

ABSTRAK

Antonius Henry Davidson, 2175. 6997. **Analisis Problematika Tenaga Kerja Bongkar Muat Koperasi Tacik Mori Ata Ngaran di Pelabuhan II Labuan Bajo Dalam Terang Teori Keadilan John Rawls**. Skripsi. Program Sarjana, Program Studi Filsafat Agama Katolik. Institut Filsafat Teknologi Kreatif Ledalero, 2026.

Penulisan skripsi ini bertujuan untuk menganalisis problematika Tenaga Kerja Bongkar Muat (TKBM) Koperasi Tacik Mori Ata Ngaran di Pelabuhan II Labuan Bajo dalam terang teori keadilan John Rawls (1). Secara khusus, penelitian ini bertujuan untuk mengidentifikasi berbagai persoalan yang dialami para buruh TKBM, menjelaskan relevansi prinsip-prinsip keadilan John Rawls terhadap kondisi ketenagakerjaan buruh pelabuhan (2), serta menilai sejauh mana sistem pengelolaan hak dan kesejahteraan buruh telah mencerminkan prinsip keadilan sosial (3). Penelitian ini menggunakan metode kualitatif deskriptif dengan pendekatan studi pustaka dan wawancara lapangan. Data diperoleh melalui buku, jurnal, artikel ilmiah, dokumen peraturan, media daring, serta wawancara langsung dengan pengurus dan anggota TKBM Koperasi *Tacik Mori Ata Ngaran* di Pelabuhan II Labuan Bajo. Data yang diperoleh kemudian dianalisis menggunakan teori keadilan John Rawls, khususnya konsep *justice as fairness*, prinsip kebebasan yang sama, prinsip perbedaan, *original position*, dan *veil of ignorance*.

Penelitian ini dilatarbelakangi oleh adanya berbagai persoalan ketenagakerjaan, seperti penundaan pembayaran upah, rendahnya perlindungan hak-hak buruh, lemahnya posisi tawar pekerja, serta kurangnya transparansi dalam pengelolaan koperasi TKBM. Kondisi tersebut menunjukkan adanya ketimpangan sosial yang berdampak pada kesejahteraan para buruh pelabuhan. Hasil penelitian yang dilaksanakan melalui perbandingan kajian pustaka dan wawancara terhadap beberapa narasumber, menunjukkan bahwa sistem pengelolaan tenaga kerja bongkar muat di *Koperasi Tacik Mori Ata Ngaran* masih menghadapi berbagai bentuk ketidakadilan sosial, terutama dalam aspek distribusi upah, perlindungan hak-hak pekerja, transparansi pengelolaan koperasi, serta jaminan kesejahteraan buruh. Dalam perspektif Teori Keadilan John Rawls, kondisi tersebut belum sepenuhnya mencerminkan prinsip keadilan sosial, karena ketimpangan yang terjadi belum memberikan keuntungan nyata bagi kelompok yang paling kurang beruntung, yakni para buruh TKBM. Oleh sebab itu, diperlukan pembaruan kebijakan dan sistem pengelolaan yang lebih adil, transparan, dan berpihak pada kesejahteraan buruh agar prinsip keadilan sosial dapat diwujudkan secara lebih substantif dalam kehidupan ketenagakerjaan di Pelabuhan II Labuan Bajo.

Kata Kunci: Teori Keadilan John Rawls, Ketidakadilan, TKBM Koperasi Tacik Mori Ata Ngaran, Pelabuhan II Labuan Bajo, Labuan Bajo.

ABSTRACT

Antonius Henry Davidson, 2175. 6997. **Analysis of the Problems of the Port Worker Labor of the Tacik Mori Ata Ngaran Cooperative at Port II Labuan Bajo in the Light of John Rawls' Theory of Justice.** Thesis. Undergraduate Program, Catholic Philosophy Study Program. Ledalero Institute of Creative Technology Philosophy, 2026.

This thesis aims to analyze the problems of stevedoring workers (TKBM) of the Tacik Mori Ata Ngaran Cooperative at Labuan Bajo Port II in light of John Rawls' theory of justice (1). Specifically, this study aims to identify various problems experienced by TKBM workers, explain the relevance of John Rawls' principles of justice to the employment conditions of dock workers (2), and assess the extent to which the system for managing workers' rights and welfare has reflected the principles of social justice (3). This study uses a descriptive qualitative method with a literature study approach and field interviews. Data were obtained through books, journals, scientific articles, regulatory documents, online media, and direct interviews with the administrators and members of TKBM of the Tacik Mori Ata Ngaran Cooperative at Labuan Bajo Port II. The data obtained were then analyzed using John Rawls' theory of justice, especially the concepts of justice as fairness, the principle of equal freedom, the principle of difference, original position, and the veil of ignorance. This research employed a descriptive qualitative method with a literature review approach and field interviews. Data were obtained through books, journals, scientific articles, regulatory documents, online media, and direct interviews with the management and members of the TKBM Tacik Mori Ata Ngaran Cooperative at Labuan Bajo Port II. The data were then analyzed using John Rawls's theory of justice, specifically the concepts of justice as fairness, the principle of equal liberty, the principle of difference, the original position, and the veil of ignorance.

This research is motivated by the existence of various labor issues, such as delayed wage payments, low protection of labor rights, weak bargaining position of workers, and lack of transparency in the management of the TKBM cooperative. These conditions indicate the existence of social inequality that impacts the welfare of port workers. The results of the research conducted through a comparison of literature reviews and interviews with several sources, show that the stevedoring labor management system at the Tacik Mori Ata Ngaran Cooperative still faces various forms of social injustice, especially in the aspects of wage distribution, protection of workers' rights, transparency of cooperative management, and guarantees of worker welfare. From the perspective of John Rawls' Theory of Justice, these conditions do not fully reflect the principle of social justice, because the inequality that occurs has not provided real benefits to the most disadvantaged group, namely TKBM workers. Therefore, it is necessary to update policies and management systems that are fairer, transparent, and pro-worker welfare so that the principle of social justice can be realized more substantively in the life of the workforce at Port II Labuan Bajo.

Keywords: John Rawls' Theory of Justice, Injustice, TKBM Tacik Mori Ata Ngaran Cooperative, Port II Labuan Bajo, Labuan Bajo.