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Differentan Wage agricultural Labormanand Women Farm Workers (Qualitative Study of Farm Workers Paddy Field (*Oryza sativa L)* di Parbul Village Waelata District, Buru Regency)

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Abstract

This study aims to conduct a qualitative study of the factors that cause differences in the wages of male and female agricultural laborers in Parbulu Village, Waelata District, Pick up District. The population in this study were 205 respondents. And the number of samples taken were 31 female farm workers and 30 male farm workers or around 30% of the total population, namely 61 farm workers. Sampling technique based on purpose (Purposive Sampling). The data collected are primary data and secondary data. Data collection methods used are observation methods, interview methods, questionnaire methods, and documentation methods. The type of data used in this research is to use a qualitative approach. And there are several analyzes that are used to analyze qualitative data, namely data reduction, data presentation, drawing conclusions. The results of the data analysis show that the factors that cause differences in the wages of male and female agricultural laborers in the lowland rice commodity are gender, productivity, type of work, time/hours worked. While factors such as age, work experience and the area of land worked do not cause differences in wages.

Keywords: Wage Differences, farm laborers, Paddy rice Commoditie.

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INTRODUCTION

Indonesia has experienced a crisis in the number of farmers over the past ten years. Farmers in Indonesia in 2021 amount to 29.59% of the workforce in Indonesia working in the agricultural sector, but the number continues to decrease compared to previous years, currently the number of farmers is only 38.77 million, whereas 10 years ago it was 42.46 million soul (BPS 2021). According to (Susilowati, 2016) a decrease in the number of farmers or employment problems in agriculture, one of which is the shift of farmers to other sectors that are considered more profitable. Because they think that there is less and less agricultural land so that there is a shortage of labor in agriculture, besides that it is also caused by the minimum or small wages given to labor.

The factor of low wages is the main problem of declining interest in farming. The average income in Indonesia that millennial farmers receive per month is only Rp. 1.4 million According to (BPS, 2021). Meanwhile, by region, the average millennial income is the highest in Maluku and Papua, namely IDR 1.58 million per month (BPS 2021). In addition, the number of old farmers (more than 55 years) is increasing, while the number of young farmers is decreasing. *The trend of urbanization,* in fact, is no less important in influencing the decline in the number of farmers in Indonesia. Behind the phenomenon of a decrease in the number of farmers as a whole, it turns out that there is a unique phenomenon in the number of female workers in the agricultural sector, namely the increasing number of women working in the public sector, especially the agricultural sector. The role of women in the public sector 15 years and over working based on the employment sector can be seen in Table 1.

Table 1. The Role of Working Women in the Public Sector 15 Years and Overm Based on Employment Sector.

The Role of Women in the Public Sector By Type of Work	Amount
Sales force	28,6
Agricultural workforce	24,38
Production power	20,51
Professionals	10.48
Service workforce	8.65
Executing officer	6,56

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Leadership power	0.7
Other	0.12

Source. Indonesian Central Bureau of Statistics in 2021.

The role of women of productive age in the agricultural sector is quite large. Based on Table 1, it can be seen that the number of women working in the agricultural sector is the second largest after the sales force. This means that the agricultural sector is still a sector that is quite attractive to female workers, with a total of 24.38 % for business workers in the agricultural sector as a whole. According to research (Hanani and Sari 2018), the increase in the number of female farmers is because some jobs in the agricultural sector are more suitable for women to do, such as planting seeds, sowing seeds, weeding weeds, fertilizing, watering and harvesting agricultural produce. This work requires precision and patience which is suitable for farming women.

But besides that, in the agricultural sector in Indonesia, gender differences are still a problem in the suitability of wages received. The community believes that men are indeed the breadwinners for the family, while women function only as 3M, namely cooking, macak (grooming) and manak (childbearing/giving birth). This makes women have limited mobility in the world of work. one of the foremost factors that causes women to be less recognized and seen for their existence in the world of work (Astuti, 2018).

Waelata District, Buru Regency is one of the Districts located in Maluku Province, the people of Waelata District mostly work in the agricultural sector with the main commodity being paddy rice, so that most of the people work in the agricultural sector such as food crops and plantation crops. The research was conducted in Parbulu Village, which is a village located in Waelata District where many women work as farmers as well as housewives. The husbands of the farming women generally work as farmers and also non-agricultural workers such as builders, traders, miners, motorcycle taxi drivers and private employees. Women who work as farmers are common and are mostly in rural areas. However, the role of women workers must be taken into account in terms of time and income considering that the cultivation process requires a lot of labor from women. However, there are still gender differences in wage factors .

Parbulu Village is a village where most of the people work in the agricultural sector such as rice and plantation crops such as vegetables. And most of the women work as rice field laborers, even though their wages are less than the wages of male workers, they still feel fulfilled because they work solely to supplement their family's needs. Wages for female workers work for 4-5 hours or half a working day, they only get Rp. .80,000 for

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female workers, and Rp.100,000-120,000 for male workers. So the problem is why the wages of women paddy field workers are lower than the wages of male farm workers. This difference in wage rates has existed for a long time, meaning that female farm workers always get a lower wage rate than male farm workers.

Some common things that are always used as arguments for this condition are the position of the man as the head of the family who has full responsibility for providing for his family and the quality of work of male farm workers is better than that of women. whereas besides that, the role of women in rice farming is also needed, considering that women have patience, thoroughness and control in making decisions which are quite high compared to male workers. However, society still thinks that men are far more responsible, have better manpower and work quality than women, so this is the cause of wage discrimination that still occurs today.

what factors caused the wages of women rice farm workers *(Oryza sativa L)* to be lower than the wages of male farm workers in Parbulu Village, Waelata District, Buru Regency. Based on the background described above, the purpose of this study to find out what factors affect the wages of female rice farm workers *(Oryza sativa L)* lower than the wages of male agricultural laborers in Parbulu Village, Waelata District, Buru Regency.

RESEARCH METHODS

This research took place in Parbulu Village, Waelata District, Buru Regency. The research location was chosen *purposively* . The sampling technique used is purposive *sampling.* Determination of the number of samples to be taken, namely female and male sex farm workers, totaling 61 respondents or around 30% of the total population, namely 205 farm workers. Sources of data used are primary data and secondary data. The type of data used uses a qualitative descriptive approach . The method used in this study is the observation method, interview method, questionnaire method and documentation method. A research data analysis on qualitative methods, namely:

1. Data reduction

Data reduction is the first step in analyzing data. Review to facilitate understanding of the data obtained. Reducing data means taking the most answers from respondents, summarizing and choosing the main things or focusing on the important things, then looking for themes and patterns, then removing things that are not important.

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2. Data presentation

In qualitative research, data presentation can be done in the form of brief descriptions, charts, relationships, between categories, and the like. This aims to make it easier to understand what happened and then plan further actions based on the understanding gained.

3. Conclusion

Drawing conclusions, namely the activity of inferring meaning that emerges from the data tested which has been collected in a concise and clear manner.

RESULTS AND DISCUSSION

Characteristics of Respondents

Characteristics in this study include age, gender, family dependents, work experience, education level. The characteristics of the respondents can be seen in table 2.

Table 2. Characteristics of Respondents

Category	Group	Frequency (Person)	Percentage (%)	Total
Age (Years)	18-65	61	100	61
	> 65	0	-	
Gender	Man	30	49,19	61
	Woman	31	50,81	
Family dependents	1-3	50	81,97	61
	4-6	11	18.03	
Work experience	(<10)	13	21,31	61
	11-15	16	26,22	
	16-20	14	22.95	
	21-25	13	21,31	
	26-30	3	4.91	
	31-35	3	4.91	
Education Level (Year)	SD	2 7	4 4, 26	61
	JUNIOR HIGH SCHOOL	1 8	29.50	
	SENIOR HIGH SCHOOL	16	26,22	

Source: Processed Research Results, 2022

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Based on Table 2 above, it shows that the age characteristics of the respondents are in the productive age category. The participation of farm laborers in conducting lowland rice farming in Parbulu Village is mostly done by the age group at 18-65 years because that age can still be classified as a person's working age in the workforce and When compared to those who have entered old age, they must have different strengths and abilities which will ultimately have an impact on the total wages received.

Based on gender, the ratio of male and female respondents can be said to be balanced, where the male farm worker respondents and female farm labor respondents still have a difference of 1 point, namely. There were 30 male respondents or 49.18 % of the total respondents, while 31 female respondents or 50.81% of the total respondents. This situation reflects that the female workforce in Parbulu Village has a sizable participation, because in carrying out work the female workers have thoroughness, patience in doing the work. so that the role of female workers in participation in the agricultural sector in Parbulu Village is very much needed. Meanwhile, the work of male workers is rough, heavy, and requires strong physical energy. So that the participation of male workers in Parbulu Village is smaller than female workers.

Based on the number of dependents of the families of farm laborers in Parbulu Village, it is the dependents of a family of 1-3 people with a total of 50 people or 81.97% of the total number of respondents, while the smallest respondent based on the number of dependents is a family of 4-6 people with a total 11 respondents or 18.03% of the total number of respondents. The more the number of family dependents in Parbulu Village, the result will be an increase in the income of farm workers every month. Due to the increasing number of family dependents, farm workers in Parbulu Village are increasingly motivated to increase their income.

Based on the level of work experience, most farm workers in Parbulu Village are under 11-15 years of experience with a total of 16 people or 26.22%. Of the total number of respondents. Meanwhile, the smallest number of respondents based on their level of work experience was at the level of work experience 26-30 and 31-35 years, which only amounted to 3 people or 4.91% of the total number of respondents. The longer farm workers in Parbulu Village work as paddy rice farm laborers, the better their quality of work and productivity will be , because of their years of expertise. The large number of workers who are experienced as paddy rice farming laborers will also lead to an increase in production, so that it will also increase the total wages received by agricultural laborers.

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Based on the level of education of farm workers with the highest percentage, it was the elementary school level of 44.26 % or a total of 27 people. This shows that the level of education of farmers in Parbulu Village is low. The low level of formal education obtained by paddy rice farming workers in Parbulu Village is not the reason for the difference in wages, this is because education is not the main requirement in determining the total wages of paddy rice farming workers obtained . However, it is the work ability of farm laborers that will cause differences in farm labor wages.

Factors Causing Differences in Labor Wage Male Farmers and Female Farm Workers in Rice Commodity rice field

1. Gender

According to Soekartawi 1990 which explains that the gender factor is one of the factors that causes differences in male and female wages. The gender factor in Parbulu Village causes differences in the wages of male farm laborers and female farm laborers.

Based on the results of the interviews, there were several respondents who revealed that gender was one of the reasons for the difference in wages. The total wages that apply to male and female farm workers reinforce the reality that in Parbulu Village the wage rate is not only adjusted to a person's ability to work but also to gender, the wages of female farm workers are lower than the wages of male farm workers. because it has been applied from generation to generation and is still a culture in determining wage levels to this day. Determination of wages is based on ability which will lead to differences in the wages of female farm workers and male farm workers. It can be concluded that the equality of wages in Parbulu Village has not been obtained by female rice farm workers.

2. Age

According to Soekartawi 1990 who explained that the age factor is one of the factors that causes differences in male and female wages. Age factor in Parbulu Village does not cause differences in the wages of male farm workers and female farm workers.

Based on the results of interviews with farm workers who revealed that the age factor did not cause differences in the wages of female and male farm laborers in the paddy field commodity in Parbulu Village. The age factor also cannot represent the performance of farm laborers and their activities on the land. So the age factor is not the reason for the difference in farm labor wages, in Parbulu Village, Waelata District, Buru Regency.

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3. productivity

According to Soekartawi 1990 which explains that the productivity factor is one of the factors that causes the difference in men's and women's wages. The productivity factor in Parbulu Village is one of the causes of the difference in the wages of male farm laborers and female farm laborers.

Based on the results of the interviews, there were several respondents who revealed that the productivity of male farm workers was higher, causing the wages of male farm workers to be higher than the wages of female farm workers because even in doing the same type of work, male workers had different productivity. from female workers, the work ability of workers can be seen from the type of work done by the farm workers themselves, and even male workers have strong, fast and responsible energy for what they do. Another reason is that male workers are able to do all work in paddy rice farming, while women are not a compelling reason for the persistence of the notion that the productivity of female farm workers is still below that of male farm workers. The productivity of female farm laborers and male farm laborers can be seen in the division of types of work of farm laborers as shown in Table 3 below:

Table 3. Productivity of male and female farm workers Distribution of Types of Farmwork in Parbulu Village.

Type of work	Gender		Total wages	
	Woman	Man	Woman	Man
Piracy		✓		Rp. 120,000
Grazing		✓		Rp. 120,000
Removal of seeds	✓		Rp. 80,000	
Planting	✓		Rp. 80,000	
Stitching	✓		Rp. 80,000	
Weeding	✓		Rp. 80,000	
Fertilization		✓		Rp. 100,000
Control of pests and diseases		✓		Rp. 100,000
Machine harvest		✓		Rp. 120,000
Manual harvest	✓	✓	Rp. 80,000	Rp. 100,000
Ndores/ TRHESHER	✓	✓	Rp. 80,000	Rp. 100,000

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Freight		✓		IDR 5,000 per sack
Drying	✓	✓	Rp. 80,000	Rp. 100,000

For the type of work done by the female farm workers above, it's not that hard, it's just that it requires patience , thoroughness in doing it. Meanwhile, the work activities carried out by the male laborers above are heavier and rougher than the type of work carried out by the female farm laborers and really require strong energy to do the work. The same type of work is done by male farm workers and female farm workers, but the total wages they get are still different. The following table 16 for the same type of work done by male farm workers and female farm workers.

Table 4. Work Productivity of Male and Female Farm Workers For the Same Type of Work.

Job Type (*ndores/TRHESHER)*	**Workload**
Male Labor	- Gathering rice in one place - Inserting the rice stalks into the dores/TRHESHER machine - Mimikul results to the place of transportation
Women Labor	- separate the grain from the cotton - put the grain into sacks and sew

Type of Work (Rice Drying)	**Workload**
Male Labor	- Men's work is added, such as carrying grain from the warehouse to the drying area - Drying rice
Women Labor	- Doing rice drying only.

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Type of Work (Manual Rice Cutting)	Workload
Male Labor	- The work of male workers is more productive and of higher quality, faster in doing rice cutting work so that the results obtained are higher than female workers. - Transport and collect results in one place.
Women Labor	- Female workers do their work more slowly and take longer so that the results obtained are less than male workers even though the area of land they work on is the same .

Table 4 above explains that even the same type of work is carried out by male and female farm workers but the total wages received are still different, that is because the workload carried out by each is different, the quality of work of male farm workers also different from female farm workers, so that is what causes the total wages earned by male farm workers to be different from the wages earned by female farm workers.

4. Education

According to Soekartawi 1990 which explains that the education factor is one of the factors that causes the difference in male and female wages. The educational factor in Parbulu Village is not the reason for the difference in the wages of male and female farm laborers.

Based on the results of the interviews, there were several respondents who revealed that the education factor of female and male farm workers was not the reason for the difference in the wages of female farm workers in the paddy field commodity, this was the same as in the factors of age and work experience. The education factor does not cause differences in wages because education is not a requirement to determine success in conducting rice farming. Education also cannot guarantee that farm laborers can work better and faster so that the factors of age, experience and education are not the reason for the difference in the wages of female and male agricultural laborers in the paddy field commodity in Parbulu Village.

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5. Work experience

According to Soekartawi 1990 which explains that the factor of work experience is one of the factors that causes differences in male and female wages. The work experience factor in Parbulu Village is not the reason for the difference in the wages of male and female farm laborers.

Based on the results of the interviews, there were several respondents who stated that experience was not the reason for the difference in the wages of female and male farm workers. As with the age factor, education, work experience factor is also not a requirement that determines success in conducting rice farming. Because work experience also cannot guarantee that farm laborers can work better and faster so that the influence of age and experience does not cause differences in the wages of female farm laborers and male agricultural laborers in the paddy field commodity in Parbulu Village.

6. Worked area

According to Soekartawi 1990 which explains that the factor of the area of land worked is one of the factors that causes the difference in men's and women's wages. The factor of the area of land worked on is not the cause of the difference in the wages of male farm laborers and female farm laborers in Parbulu Village.

Based on the results of the interviews, it can be concluded that the area of land worked does not cause differences in the wages of female farm laborers and male farm laborers in the paddy field commodity in Parbulu Village. The factor of the area of land worked on is not the reason for the difference in wages because the area worked by male and female workers such as manual rice cutting, in carrying out the same activities and for the same area of land but the wages they get are still different.

7. Working time/hours

According to Soekartawi 1990 who explained that the factor of time/work hours is one of the factors that causes the difference in male and female wages. The factor of time/hours worked in Parbulu Village resulted in differences in the wages of male and female farm laborers.

Based on the results of the interviews, there were several respondents who revealed that working hours greatly determine the total wages earned, even though the working hours are the same, female workers are often inconsistent with time because

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that is what causes differences in the wages of female workers and male workers. This can be seen in the pattern of time and activities in the public and domestic sectors carried out by male farm workers and female farm workers in one day, which can be seen in table 16 below:

Table 5. Time patterns and activities carried out by male and farm laborers Female Farm Labor in One Day.

Time	Activity	
	Male labour	**female worker**
05.00-06.00	- Wake up - Morning bath - Pray	- Wake up - Washing face - Pray - Cooking rice, side dishes, vegetables. - Boil water - Wash dishes - Sweeping the house
06.00-07.00	- Breakfast - Drinking coffee	- Take care of children - Prepare food - Morning bath
07.00-08.00	- Go to work	- Breakfast - Go to work
08-00-11-00	- Start working	- Start working
12.00-13.00	- Rest - Eating and drinking - Go home to pray	- Rest - Eating and drinking - Go home to pray
13.30-14.00	- Go to work	- Go to work
14-00-17.00	- Start working	- Start working
17.00-19.00	- Back home - Afternoon bath - pray - Rest - Drinking tea - Watch TV	- Back home - Afternoon bath - pray - Cook - Sweeping the house - Wash dishes

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		- Drink tea
19.00-21.00	- Dinner - Watch TV - Talking with family	- Dinner - Watch TV - Talking with family
21.00-05.00	- Sleep	- Sleep

It can be seen in Table 16 above which shows that women laborers work more time at home or the role of women is more in the domestic sector because women apart from being rice field laborers they have responsibilities as housewives who before doing work outside the home they must Pay attention to homework first so that is the reason why female farm workers often arrive late and cause differences in wages between male farm workers and female farm workers in Parbulu Village.

CONCLUSION

Based on the results and discussion, the conclusion is based on the results of interviews with several respondents, it can be concluded that from the factors that cause differences in the wages of female farm workers and male farm workers in Parbulu Village, there are 3 factors, namely gender, productivity and working time/hours. Meanwhile, there are 4 factors that do not cause differences in the wages of female farm laborers and male farm laborers in Parbulu Village, namely age, education, work experience and the area of land worked on.

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