
**ANALYSIS OF THE ROLE OF LABOR LAW IN IMPROVING THE REGENERATION AND
WELFARE OF FARMERS TO WELCOME TO THE WORLD'S RICE BANS**

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ABSTRACT

The welfare of workers and farmers is one of the important factors that need to be considered by the Indonesian government, the level of welfare of workers in Indonesia is still quite low because it is still found to share problems in most areas, including: unskilled labor, lack of work space, low wages, low, and education factor. This study aims to analyze various kinds of problems that can affect the level of welfare of workers and farmers in Indonesia. This study also analyzes several solutions that have been carried out and that should be carried out by the government and the community to respond to the problems that cause the low level of welfare of workers and farmers in Indonesia.

Keywords: Welfare, labor law, Farmers

INTRODUCTION

1.1. Background

Indonesia is an agricultural country that has a fairly large agricultural area, so it is not wrong if Indonesia aspires to be the world's rice barn. The realization of these ideals must be in line with the welfare of the workers, namely the farmers. But in reality the economic condition of farmers is in the lower class in the sense that the welfare of farmers in Indonesia is very low.

The fate of our workers is still concerning. Of the 112.8 million people who work (as of February 2012), only 42.1 million people work in the formal sector and 70.7 million people are still in the informal sector with minimal social protection and low wages. Every May 1, workers worldwide, including Indonesia, commemorate Labor Day accompanied by demands for welfare and changes in labor policies through demonstrations. This indicates that the government is still not paying attention to the fate of workers. The actual issue that is always echoed is the wages of workers, because wages are the basis for prosperity. One question that is difficult to answer is "Can workers prosper?" living well without worrying about the future still seems like a dream for most workers in Indonesia. In particular, workers in the agricultural sector,

in the field of agricultural technology is progressing slowly in Indonesia.

Welfare of workers is not an easy matter in the midst of problems that almost one of them is technology in Indonesia which is less advanced so that farmers are only productive in

one rainy season. So the government must seriously address this problem in order to attract the interest of the easy-going generation in agriculture and maintain price stability so that the market value when the harvest does not go down and farmers can get maximum profit. Besides productivity issues, the weak competitiveness of Indonesian agriculture is also caused by efficiency to logistics costs, illegal levies, slow bureaucracy, and others.

The government must seriously solve problems in the economic sector, such as providing infrastructure, providing fertilizer subsidies, maintaining market prices, legal certainty, and guaranteeing energy supply, which are the main obstacles to increasing competitiveness. If this problem is resolved, of course, the power of Indonesian agricultural products will increase so that entrepreneurs can export and are able to increase welfare.

The complexity of agricultural problems in Indonesia attracted us to conduct this research to find out whether it is possible for Indonesia to achieve success in becoming the world's rice granary and increasing farmer regeneration.

1.2. Formulation of the problem

Based on the background that the author has conveyed above, several problems can be formulated as follows:

- a. What is the level of welfare of workers in Indonesia, especially farm workers and the causes of this condition?
- b. What is the role of labor law in improving the welfare of workers in the agricultural sector?
- c. What are the steps for realizing Indonesia's ideals as the world's rice barn and how to regenerate farmers?

1.3. Research purposes

Based on the problem formulation that the author has conveyed above, several problems can be formulated as follows:

- a. To find out the level of welfare of workers in Indonesia, especially farm workers and the causes of these conditions
- b. To find out the role of labor law in improving the welfare of workers in the agricultural sector
- c. To know the steps for realizing Indonesia's ideals as the world's rice barn and how to regenerate farmers

1.4. Benefits of research

This research is expected to provide benefits for readers and people who need it both theoretically and practically, including:

1. Theoretical Benefits

This research is expected to increase knowledge and insight for readers and the public regarding issues surrounding labor welfare in agrarian countries and find out solutions to these problems.

2. Practical benefits

a. For writers

This research can add to the ability of the author to apply the knowledge gained related to these problems.

b. For Researchers

This research is expected to add references, literature, library materials and

contribute to the results of research on the welfare of workers in an agrarian country.

c. For Society

This research is expected to add insight and knowledge of the wider community regarding the welfare of workers in an agrarian country.

RESEARCH METHODS

To get accurate research results, research methods are needed. In a study entitled "ANALYSIS OF THE ROLE OF LABOR LAW IN IMPROVING THE REGENERATION AND WELFARE OF FARMERS FOR WELCOME TO INDONESIA THE WORLD'S RICE GROUPS" are as follows

A. Types of research

The type of research used by the author is descriptive research, namely analyzing a phenomenon with factual and accurate data. This research was also carried out using research methods which in the process of collecting data allowed researchers to produce descriptions of the social phenomena under study, so that researchers could identify how these phenomena occurred.

B. Approach method

The approach method used by the author is a normative juridical method. The approach is taken by analyzing the laws and regulations and legal principles related to this research. For research materials, the author uses a method of searching for data on the internet and journals related to the problems discussed.

C. Research Data Source

Source of data is an important factor to be considered in determining the method of data collection. Sources of data used in this study are secondary data sources.

RESULTS AND DISCUSSION

1) Labor welfare level

¹The problem of the labor force and labor in Indonesia from the level of workers' welfare then becomes the main point in the discussion about labor. Stated in the Manpower Act No. 25 of 1997 concerning the welfare of workers including wages, welfare and social security for workers. Workers' welfare is a fulfillment of physical and spiritual needs, in Indonesia the welfare of workers is seen by naked eye from the minimum wage that has been given to workers, be it regional minimum wages, provincial or district minimum wages. ² Ministry of Manpower Together with other ministries/agencies have made many policy and program breakthroughs. Policies include Government Regulation no. 78 of 2005 regarding wages, Minister of Manpower Regulation No. 6 of 2016 regarding allowances for religious holidays, Ministerial Regulation No. 7 of 2016 regarding service fees at hotels and restaurants in hotels, Law no. 4 of 2016 concerning Public Housing Savings. ³ UU No.1/1970 on occupational safety has regulated the implementation of Occupational Health and Safety (K3) in all workplaces with the aim that workers and other people who are in the workplace are guaranteed safety, as well as equipment, assets and production sources that can be used. in a safe and efficient manner to avoid work accidents and occupational diseases. The Ministry of Public Works and

Public Housing (PUPR) as the ministry responsible for infrastructure development continues to innovate in building competent Human Resources (HR) in construction work safety,

⁴ Employment observer Payaman Simanjuntak stated that the low wages of workers in Indonesia are due to weak labor productivity, there are 60 decent living needs (KHL) which are the basis for the minimum wage each year. In 2019, the government set the Provincial Minimum Wage (UMP) to increase by 8.03%. ⁵ The leader of the manpower sector at the Population Center of the Indonesian Institute of Sciences (LIPI) Nawami Asmat said in commemoration of labor day that what needs to be encouraged is the achievement of a living wage level to improve the welfare of workers, explaining that interventions to improve the welfare of workers in Indonesia cover many aspects, namely the achievement of decent level of wages, access to social security and price stability.

⁶ Perspective of Law no. 13 of 2003 concerning manpower, the placement of manpower as it should be can be carried out separately which is aimed at the realization of manpower placement. A) government agencies that are responsible for the employment. B) Private institution with legal entity The private employment placement institution as referred to in implementing the employment placement service is required to have written permission from the Minister or an appointed official. Implementers of placement of workers from government agencies responsible for the field of manpower as referred to are prohibited from collecting placement fees, either

¹ <http://staffnew.uny.ac.id/upload/132318574/penelitian/Menakar+kesejahteraan+buruh.pdf>

² <https://www.kemenkeu.go.id/publikasi/siaran-pers-lama/pemerintah-komitmen-tingkatkan-kesejahteraan-buruh/>

³ <https://bpsdm.pu.go.id/bacaberita-pemerintah-turut-bertanggung-jawab-melindungi-kesehatan-dan-keselamatan-kerja1>

⁴ <https://industri.kontan.co.id/news/pengamat-rendahnya-upah-tenaga-kerja-karena-lemahnya-produktivitas-dunia>

⁵ <https://www.antaranews.com/berita/1454992/perlu-pencapaian-upah-layak-untuk-kesejahteraan-buruh-kata-peneliti>

⁶ <https://disnakertrans.lomboktimurkab.go.id/baca-berita-162-peran-pemerintah-ketenagakerjaan-dalam-perspektif-undangundang-nomor-13-tahun-2003-tentang-ketenagakerjaan>

directly or indirectly, in part or in whole, to workers and labor users. Private manpower placement agencies can only collect labor placement fees from labor users and from workers of certain classes and positions as determined by a Ministerial Decree.

Focusing on the welfare of farmers in Indonesia which was recorded in 2009 the poverty rate reached 49.41% based on the Central Statistics Agency (BPS), of course this figure was dominated by households working in the agricultural sector. The low level of farmer welfare is far from the realization of the ideals of the 1960 BAL which wants a high level of welfare, prosperity and justice for all the people.

- a. Middle to lower farmers are very difficult to get capital to start farming
- b. The high level of development causes the depletion of agricultural land, for example in irrigated rice fields which from 2016 to 2017 experienced a land decline of up to 0.79%⁷
- c. Lack of agricultural technology in Indonesia
- d. Uneven pattern of agricultural land tenure

The number of these problems also affects the income of farm workers, based on their classification, there are 4 groups of wages for farm workers, namely: a) the very high class who are part of this group are farm workers who earn an average of more than Rp. 3,500,000,- per month, b) high income groups who on average get Rp. 2.500.000, - up to Rp. 3,500,000,- per month, c) medium income group, which is an average of Rp. 1,500,000, - up to Rp. 3.500.000,- per month, d) low income group is under Rp. 1,500,000,- per month. Therefore, the problems that exist in the agricultural sector must be resolved immediately so that the welfare of farm workers increases and is more evenly distributed.

In article 5 of Law no. 13 of 2003 concerning employment states that every worker has equal opportunities without discrimination in obtaining a job. Specifically for workers, Article 6 states that every worker has the right to receive equal treatment without discrimination from employers. Farm laborers are often exploited for their powerlessness to have the same opportunities as other workers, this often happens to daily casual farmer workers (BTHL). The occurrence of this exploitation usually occurs because the level of education of farm workers is low, so they are not sensitive to the law and their rights which are also regulated in labor law.

2) The Role of Labor Law in Improving the Welfare of Farm Workers

Seeing the poor welfare conditions of farmers, the state must play more roles in realizing a welfare state, the state can play a role in:

- A. Ensuring each individual and family to obtain a minimum income to meet their needs
- B. Ensure protection for individuals and their families in vulnerable situations
- C. All citizens must be guaranteed to have access to basic social services such as education, nutrition, sanitation and clean water.

Protection for farm workers should be extra extra due to climate change and economic turmoil, as stated in Law no. 19 of 2013 concerning the protection and empowerment of farmers that the tendency of increasing climate change, vulnerability to natural disasters and business risks, globalization and global economic turmoil, as well as a market system that is not in favor of farmers so that farmers need protection and empowerment.

The connection with the provision of wages within the scope of farm laborers is indeed very concerning where the agreement is made informally, only based on a sense of trust and local customs through a kind of agent that brings together service users and agricultural farm workers. This relationship has been institutionalized, especially farm laborers who are paid on a weekly or monthly basis. Wages are an important factor for workers, because after all wages for workers are the main source of their survival, so wages are very important for workers so that they want to work solely because of the wages. One of them that uses a lot of labor is the agricultural sector in the form of farm laborers in a fairly large number but the wage system is not in

accordance with the existing law where the wages given are far below the SMEs that are set in each region. If it is seen in this section, it is true that the role of labor law is considered to be less effective for farm workers, but indeed there are many other factors that cause the wage system for farm workers to not meet the standards.

⁷ Stastika lahan pertanian 2013-2017

In accordance with the role and position of the workforce, it is necessary to develop manpower to improve the quality of the workforce, especially to farm laborers and their participation in development and to increase the protection of workers and their families in accordance with human dignity. For this reason, it is very necessary to have protection for workers, intended to guarantee the basic rights of workers/laborers and ensure equal opportunity for treatment without discrimination on any basis to realize the welfare of workers/laborers and their families while taking into account the progress of the business world. UU no. 13 of 2003 (Article 2); namely manpower development based on Pancasila and the 1945 Constitution of the Republic of Indonesia. Manpower development is carried out on the principle of integration through functional coordination across central and regional sectors (Article 3), then manpower development aims (Article 4); a. Empower and utilize the workforce optimally and humanely b. Realize equal distribution of employment opportunities and provision of manpower in accordance with the needs of national and regional development c. Provide protection to workers in realizing prosperity d. Improving the welfare of workers and their families. If the law is carried out optimally, the welfare of farm workers will increase.

- 3) Efforts to make Indonesia a world rice barn and farmer regeneration Efforts that can be done are optimizing distribution effectiveness

Land and provide easy capital for farmers, to attract young people itself is based on improving technology in agriculture and ensuring the welfare of workers.

CONCLUSION

The community rice barn is a support to strengthen community food reserves in anticipation of food insecurity due to production disruptions. The problem of the labor force and labor in Indonesia from the level of workers' welfare then becomes the main point in the discussion about labor. Stated in the welfare law no. 25 of 1997 concerning labor welfare includes wages, welfare and social security for workers. Government Regulation No. 78 of 2005 regarding wages, Minister of Manpower Regulation No. 6 of 2016 regarding religious holiday allowances, Ministerial regulation no. 7 of 2016 regarding service fees in hotels and restaurants in hotels, Law no. 4 of 2016 concerning Public Housing Savings. Law No.

Agriculture is the main source of livelihood for most people in rural areas. Farming is one of the alternative jobs to be able to slim the life of the village community. In agriculture, humans and land are closely related resources. Agriculture cannot be successful without the existence of human resources who manage it. So that in agriculture there are people who are employed or better known as farm laborers.

SUGGESTION

- The government should provide or add sufficient job opportunities to match the population in Indonesia.
 - The parties must understand and comply with the applicable regulations.
- With regard to agriculture and the existence of human resources, more consideration is given

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