regional Secretary, Transmigration and Manpower Office, Civil Registry Service, Satpol PP and Firefighters, Regional Tax and Retribution Management Agency, Transportation Service, Investment and PTSP Service, Cooperatives, SMEs, Industry and Trade Office Kesbang Agency, Legal Division, Binapenta Sector, and Industrial Relations Sector. Furthermore, the legal institutions consist of the Konawe Police, the Kendari Kodim 1413, the Konawe District Attorney's Office, and the Konawe District Court. Meanwhile, the central government is not associated with this institutional design. Even though the Morosi industrial area is actually one of the national strategic projects.

Konawe Regional Secretary, Ferdinand, said in an interview that;

"Collaborating is a regional authority. According to him, the government's role is actually to bridge regional investment interests. The Konawe Regency Government itself has built a Polytechnic School to support the development of human resource skills in Konawe, so that local workers in Konawe can be absorbed in many fields, not just manual labor."

Based on research data, the Konawe Regency Government is actually determined to continue to help absorb local workers from Konawe or the surrounding area. However, what must also be considered is the provisions and limitations required for formal education will be an obstacle for human resources who do not meet the requirements, exceeding the age limit for example. Training, technical guidance, seminars and various other activities to support the competence of the workforce need to be a serious focus. Non-formal forms of competency improvement are considered more suitable for productive workers. This is because productive workers do not have a lot of time, regretting spending too much on formal education. Among the competencies that can be developed in the workforce are technical competencies (Mulyono & Meilani, 2016), managerial competencies (Wulandari, 2018), and socio-cultural competencies Poluakan et al., 2019).

Professional Structural

Collaborative activities are professional activities. Professional structures are meant for the creation, coordination, and articulation of collaborative governance processes. However, under conditions of cooperation between the Konawe Regency Government and PT. VDNI does not yet have a coordination structure that is specifically made in collaboration with the recruitment of Local Workers. So far, more coordination has been carried out through the WhatsApp application instrument between the Public Relations Section of the Konawe Regency Government and the HRD of PT. VDNI and HRD PT. OSS. Coordination by PT. VDNI against the Konawe Regency Government is most often carried out through the Head of the Konawe Public Relations Division. Coordination is usually carried out in relation to requests for prospective local workers in each department/division. Then coordination related to

announcements and summons for field tests to prospective Local Workers who are declared to have passed the file. The Head of Public Relations in the interview emphasized that the government's role in this matter is only to facilitate, convey announcements of passing the file. Meanwhile, since the summons for field tests, the Konawe Regency Government has not been involved anymore.

Based on research data, it provides information that the cooperation contained in the agreement and institutional design arrangements is not fulfilled properly. Meanwhile, what is really expected by the parties in this collaboration is to thoroughly involve each other starting from various concepts and technical implementations in accordance with the principles of the cooperation itself. It is better and should be done is a collaborative activity that runs with the concept of public private partnership, which is a cooperative relationship between the public sector (government) and the private sector (private). Public-private cooperation has a clear regulatory framework regarding the structure of the role of the government and the private sector in ensuring the fulfillment of social needs in various aspects, as well as creating a public investment climate. A strong cooperation framework includes aspects of the optimal division of tasks, obligations and risks between the government and the private sector (Susanto, 2019).

Resource Competence as Local Labor Conflict

The rise of labor conflicts in mining areas, gives its own color in the world of community work. Likewise with the conditions that occur in the Morosi industrial area, Konawe Regency, Southeast Sulawesi Province. Conflicts of interest never end in this area, because many parties want to take a role in plundering the mining potential in the area. National and regional elites are no exception and even foreign investors are involved in the mining business competition in Southeast Sulawesi.

The problem is the lack of evaluation of the relationship between mining companies and workers directly in the field. Companies are just waiting for activity reports at their desks in the National Capital. The hope is a team or working group that has been formed by PT. VDNI and the Konawe District Government can formulate a new approach that is more acceptable to all parties while at the same time building reconciliation between company management, investors, workers and the local community due to the construction of unfavorable relations between the parties. What this means is that it does not mean that all matters are finished if the Management in Jakarta is clear and clean, then the affairs are all in order and what happens is that investors can do whatever they want in the regions. All parties must be invited to sit together, spell out appropriate and appropriate agreements for all interested parties, especially for workers.

Riots, fights, murders, burning of office buildings and mining operational vehicles, blocking of mining access roads, ethnic, religious, racial and radical issues, social conflicts between local workers and foreign workers, decline in the economic business of communities around mining, resulting in disparities or gaps. The social life of the surrounding community and immigrants is the impact of mining activities that are not managed properly and correctly in the Morosi Industrial Estate, Konawe Regency, Southeast Sulawesi, which is driven by PT. Virtu Dragon Nickel Industrial Park. The impression is that the state is not present in the business unit, so incidents like the above are often repeated.

Labor conflicts usually originate from simple things, but can result in deviant behavior such as brawls, affixing and burning mining facilities. Social jealousy is something that will be present if the organization or company has many members and employees with different cultural backgrounds. As explained by the following informants, Anna's mother says:

"What they always question is like the placement of positions where the majority of strategic positions are filled by Chinese workers, about salaries also always being the object of protest by local workers here." (Interview, January 20, 2022).

Hery Agustian added:

"I am a helper here, I come in the morning and come home in the afternoon, my clothes are filled with engine oil, but the salary is not comparable to the work, but how can we do that, the risk is that we work. If we look at the positions here, it is true that the average Chinese hold good positions, but not all of them are also Indonesian, but the majority are Chinese, so what can we do now, those who own companies are Chinese, we are only shields here." (Interview January 22, 2022).

From the explanations of these informants, we can conclude that the main factors in the problems that have always been a conflict between Chinese workers and local workers are language differences, cultural differences, and social jealousy.

Lack of understanding of different languages can lead to misunderstandings and feelings of discomfort, and as a result of these misunderstandings lead to conflicts between a number of individuals or groups. In accordance with the statements of the following informants when asked about whether conflicts often occur or have the informants ever experienced conflicts in the work environment?

Mr. Chang said that:

"During working here for approximately two years, I have experienced conflicts with local workers. At that time I reprimanded one of the local workers in my division because of my duty as a supervisor so I reprimanded him of course using my language, I reprimanded him well but he replied like he was angry with a fast accent and I also spoke loudly so we were secured by each other by security because of the noise." (Interview, February 2, 2022).

at the same time, informant Mr. Tsun added that:

"At work, interaction is important so that there are no misunderstandings, I have worked here for many years and the problems I see often occur between our co-workers, both from China and local workers, the basic problem is always due to

language differences. which causes conflict due to misunderstanding or misperception so that it is often noisy". (Interview, 2 February 2022).

This fact should be a lesson for the country where the government is expected to be present to sit down with all parties. Moreover, nickel mining is one of Indonesia's future mainstay commodities which has economic and geopolitical value.

According to the author, so far, the state has never been serious and critical in thinking about mitigating problems in the mining sector, especially related to environmental and social issues.

The government's position must be clear. If you want to give priority to the nickel mining sector, then investment in nickel commodities must be clear from upstream to downstream, not managed in pieces. Get results and run away without considering the environmental and social impacts of the people left behind at the mine site. The positive thing is that the government's awareness regarding social and environmental issues has emerged, but how the government manages the mining industry does not seem to have a correct and applicable design in the field. The government so far, according to the author, is only limited to profiling nickel mines in terms of their Natural Resources area, paying little attention to educational institutions that can supply Human Resources in the mining sector, and the estimation of the number of Natural Resources reserves. All of these issues have been known by investors for a long time and currently, what is getting stronger is the market's concern for environmental and social issues related to extractive industry products. Unfortunately, the state has not yet succeeded in attending to these two issues. The state seems to have let go, if there is a conflict regarding environmental and social issues, there is a clash between corporations and the community. In fact, if there is a labor conflict such as the riot at PT VDNI, Konawe Regency, the source of the problem is social issues due to the weakness of the state in managing it. So far, the state has never been serious and critical in thinking about mitigating problems in the mining sector, especially related to environmental and social issues. Not to mention another fact, namely being strict when granting permits but not even supervising the implementation of permits that have been issued. Issues that become public consumption, the permit after obtaining the company becomes an illegal informal negotiation space.

Collaborating parties must have the ability to understand the context of collaboration. Ability to collaborate and engage with different stakeholders in the participatory process. In order to maintain conflicts of interest in the recruitment of workers, the recruitment process for local workers should run properly and transparently without any illegal levies on prospective local workers. To anticipate conflicts that have occurred due to the treatment of irresponsible parties in the recruitment process for mining workers, the Konawe Regency Government involves Law Enforcement Officials (APH) to oversee this recruitment process. In addition, it

also makes a complaint post for all prospective local workers of PT. VDNI and PT. OSS to report any problems related to the recruitment process for Local Workers. Based on the results of the interview, the Deputy Regent of Konawe, Gusli Topan Sabara emphasized that the technical team that had been formed involved the POLRI and the prosecutor's office to avoid the possibility of extortion during the recruitment process for local workers. This collaboration runs for one year, the following year it will be adjusted to the needs of workers from mining companies operating in the administrative area of Konawe Regency.

The Deputy Regent of Konawe ensures that the recruitment process is zero money. The Konawe Regency Government optimizes the role of the saber extortion team which is also filled with law enforcement officers from the police and services. The recruitment of local workers is ensured to be accountable and free from unilateral compromises and illegal fees. Although it already has a legal basis and provides complaint services, the implementation of the cooperation between the Konawe Regency Government and PT. Initially, VDNI received rejection from a group of community members who claimed to be Lingkar Tambang and were suspected of being employees of PT. VDNI and PT. OSS that has worked before. This form of rejection was carried out by blocking the company's vital objects and paralyzing the production activities of PT. VDNI and PT. OSS.

This is the potential for labor recruitment conflicts as expressed by Mc Kercher (in Sekarningrum et al., 2020) interpreting conflict by interfering with the goals of one person or one party with the behavior of another person or other party. Community conflict can show a dynamic process of interaction and communication in various socio-cultural settings. Communication and interaction is a binder in people's lives to various situations that grow and develop in society. Communication can bridge the conflicting parties when there is a social and cultural clash. The growth of conflict in the communication process occurs due to the throwing of unsatisfactory messages between the communicant and the communicator. Based on the results of the study, many parties regretted the actions of a group of employees who carried out a boycott and blocked a vital object of PT. VDNI and PT. OSS. One of them is the general chairman of the Indonesian Islamic Youth Movement (GPII) Southeast Sulawesi, Muhammad Apriadi. Quoting [peoplepostonline.com](#), the general chairman of GPII actually suspects the attitude of rejection by this group of employees as an indication that they are the ones committing extortion so that they feel disturbed when the Konawe Regency Government takes over the recruitment process. The recruitment of local workers taken over by the Konawe Regency Government has helped eradicate extortion practices since PT. VDNI and PT. OSS stands in the Morosi industrial area. The head of the Southeast Sulawesi Tolaki Student Youth Park (TAMALAKI SULTRA), Alfian Annas, also criticized the group of people acting on behalf of the community around the mine, calling on the Konawe Regency

Government to form an investigation team, to find out who the intellectual actors were, thus creating anxiety about the treatment of propaganda images that provoked the public on behalf of the community. mine circumference. Responding to the conflict, the Konawe Regency government and PT. VDNI mediates to a group of people who reject the MoU. PT. VDNI also took firm action by expelling unscrupulous employees who rejected the MoU. Conflict cannot be stopped, because conflict is a social process. Conflict resolution is through management. Shetach (in Sekarningrum et al., 2020) states that conflict occurs as part of the communication process and is neither negative nor positive. That is, conflict can be interpreted positively or negatively depending on the attitude of the person experiencing it. In conflict management, there are several suggested models, one of which is presented by Curcija (in Sekarningrum et al., 2020) which distinguishes conflict management into 6 forms including: (1) integrative model; (2) interactive models; (3) stimulation; (4) distributive; (5) reduction of conflict; (6) innovative.

Actions taken by Konawe Regency Government and PT. VDNI is a proper conflict management. The reason for the refusal of cooperation is deemed inappropriate because in fact it is precisely through this collaboration that many people are facilitated and feel fair in registering as employees at PT. VDNI and PT. OSS. The boycott and blocking of vital objects belonging to PT. VDNI has paralyzed production activities, this action has been very demeaning and detrimental. So that the PT. VDNI no longer gave warnings and did not feel the need to mediate the refusal, but immediately terminated him from being an employee.

Mining Local Power Conflict Solution

In cooperating with PT. VDNI, Konawe Regency Government is certainly thinking about the short and medium term impacts that will be received by Konawe Regency. Based on the interview, the Konawe Regional Secretary said that

"The spirit of cooperation in the recruitment of local workers is to maximize investment. In the Konawe Regency RPJMD, there are three development instruments, namely: maximizing the regional budget and APBN, maximizing investment, and maximizing local potential (agriculture, livestock, fisheries, etc.). In an effort to maximize industrial areas Morosi, Konawe Regency Government sees the potential in companies in the Morosi industrial area as potential to maximize employment from the Konawe community and its surroundings. This action is the right step in breaking down unemployment and maximizing economic growth. The proof is during the 2020 Covid pandemic, The Konawe Regency Government is still at 6.4% while the Southeast Sulawesi Province is at -1%"

Quoting kendaripos.co.id, the Regent of Konawe, Kery Saiful said that apart from investment, the existence of PT. VDNI in the Morosi industrial area has also helped the Konawe Regency Government reduce the number of unemployment and poverty rates in Konawe. Even during this pandemic, both PT. OSS and PT. VDNI continues to recruit local employees so that

it plays an important role in helping the government overcome the unemployment problem in Konawe, Southeast Sulawesi. These industrial estates (PT. VDNI and PT. OSS) really have a big contribution. Many local Konawe workers work there, the task of the Regency Government is to improve their competence.

The results of the study show that the Konawe Regency Government dares to involve itself in the recruitment of local workers for several reasons, firstly, the use of labor is quite large and can become a potential problem if a solution approach is not found. The solution set is to engage in local workforce recruitment. The problem of workers who do not have skills has also been found a solution, namely by building a Polytechnic and currently operating. In addition, with the cooperation of the local government and mining companies to stop the practice of unilateral compromising and illegal fees for prospective local workers in the recruitment process by PT. VDNI and PT. OSS, previously the company carried out the recruitment process for local workers independently.

CONCLUSION

Based on the results of the study, the conclusion that can be drawn is that the Konawe Regency Government is able to take the opportunity to increase its regional economic growth by opening up investment opportunities and massive employment through its cooperation with PT. VDNI and PT. OSS.

The dynamics of mining conflicts in the recruitment of local workers can be minimized through the cooperation of the parties, even though the cooperation was accompanied by conflict in the form of rejection by a group of people.

At this time, the temporary impact felt by the Konawe Regency Government and the Konawe community is a decrease in the number of unemployment and poverty rates. In addition, Konawe Regency's economic growth has also increased, even during the Covid-19 pandemic.

Furthermore, currently the adaptation that can be done by the Konawe Regency Government is to increase the competence of the community of prospective local workers according to the needs of mining companies, and to expand the area or zoning of prospective workers, including outside Southeast Sulawesi.

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