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## IMPLEMENTATION OF BHINNEKA TUNGGAL IKA VALUES IN THE LIFE OF THE NATION AND STATE

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### Abstract

This research aims to examine the implementation of the Bhinneka Tunggal Ika (Unity in Diversity) principle in various aspects of Indonesian national and state life. It analyzes government policies, educational efforts, socio-cultural initiatives, and challenges faced in promoting inclusivity and tolerance amidst the country's vast diversity. The study ultimately provides recommendations to strengthen Bhinneka Tunggal Ika's values and foster national unity. This study examines how Bhinneka Tunggal Ika (Unity in Diversity) values are applied in Indonesia's national and state life through a literature study methodology, analyzing relevant sources, identifying key themes, interpreting findings, and providing recommendations to strengthen the implementation of these values. The Indonesian government implements policies like multicultural education, national campaigns, and anti-discrimination laws to promote the Bhinneka Tunggal Ika (Unity in Diversity) values. Challenges include uneven policy implementation, intolerance rooted in economic disparities and stereotypes, and the impact of globalization on local cultures. Overcoming these obstacles through collaborative efforts across sectors is crucial for fostering an inclusive and harmonious society. The Bhinneka Tunggal Ika motto underscores unity amidst Indonesia's diversity. The government implements policies like multicultural education and anti-discrimination laws to uphold these values, but faces challenges such as uneven implementation, intolerance stemming from inequalities, and globalization's impact on local cultures.

**Keywords:** *Diversity Management; National Unity; Policy Implementation*

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### INTRODUCTION

The world's largest archipelagic nation with a diverse population of ethnic, cultural, linguistic, and religious backgrounds is Indonesia. One of the things the country should be proud of is its variety. But preserving the nation's cohesiveness also faces difficulties as a result of this variety. Indonesia chose the phrase "Bhinneka Tunggal Ika," which translates to "Different but still one," in order to overcome this obstacle. This slogan serves as both the country's motto and the philosophical foundation for the peaceful coexistence of Indonesians.

Applying Bhinneka Tunggal Ika principles is crucial to preserving Indonesia's social and political stability. This idea promotes cooperation, tolerance, and respect between various racial and religious communities. The application of these ideals is becoming more and more important in the middle of modernization and globalization dynamics to make sure that variety is a social capital for nation-building rather than a cause of conflict. The purpose of this study is to investigate the ways in which many facets of national and state life incorporate the ideals of Bhinneka Tunggal Ika. (Melasari et al. 2021)

Indonesia continues to face a number of difficulties, including discrimination and horizontal disputes. As a result, it's critical to keep up the pressure to elevate Bhinneka Tunggal Ika's significance throughout society. With over 17,000 islands, over 300 ethnic groups, and over 700 regional languages, Indonesia is a true example of a diverse nation. (Tamara, Susanti, and Meilinda 2023)

Although this diversity is a great advantage, if it is not handled well, it may also lead to conflict. History of Indonesia documents a number of riots and social conflicts brought on by racial, religious, and cultural divides. Therefore, preserving national harmony and stability depends much on efforts to promote and put into practice the ideals of Bhinneka 2 Tunggal Ika.

The Kakawin Sutasoma, a 14th-century piece of ancient Javanese literature, is where the motto "Bhinneka Tunggal Ika" originates. In the midst of diversity, this slogan highlights the value of togetherness while acknowledging and respecting individual distinctions. As a fundamental tenet of Indonesian nationalism and statehood since independence, this notion has been embraced by the country. Applying this idea in day-to-day living still presents a number of difficulties, though.

The fact that prejudice and intolerance still persist in some areas is one of the major problems. Despite the fact that governments have released a number of strategies to promote diversity, actual results are frequently different. For instance, segregation between schools is still practiced in the field of education on the basis of race and religion. This has the potential to feed unfavorable preconceptions and stereotypes amongst groups, which can lead to disputes. Furthermore, the difficulties associated with industrialization and globalization also affect Indonesia's cultural variety.

New values that don't always align with local values are frequently introduced by the quick and unrestricted flow of information. Intergenerational conflict may result from this, as younger people are more susceptible to external pressures. Hence, it is imperative to consistently pursue educational, media, and public policy initiatives aimed at fortifying the principles of Bhinneka Tunggal Ika. From a political perspective, it is equally important to put Bhinneka Tunggal Ika's values into practice. An increase in political polarization, frequently sparked by ethnic and religious conflicts, has been observed in Indonesia in recent years. This divisiveness has the potential to split society as well as jeopardize political stability.

As a result, each government policy or initiative should include measures to advance tolerance and inclusivity. The present study aims to investigate and catalogue the diverse policies and activities that have been put into place to uphold the values of Bhinneka Tunggal Ika. It is anticipated that this research will offer deeper insights into the potential and difficulties in putting these ideals into practice through a thorough literature analysis, along with suggestions for future actions that will be more successful.

The exploration and analysis of the application of Bhinneka Tunggal Ika ideals in the national and state lives of Indonesia are the primary goals of this research. The primary goal of this study is to determine how widely government policies and public program initiatives have incorporated the Bhinneka Tunggal Ika concept. (Antari and Liska 2020) This includes a review of the laws, policies, and programs that promote inclusion and diversity in a range of fields, including politics, socioculture,

and education. The second goal of this research is to comprehend how Bhinneka Tunggal Ika ideals contribute to the maintenance of national cohesion. This study will assess the advantages and disadvantages of putting these ideals into practice by looking at how they are used in day-to-day activities.

This goal is crucial in order to ascertain whether the policies and initiatives now in place are successful in fostering harmony and tolerance among Indonesia's diverse ethnic, religious, and cultural groups. Third, the purpose of this study is to determine the difficulties and roadblocks encountered while putting Bhinneka Tunggal Ika ideals into practice. This project will look at many instances of social disputes, prejudice, and intolerance that still happen in society through literature studies. This research can offer more suitable recommendations to address these difficulties by identifying the underlying causes and impediments to the execution of these ideals. (Aini Shifana Savitri and Dinie Anggraeni Dewi 2021)

Fourth, another goal of this research is to look at how education contributes to the dissemination and internalization of Bhinneka Tunggal Ika ideals. One of the primary ways that Indonesia instills diversity and national values in the younger generation is through the educational system. As a result, the curriculum, instructional strategies, and other educational activities that uphold the tenets of Bhinneka Tunggal Ika will be assessed in this study.

Lastly, the goal of this research is to offer policy suggestions that will help Bhinneka Tunggal Ika ideals be better implemented in the future. It is anticipated that this research will offer helpful recommendations for governments, educational institutions, and the general public to raise knowledge and appreciation of diversity. (Santoso et al. 2023) These recommendations will be based on research findings and a critical examination of current policy. By accomplishing these objectives, it is anticipated that this research will make a substantial contribution to strengthening Bhinneka Tunggal Ika's ideals and fostering national unity. It is anticipated that four academics, policymakers, and practitioners engaged in attempts to uphold social harmony and stability in Indonesia would also use this research as a reference.

## **METHOD**

This study examines how Bhinneka Tunggal Ika values are applied in Indonesian national and state life using a literature study methodology. A literature study is a type of research methodology that entails gathering, analyzing, and combining different sources that are pertinent to the research question. Gathering different sources that are pertinent to the research question is the first phase in the literature study process. Books, journal articles, research studies, policy papers, and other official publications that discuss the application of Bhinneka Tunggal Ika ideals in Indonesia are among these sources. Data on issues of diversity, inclusion, and unity in Indonesia was also gathered from

publications published by non-governmental groups and the mainstream media. Content analysis comes next, following the collection of pertinent sources. (Nanda Dwi Rizkia and Fardiansyah 2018)

Reading each source carefully and critically is necessary for this study. As part of this process, important themes, ideas, and conclusions about the application of Bhinneka Tunggal Ika values are identified. In order to address the research objectives, conclusions were made using the content analysis data. In this process, important findings are interpreted and the effects of incorporating Bhinneka Tunggal Ika ideals into national and state life are evaluated. (Martupa and Marune 2023) Conclusions are reached by taking into account Indonesia's social, political, and cultural background in addition to the opportunities and problems that are there. The creation of suggestions based on study findings is the final phase in this literature study methodology.

The goal of this suggestion is to strengthen the application of Bhinneka Tunggal Ika's ideals and get over current challenges. This advice has been developed through a process of analysis and contextualization of multiple sources of information with respect to the needs and realities of the field. Through the use of the literature study approach, it is anticipated that this research will offer thorough and in-depth insights into the ways in which Bhinneka Tunggal Ika ideals are used in Indonesia, in addition to serving as a strong foundation for useful policy recommendations.

## RESULTS AND DISCUSSION

Government Policies' Support of Diversity Role Through the educational system, the Indonesian government has enacted a number of policies to encourage and foster diversity. The inclusion of multicultural education in the national curriculum is a noteworthy step. The goal of multicultural education is to instill in children an appreciation for diversity, tolerance, and the richness of Indonesia's ethnic, religious, and cultural diversity. Materials for this curriculum cover Pancasila values, the history of diversity in Indonesia, and the tenets of Bhinneka Tunggal Ika.

It is therefore anticipated that by exposing students to the diversity of the country's cultures at a young age, they will grow up to be more accepting and tolerant of others. The administration has also started a number of national campaigns in education policy with the goal of advancing Bhinneka Tunggal Ika's principles. (Steviani 2020) The National Bhineka Tunggal Ika Campaign, which is run by the Ministries of Religion and Education and Culture, is one such. The campaign's many initiatives, including art contests, seminars, workshops, and interfaith discussions, are meant to increase public understanding of the value of variety and togetherness. These initiatives are carried out not only at the federal level but also locally with the participation of civil society organizations, local governments, and local communities.

The government is also dedicated to fortifying laws and guidelines that promote diversity and combat prejudice. To safeguard the rights of all citizens, regardless of their race or ethnic background,

laws such as Law Number 40 of 2008 concerning the Elimination of Racial and Ethnic Discrimination are one of the tangible stages in the legal process. Furthermore, the government has promulgated a number of laws that promote inclusivity, including ones requiring public schools to admit pupils from diverse racial and religious backgrounds and guaranteeing minorities' access to suitable facilities. (Rahma and Susanti 2024)

Despite the initiation of numerous policies and programs, field execution frequently encounters a number of difficulties. The disparities in how policies are understood and applied across different locations is one of the primary obstacles. Some areas might have made more progress in putting diversity policy into practice than others, and this could be because of things like a lack of funding, cultural resistance, or inter-local disputes. Therefore, to guarantee that these regulations are applied successfully and uniformly throughout Indonesia, stringent oversight and regular review are required.

Government initiatives play a critical role in promoting diversity and have demonstrated a number of beneficial outcomes. The government's initiatives to advance *Bhinneka Tunggal Ika* ideals include anti-discrimination laws, public campaigns, and education policies. But in order to attain even better outcomes, the government must keep overcoming the obstacles to policy execution and make sure that everyone in society fully supports these initiatives. (Ditasman 2022) Thus, Indonesians are able to genuinely integrate the principles of diversity and inclusivity into their daily lives.

**Application in the Field of Education** The incorporation of multicultural education into the national curriculum is one of the deliberate actions undertaken by the Indonesian government to carry out the principles of *Bhinneka Tunggal Ika*. The curriculum aims to educate kids the value of variety and how to coexist peacefully with one another despite their differences. The nation's richly varied cultural past, regional customs, and the significance of religious community tolerance are all included in the curriculum.

As a result, pupils are encouraged to recognize and value diversity as a fundamental component of Indonesian identity from a young age. In order to facilitate the integration of multicultural education, the government also arranges for a number of teacher training programs. The purpose of this program is to enhance instructors' knowledge and proficiency with diversity-related teaching resources.

Teachers receive training on how to effectively and engagingly communicate the concepts of inclusiveness and tolerance. Furthermore, the program incorporates inclusive classroom management strategies that foster a supportive and valued learning environment for all students, irrespective of their ethnic or religious background. In Indonesia, schools are supposed to create little societies that showcase the diversity of the country. (Pramono and Dkk 2022) Certain educational institutions have

successfully established inclusive learning spaces that allow students from many racial, religious, and cultural backgrounds to study alongside one another in a peaceful manner.

As an illustration, a number of schools in major cities like Jakarta, Surabaya, and Medan have put in place extracurricular programs that give priority to cross-cultural events including art exhibits, cultural festivals, and group religious activities. In addition to enhancing students' understanding of various cultures, these activities foster tolerance and respect for one another among the participants. Multicultural education is still not widely used in Indonesia, despite a lot of efforts being made in this direction. The difference in educational quality between urban and rural communities is one of the major problems.

Access to high-quality education is still restricted in certain isolated places, and many schools lack the funding necessary to establish intercultural education initiatives. The adoption of Bhinneka Tunggal Ika principles is further hampered by the resistance of a certain community groups that continue to adhere to customs and exclusive values. The ideals of Bhinneka Tunggal Ika are also greatly advanced by higher education. Indonesian universities are encouraged to design curricula that center on the study of social and cultural diversity. (Ika, Meti, and Bangu 2024)

Furthermore, student-led initiatives like interfaith dialogues, diversity-themed public lectures, and collaborations between institutions in different areas help to further this endeavor. Therefore, it is required of students to have a solid grasp of and commitment to the ideals of diversity and inclusivity as they prepare to become future leaders. The incorporation of multicultural education into the curriculum and teacher preparation programs is one way that the application of Bhinneka Tunggal Ika principles in the field of education has advanced. However, in order to get more ideal outcomes, more concentrated efforts are required to address the current issues, particularly with regard to changes in public opinion and the equitable distribution of educational quality.

The government, educators, and the community may all work together to effectively use education as a means of instilling and internalizing Bhinneka Tunggal Ika ideals into daily life. *Difficulties in Overcoming Intolerance and Discrimination* The extreme economic and social disparity in Indonesia is one of the main obstacles to eradicating prejudice and intolerance. Due to the tendency of groups who feel economically and socially oppressed to blame other groups for their circumstances, these inequities frequently make ethnic and religious differences worse. (Amalia and Najicha 2023)

Inequalities in access to education, jobs, and health services between urban and rural areas, as well as between ethnic groups, can trigger tensions and conflicts. Therefore, efforts to address discrimination and intolerance must begin with policies that reduce economic inequality and improve the well-being of the entire community. (Fristy, 2023) Stereotypes and negative prejudices

that have taken root in society are also significant obstacles in overcoming discrimination and intolerance.

Many people and organizations still hold limited and false perceptions about others with diverse racial or religious backgrounds. Relationships between groups are frequently impacted, for instance, by prejudices about particular ethnic groups that are thought to be less capable or behave in a particular way. In order to alter these attitudes and beliefs and to advance a greater appreciation of diversity and the value of inclusivity, ongoing public awareness education and campaigns are required.

Another significant issue is the lax enforcement of the laws against discriminatory and intolerable behavior. Despite having regulations that encourage diversity and laws that forbid discrimination based on race or ethnicity, Indonesia frequently fails to put these laws into practice. Because some instances of prejudice and bigotry are not taken seriously, those who do them often get away with it. Intolerant and discriminatory behavior might be strengthened by the authorities' inaction. To ensure that all individuals have equal protection under the law and to create a deterrence effect, more stringent and consistent law enforcement is required.

Resolving conflicts that arise between disparate groups of individuals poses a difficulty in the fight against prejudice and intolerance. Disputes between different ethnic and religious groups can still arise in some parts of Indonesia; these disputes are frequently brought on by disparities in identity and interests. In addition to resulting in money losses and casualties, these wars serve to perpetuate negative preconceptions and social isolation amongst communities. To ease tensions and encourage peaceful coexistence, conflict resolution initiatives combining intergroup communication, mediation, and local peacebuilding are desperately needed.

Social media and the mass media play a big part in influencing public opinion and can be a barrier to fighting bigotry and discrimination. Disseminating false information or fake news (hoaxes) with offensive content can incite animosity and hostility between communities. Through slanted reporting, irresponsible media frequently perpetuate unfavorable preconceptions and prejudices. To combat the detrimental influence of false information, it is crucial to promote more responsible and informative media as well as raise public media literacy.

In Indonesia, combating prejudice and intolerance is a difficult task with many facets. Among the most important issues that need to be addressed are media influence, economic disparity, bad stereotypes, lax law enforcement, and horizontal conflicts. An all-encompassing strategy involving the public sector, civic society, and media is needed to lessen prejudice and intolerance. It is hoped that Indonesia can establish a more equitable, inclusive, and peaceful society with a strong commitment and close cooperation from all parties.

Globalization's Effect on Cultural Diversity The impact of globalization on Indonesia's cultural variety has been substantial. The enrichment of local culture through interactions with civilizations throughout the globe is one of the benefits of globalization. Information technology, travel, and migration have all led to cross-cultural exchanges that have added new components to local culture that are evident in gastronomy, fashion, art, and music, among other facets of daily life. For instance, Western dress, Japanese cuisine, and K-pop music styles have permeated Indonesian culture, particularly among the youth.

People can now enjoy and value a wider range of cultural expression in a more vibrant and diverse cultural environment as a result. Global cultural domination can, however, pose a threat to local culture, which is another issue brought about by globalization: cultural homogenization. Long-standing customs and regional cultural practices can be undermined by dominant cultural influences, such as Western culture. Due to their increased exposure to worldwide media, younger generations tend to be less interested in local cultural heritage and more interested in popular culture elsewhere.

Local practices, regional dialects, and traditional attire, for instance, can stop being used or practiced as frequently, which could eventually cause the local cultural identity to disappear. Nonetheless, the Indonesian people have demonstrated the capacity to adjust to and incorporate aspects of world culture with their own. This process of adapting global culture to the local context is also known as "glocalization." For instance, to better suit Indonesian tastes, native flavors are frequently added to Western-style fast food.

Furthermore, indigenous textiles like batik and weaving are frequently mixed with worldwide designs in the fashion industry to create a distinctive look that embodies both a local and a global identity. This adaption demonstrates how local culture can flourish by incorporating new, pertinent components while still managing to endure. In Indonesia, the government and numerous cultural organizations have worked to protect and advance regional culture despite the country's rapid globalization. Education is crucial in this sense since school curricula include subjects related to local and national cultures. (Suyono 2023)

Furthermore, local cultural history is preserved and developed through cultural preservation initiatives like traditional art contests, cultural festivals, and training in cultural skills. Through the use of digital platforms, television, and movies that feature Indonesian cultural content, the media also contributes significantly to the promotion of local culture. Indonesia's cultural diversity is impacted by globalization in two ways: it presents benefits as well as difficulties. Globalization, on the one hand, makes local cultures richer through their interactions with other cultures around the world, resulting in a more vibrant and varied environment. However, local culture may be in danger of disappearing due to cultural uniformity brought about by global cultural domination.



Nonetheless, Indonesians have proven to be able to adjust to changing circumstances and blend aspects of foreign culture with indigenous customs to forge a distinctive and enduring cultural identity. A crucial first step in ensuring that regional values and customs endure and flourish in the face of globalization is cultural preservation through educational initiatives and cultural activities.

The motto *Bhinneka Tunggal Ika* is the cornerstone of the multicultural Indonesian nation's way of life. The meaning of this Sanskrit phrase is "Unity in Diversity." As a result, *Bhinneka Tunggal Ika* emphasizes the value of unity and oneness amid Indonesia's variety while still acknowledging its existence. In the life of the country and state, the application of *Bhinneka Tunggal Ika*'s values is essential. Its goal is to preserve the unity and integrity of the Unitary State of the Republic of Indonesia, a country with a wide range of racial and ethnic backgrounds, faiths, and cultural practices. The life of society, the country, and the state may be in danger if these ideals are not put into practice since they could lead to division and conflict.

Respecting diversity is one of the fundamental principles that must be put into practice. Respecting and accepting diversity is a necessary for all citizens, regardless of a person's color, religion, ethnicity, or culture. These distinctions ought to be celebrated as a source of national diversity rather than as a cause for conflict and division. The application of *Bhinneka Tunggal Ika*'s values necessitates that citizens respect variety while simultaneously maintaining the nation's unity and togetherness. The interests of specific groups or factions must yield to the interests of the nation. To keep the country united and one, it is necessary to consistently promote patriotism and a sense of national spirit.

Another crucial principle that must be upheld in the affairs of the country and state is tolerance. Respecting others' freedom to pursue their traditions and beliefs is a duty for every citizen. To live in harmony and peace amidst diversity, one must have an open mind and respect one another's differences. *Bhinneka Tunggal Ika*'s values must be implemented while maintaining justice and equality. All citizens should be entitled to the same opportunities and rights, irrespective of their race, religion, ethnicity, or cultural heritage. All members of society must be encouraged to actively participate in the life of the country and state, and discrimination in any form must be eradicated.

The execution of *Bhinneka Tunggal Ika*'s ideals also heavily relies on intergroup dialogue and communication. Each group may appreciate and comprehend the disparities that exist by having an honest conversation and exchange of ideas. It is necessary to establish areas for calm conversation and idea sharing in order to build bridges between various community groupings. The application of *Bhinneka Tunggal Ika* ideals is advantageous for inclusive and sustainable national development in addition to improving communal life. Every person may actively contribute to the growth of the country and ensure that no group is left behind or marginalized by fostering diversity and harmony.

In addition, putting Bhinneka Tunggal Ika's ideals into practice can help the Indonesian people overcome international obstacles and preserve their national identity. The Indonesian people can be more equipped to deal with the increasingly complicated and varied global dynamics by comprehending and valuing variety. All Indonesian citizens are ultimately accountable for putting Bhinneka Tunggal Ika's ideals into practice in the country and state. By working together to maintain variety, togetherness, tolerance, justice, and communication, the Indonesian people may create a successful, peaceful, and harmonious life for themselves as well as grow into a powerful and well-respected nation on the global stage.

### CONCLUSION

The motto Bhinneka Tunggal Ika is the cornerstone of the multicultural Indonesian nation's way of life. This slogan emphasizes the value of unity and oneness while also acknowledging the diversity found in Indonesia. The integrity and unity of the Unitary State of the Republic of Indonesia, which is made up of many ethnic groups, faiths, races, customs, and civilizations, depend on the application of Bhinneka Tunggal Ika's ideals.

The government of Indonesia has implemented several programs aimed at fostering and advocating for diversity. Including multicultural education in the national curriculum is one significant endeavor. The intention is to inculcate in students the value of tolerance, diversity, and the depth of Indonesian culture from a young age. The government uses a variety of national programs including civil society organizations, local governments, and communities to promote the principles of Bhinneka Tunggal Ika in addition to education. Law Number 40 of 2008 concerning the Elimination of Racial and Ethnic Discrimination is one of the rules and regulations that the government is striving to enhance in order to promote diversity and combat discrimination.

However, there are typically a number of obstacles in the way when putting these policies and initiatives into practice. The disparities in how policies are understood and applied in different areas represent one of the major obstacles. Implementing diversity initiatives is often hampered by interregional conflicts, cultural resistance, and a lack of money. Overcoming societal prejudice and intolerance is another obstacle in putting Bhinneka Tunggal Ika's ideals into practice. A number of factors contribute to intolerance and discrimination, including economic and social inequalities, unfavorable stereotypes, a lack of effective law enforcement, disputes between different groups, and the influence of careless social media and mainstream media.

Indonesia's cultural diversity is impacted by globalization as well. Through cultural exchanges with other nations, globalization, on the one hand, enriches local culture. However, when local cultures become more homogenized, globalization also poses a threat to their survival. However,

through glocalization—the blending of local and global cultures—the Indonesian people are able to adapt. In the end, the government, society, and all stakeholders must work together consistently to integrate Bhinneka Tunggal Ika's values into the national and state's operations. Indonesia can overcome many obstacles and achieve a just, inclusive, and peaceful society while preserving diversity as the country's strength with strong cooperation and dedication.

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