

THE PRODUCTIVITY OF WOMEN LABOR ON COCOA PLANTATION IN BANYUWANGI DISTRICT

Evita Soliha Hani¹

Abstract

Labor is the most important production factor in the production process because he/she coordinating the other production factors. Fee received is used for daily needs. Therefore, the government requires all enterprises to pay employees above the Regency Minimum Pay (Indonesia: *UMK*). In general, the wages of women labor in the agricultural sector is under the *UMK*. The purposes of this study are to determine the level of the labor productivity of women, to analyze factors associated with labor productivity of women in the cocoa plantations, and income contribution of women labor to income household. The research was conducted at PT. Perkebunan Nusantara XII (limited) of Kalisepanjang Banyuwangi. The research methods used are descriptive and analytic method. The research result showed that (1) Labor productivity of women is low, (2) factors related to productivity are age, experience, skill, number of household members, and household income, and (3) the level of contributions women's labor income to household income is moderate. Suggestions are recommended to increase the productivity of women labor in order to their household welfare increase is labor payment of PT. Perkebunan Nusantara XII (limited) refer to government regulation, the government gave sanction to the company that hired under the *UMK* and the woman labor force continues to increase the skill of picking the cocoa.

Key words: *Labor productivity of woman, Cocoa plantation*

Introduction

Cacao (*Theobroma cacao L*) is one of plantation commodities of which contribution is big enough for the income of the country and it also provides job vacancies for people in the cacao production centre (Industrial Department, 2007). Agriculture Research and Development Department (2011) noted that cacao plantation has provided job vacancies and the income source for about 900 patriarchs in the area of cacao plantation.

Workers in cacao plantation are not only male, but also woman. Even, the number of woman workers in picking subdivision is more than the number of male workers. According to Prawoto et.al (2008), they commonly work based on their daily pay or work contract-based pay.

Law of Indonesian Republic Number 12 in 2003, Article 90, Subsection1 about manpower states that an entrepreneur is not allowed to pay lower than the minimum pay set by the government of the place where that company operates. It can be said that pay

¹ Faculty of Agriculture, Jember University, email: ita_hani@yahoo.com.