

# Women Labor Working Patterns of Sugar Cane Felling on Bunga Mayang Sugar Factory at Pt. Perkebunan Nusantara on 2020 (Case Study in Negara Tulang Bawang Village, Bunga Mayang Sub-District, Lampung Utara Regency)

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**Abstract :** This study aims to determine how woman labor working patterns of sugar cane felling on Bunga Mayang sugar factory at PT. Perkebunan Nusantara (PTPN) VII on Negara Village. The method used is qualitative. By using the technique of determining the Snowball Sampling informant. The results showed that woman labor who work in Bunga Mayang sugar factory were seasonal. When the harvest season, they work. The recruitment system and working patterns were informal. The working of sugar cane felling in the sugar factory was a seasonal job, which occurs when the harvest season arrives. If the sugar cane harvest season had not yet taken place, the women labor work as sugar cane fellers, and odd jobs to help the economy of their families. When the sugar cane season starts, the women labour carry out their working activities. Sugar cane labor work from morning to evening. Their working schedule was from 06:00 to 15:00. The routine was carried out every day until the sugar cane field was completed.

**Keywords:** labor, Women, Sugar Cane Felling, Plantation.

## I. INTRODUCTION

Sugar cane is one of the commodities of plantation crops that has a high potential for state income. The results of sugar cane processing can be used for daily life and have a high selling value. Sugar cane is a seasonal plantation plant used as a staple for making sugar. Sugar is one of the basic needs Indonesian people and the world.

Lampung Province occupies the second position in the largest sugar cane production in Indonesia with total sugar cane production on 2017 about 768,939 tons. Lampung Province contribute 31.18% of the total sugar cane production throughout Indonesia totaling 2,465,450 tons on 2017 (Director General of Agriculture 2018:6).

One of the companies engaged in the sugar cane industry was PT. Perkebunan Nusantara (PTPN) VII with two business units namely Cinta Manis Business Unit and the Bunga Mayang Business Unit. The operational area of PT. Perkebunan Nusantara (PTPN) VII in Lampung Province is Bunga Mayang Business Unit, which has sugar cane factory

under the name Bunga Mayang Sugar Factory. Bunga Mayang Sugar Factory is located in Negara Village, Tulang Bawang Sub-district, North Lampung Regency, which was established in 1984.

Bunga Mayang Sugar Factory manages the commodity of sugar products, ranging from the cultivation of sugar cane, felling of sugarcane, processing of sugarcane stems at Bunga Mayang Sugar Factory to packing of sugar products, and sales. Bunga Mayang Sugar Factory according to its field of work is grouped into five parts, namely offices (TUK), research and development, processing, plants, engineering and technical services.

Bunga Mayang Sugar Factory has a permanent workforce and a temporary workforce. Permanent workers are only in the sugar storage warehouse, while non-permanent workers are workers carrying sugar from the storage warehouse to the transport trucks, as well as sugar cane fellers in the plantation area. The sugarcane harvesting system at Bunga Mayang Sugar Factory is a seasonal felling system, that is based on a target set by PT. Perkebunan Nusantara (PTPN) VII every year. If the specified target has been reached, Bunga Mayang Sugar Factory will stop the process of producing sugar cane.

The phenomenon of working women is actually familiar to hear and see in our society. Normatively men are active in earning a living and women are active involved in domestic life. However, in the present, the fact is that many women are involved in the process of fulfill household needs. The increase in woman workers in fulfilling family livelihood activities is based on the increasing availability of jobs easily entered by women such as being employed as plantation labor. This type of job does not require certain skills and expertise, and only requires energy. The involvement of women in PTPN VII Bunga Mayang sugar factory is as daily labor who fell sugar cane during the harvest season. Where the recruitment process is not official as the recruitment of permanent workers.

Sugar cane labor is one of the informal sectors in the field of harvesting Labor, in essence is someone who work for another person (commonly called an employer) by receiving wages and working under the leadership of others. In Edwin J. Flippo's writing entitled "Principles of Personal Management" stated wages is: "Prices for services that have been received or provided by others for the benefit of a person or legal entity". Limitation on wages according to the Wage Research Board in Law No.13 of 2003 article 1 paragraph 2 is as follows: Wages are an income as a return from the employer to the workers for a job or service that has been or will be performed, which serves as a guarantee of continuity a decent life for humanity and production that is expressed or valued in the form of money that has been determined according to an agreement of the law and regulations and is paid on the basis of an employment agreement between the employer and the workers.

## II. RESEARCH METHOD

The research approach used in this study is a qualitative approach. According to Creswell (2009:1) qualitative research is methods to explore and understand the meaning that by a number of individuals or groups of people ascribed social or humanitarian problems. Moleong (2013:4) states that a qualitative approach is a research procedure that produces descriptive data in the form of written or spoken words from observable people. Creswell (2009: 8) divides the types of strategies in qualitative research into 5, such as Phenomenology, Ethnography, Case Studies, Grounded Theory, and Narrative. In this research, the strategy that will be used is a case study strategy. Case study strategy is widely used in social sciences research, both in the fields of psychology, sociology, political science, anthropology, history and economics as well as in practical sciences such as education, urban planning, general administration, management sciences and etc.

There are 6 (six) steps that will be used as research designs to identify the problem of Woman Labor Working Patterns of Sugar Cane Felling in the Sugar Factory at PTPN VII Bunga Mayang Business Unit.

This study focuses on the woman labor working patterns of sugar cane felling who live in Negara Tulang Bawang Village, Bunga Mayang Sub-district, North Lampung Regency as research informants. Furthermore, the criteria used as the subject or informant of this study are: (1) woman labor of sugar cane in Bunga Mayang Sugar Factory of PTPN VII North Lampung who has been working for more than 5 years, (2) married woman labor of sugarcane in Bunga Mayang Sugar Factory of PTPN VII North Lampung.

## III. RESULT AND DISCUSSION

Negara Tulang Bawang Village was one of the villages in Bunga Mayang sub-district. Negara Tulang Bawang Village was the capital of Bunga Mayang sub-district. Geographically, Negara Tulang Bawang Village was located at 104 40 'to 105

08' east longitude and 4 34 'to 5 06' south latitude. The area of Negara Tulang Bawang Village was around 1734 hectare.

The tropical climate with rainfall and the dry season changes throughout the year. The average rainfall during 2017 reach 256.67 mm. The highest rainfall reach 451.5 occurred in February with the number of rainy days as many as 20 days. The average temperatures throughout 2017 in Negara Tulang Bawang Village around 28 C.

The population of Negara Tulang Bawang Village based on the population projection of 2014 about 8186 people consisting of 4032 male residents and 4154 female residents. From these data it could be seen that the female population was greater than the male population. Compared to the surrounding villages, Negara Tulang Bawang was the most densely populated village. This could be understood because Negara Tulang Bawang Village was the economic center in Bunga Mayang sub-district.

### 1. Company Profile of PTPN VII, Bunga Mayang Business Unit

PTPN VII (Persero) was a plantation in the Dutch colonial period which aimed to exploit the wealth of Indonesia's natural resources. This was done by establishing industrial plantations located along the island of Sumatra.

In 1942 the Dutch recognized the sovereignty of the Indonesian people and left Indonesia. However, the expropriation of the power of the former Dutch estate could be legally realized on November 10, 1957. To strengthen the legality of the expropriation, the Indonesian government issued Law Nationalization Number 86 of 1958 Jo. PP Number 14 of 1959 continued with PP Number 141-175 which made all of the plantations divided and formed business units. In 1963 the division of regions was held based on commodities.

Lampung and South Sumatra regions have many rubber commodities, so plantations in the two regions were merged into the State Plantation Company IX (PNP) headquartered in Lampung. Re-zoning was carried out for management efficiency through PP Number. 14 dated April 13, 1968, so PNP IX changed its name to State Plantation Company X (PNP X) with permanent working areas in 2 (two) provinces, such as Lampung and South Sumatra.

In 1994 the Indonesian Minister of Agriculture established a consolidation of all agricultural sector state by focusing on plantations. In 1996 based on the consolidation, PT Perkebunan XXXI (Persero) located in Bandar Lampung and PT Perkebunan XXXI (Persero) located in Palembang were merged into 1 (one), namely PT Perkebunan Group Lampung. Furthermore, the company was given the mandate to manage the PT Perkebunan XI (Persero) development project in Lahat, South Sumatra, and the PT Perkebunan XIII (Persero) development project in Bengkulu, which was then all managed under one management unit under the name of PT Perkebunan Nusantara VII (Persero) with headquartered in Bandar Lampung.

## 2. Age

Age was a measure of the length of a person's life in units. Age will be related to one's ability and activities in carrying out activities so that it will also affect the amount of energy consumption that was absorbed. Age was used to determine the stage of human development. Every culture had a different view of human development. Based on the research conducted, the average age of the sugar cane labor in PTPN VII Bunga Mayang business unit was around 35 years.

The age of woman labor who work as sugarcane fellers in PTPN VII Bunga Mayang business unit varies greatly. Overall the age of these workers could be said as a productive age. The age was around 20 years to 45 years. Of course, the age of these workers will affect the level of income. Because work as a sugar cane fellers in the factory requires good energy and stamina. Sugar cane labor in PTPN VII who were respondents in the study were all married and with varying family members.

## 3. Working patterns in the plantation area

The working procedure of woman labor in sugar cane felling were carried out when sugar cane was ready to be harvested, or in its season (harvest season). This labor was seasonal labor who work during the sugar cane season. Some husbands of woman laborers also work as laborers in sugar factory. This was stated by Yuliani, one of woman labor in sugar cane felling about being a labor in sugar factory.

The working of sugar cane felling in the sugar factory was a seasonal job, which occurs when the harvest season arrives. If the sugar cane harvest season had not yet taken place, the women labor work as sugar cane fellers, and odd jobs to help the economy of their families.

When the sugar cane season starts, the women labor do their work activities. Labor of sugar cane felling work from morning to evening. Their working schedule was from 06:00 to 15:00. The routine was carried out every day until the sugar cane field was completed. Working as a sugar cane labor was carried out from 06.00 to 15.00, there was a break at 12.00 for lunch, and continued felling sugar cane until it was finished. They were required to felling sugar cane, then bunch it.

Sugar cane labor did their own work, they had a divided land area. In the land, labor felling and collect sugar cane into twenty-five (25) stems, then bunch. One bunch was valued about Rp.1000,- After labor completed the job, the foreman will count the amount of the bunch, and wages will be paid according to the number of bunch multiplied by Rp.1000,-, once a week wages were paid after the sugar cane labor finish their job. Working as a labor in a sugar factory, did not distinguish between men and women, the portions were the same, the tasks were the same. When working as a sugar cane worker, it was the same between men and women regarding the work of sugar cane felling.

## Discussion

The functional theory used by researchers in this study was Talcott Parson Functional Theory. The reason for using structural functional theory was because this theory views the community as a system consisting of parts that were interconnected with one another and one part might not function without any relationship with other parts.

Changes that occur in one section will cause imbalances and create changes in other parts, all elements must be functional so that the community can carry out its functions properly (Bernard Raho: 2007).

Structural functional theory emphasizes order and ignores conflict and change in a society which he often refers to as a system with the main concepts of function, dysfunction, latent function, manifest function and balance (George Ritzer: 1985).

The community could be integrated on the basis of the agreement of its members about certain social values that have the ability to overcome differences so that the community was seen as a system that was functionally integrated in balance. Thus the community was a collection of social systems that were interrelated and interdependent.

Function was associated as an activity that was directed to meet the needs of a system. There were four absolute requirements that must exist in order to function with each other. The four requirements were abbreviated as AGIL namely Adaptation, Goal Attention, Integration, and latency for the sake of its survival, so the community must carry out these functions as follows: (1) Adaptation: was a system that must handle an emergency external situation. The system must adapt to the environment and adapt this environment to its needs. In the working as women labor of sugar cane felling, each worker must adjust to the existing elements. Someone must be able to make adjustments with other members of the labor, with their place of work, as well as their job activities. Women labor of sugar cane, need money to provide for their family's economy, assisting their husbands in earning a living, and in their environment there were also jobs that require labor, so women in the sugar cane factory environment adapt themselves to become labor of sugar cane felling. (2) Goal attainment: a system must define and achieve its main objectives. In this case the fulfillment of daily needs was always the achievement of the main goal. By working as a labor of sugar cane fellinf, it was expected to become an object of income to help fulfill daily life and economic needs. The more diligent in felling and collecting existing sugar cane, the more wages will be obtained to fulfill daily needs, (3) Integration: was a system that must regulate inter-relations and the parts that were components. The system must also manage the inter-relationships of the three other functions (AGIL). Without good integration, social systems will not be able to get the achievements that have been obtained at this time, (4) Maintenance of Patterns (Latency): a system must complement, maintain and improve the

motivation of individual and cultural patterns. (George Ritzer:2010). A job must maintain a pattern, namely the working pattern, the integration pattern in linking each of the existing components, their patterns of adapting to the environment and their job, the pattern of strategies that they do in achieving goals and other patterns.

Structural functional theory views that every component in a system was functional, while functional itself could mean positive and negative. While functional structural was known as manifest function and latent function, that was, expected function and unexpected function. Manifest function or function that was expected, meaning that a system intentionally or designed themselves to be able to function in several ways. Meanwhile, when there were no functions that appear outside the plan, then this was a latent function or unexpected function. Likewise with a job of labor of sugar cane felling.

In a large integration such as a company, working patterns were expected to be able to have an impact on labor to make a decent and economically adequate life. This was a manifestation of the function of the manifest planned by the system concerned, while the latent function or unplanned function was when there was no sugar cane season, made the labor of sugar cane lose their jobs in the company so the labor must find other jobs to fulfill their daily needs and family.

The view of structural functional theory developed by Talcott Parsons could be used to explain the problems examined in this study. Whereas a working, namely sugar cane fellers carried out by women, was due to assist in fulfilling the needs of daily life, working as sugar cane fellers at PTPN Bunga Mayang, sugar cane felling which was usually done by men, in this case carried out by women and the portion is the same as a man without discrimination.

Furthermore, there was a social change in the labor of sugar cane group, where the working of sugar cane which was done by men then was done by women. Women whose nature was to help men in the house, in the sugar cane fellers group, women help their husbands to fulfill their daily needs. The

reason for women to work was to fulfill their daily needs which was lacking because their husbands only work as casual laborers.

#### IV. CONCLUSION AND SUGGESTION

From the results of the study, it was found that the working patterns of woman sugar cane factory in PTPN VII Bunga Mayang were as follows, namely about the workings of the sugar cane laborers in the Sugar Factory, where women work as seasonal laborers of sugar cane during the harvest season. This condition occurs because their husbands only work as odd labor, so it requires sufficient economy for survival, so women make adjustments to work as sugar cane labore. The work was carried out at 6:00 in the morning until 3:00 in the afternoon. The routine they do was cut down sugar cane on the land that has been divided by the foreman, after the sugar cane stems were collected into 25 stems, tied together. One bond was valued at one thousand rupiah. Sugar cane felling work which was usually carried out by men, in this case was carried out by women who when working in portions are the same as men without discrimination. Then there was a social change in the sugar cane laborers' group, where the working of sugar cane which was done by men was done by women. Women whose nature was to help men in the house, in the sugar cane fellers group, women help their husbands to fulfill their daily needs.

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