

Empowerment of Local Workers at CV. Amg Farm and Food Garden Banjar Manik Gunung Selanbawak Village Marga District Tabanan Regency

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ABSTRACT

As an institution of higher education, Warmadewa University must be able to ensure that it always obeys the Tri Dharma of Higher Education in accordance with the vision and mission that has been determined. Now every lecturer is encouraged to be able to package community service activities both in groups and individually which will show concern for the community. Community service activities can be carried out by enlightening by providing legal counseling and consultation, socialization and assistance to the community in various fields of life in the economic field. One of the things that should be observed in the service carried out at CV. AMG Farm and Food Garden Banjar Manik Gunung, Selanbawak Village, Marga District, Tabanan Regency, with the existence of an organic culinary business must empower local workers to the surrounding community because it has a high potential for business development. Realizing the importance of workers for the Company, Government and Community, it is necessary to think so that workers can maintain their safety in carrying out their work. In the implementation of development, workers have an important role and meaning as a supporting element for the success of national development in general and regional development in particular. The main objective of this research is to address the challenges faced by the organic culinary business CV. AMG Farm and Food Garden Banjar Manik Gunung Selanbawak Village, Marga District, Tabanan Regency. The method of data collection that uses in this Program are Semi-Structured Interviews and Focus Group Discussions.

Keywords: CV.AMG Farm and food garden, Empowerment, Local Workers, PKM.

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1. INTRODUCTION

Situation Analysis

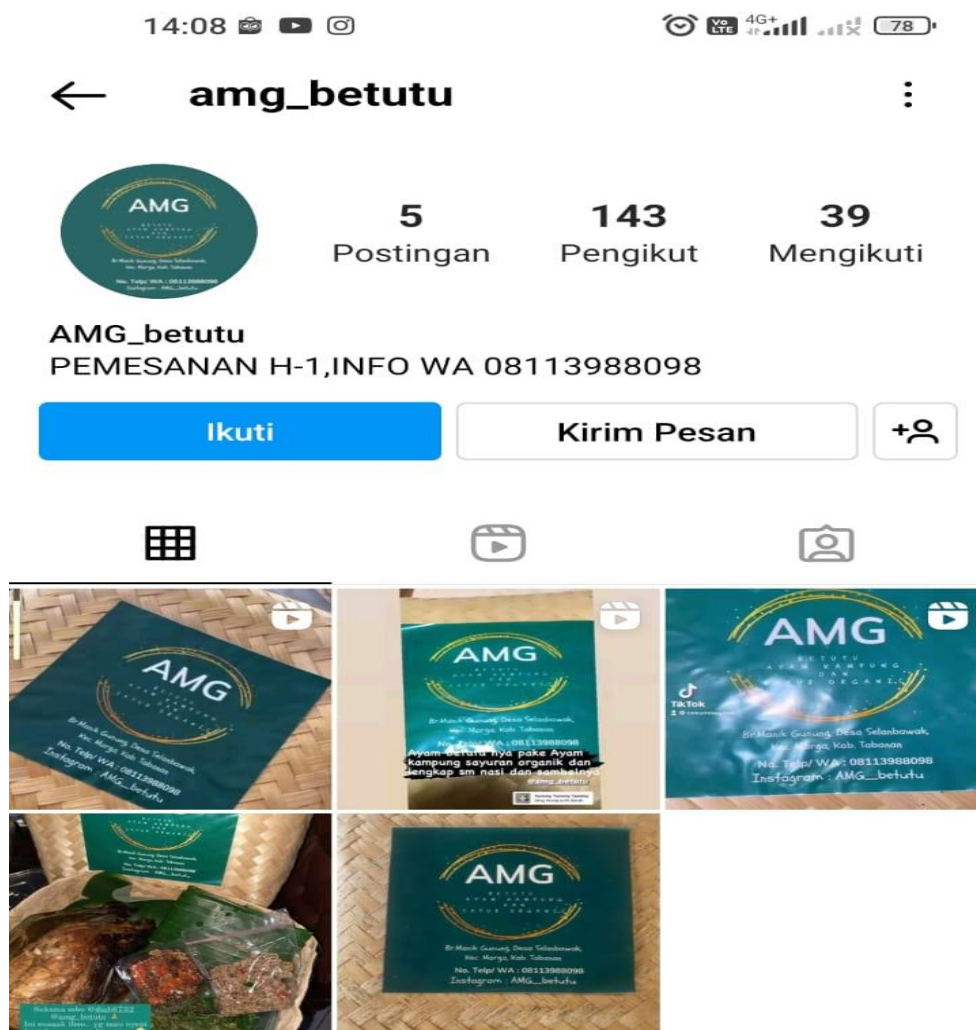
The company engaged in goat farming and organic culinary business located in the banjar Manik Gunung area of Selanbawak Village, Marga District, Tabanan Regency, has been established about 3 years ago, most of which are individually owned. The company is a business entity called CV AMG Farm and Food Garden Banjar Manik Gunung Selanbawak Village Marga District Tabanan Regency. The company, which is engaged in goat farming and organic culinary business, has several benefits in addition to meeting human food needs according to the commodities produced by the goats, such as: meat for consumption, milk for soap making, goat skin for handicrafts, dung and urine that can be used for organic fertilizer and so on.



Chart 1 Brand CV AMG Farm and Food Garden

The existence of CV AMG Farm and Food Garden in Banjar Manik Gunung, Selanbawak Village, Marga District, Tabanan Regency, by many people is used as an additional income to fulfill their daily needs, in addition to the main income of some people in terms of agriculture and plantations. This is due to the limited

employment opportunities available in the area, in addition to the population residing in Selanbawak Village, many people who are of working age migrate to the city to look for work. This condition makes it difficult to drive the village economy.



By looking at the factual conditions that exist in Selanbawak Village, it is hoped that in the future the community can manage goat farming businesses with organized management both in terms of maintenance, improving the quality of livestock trade and increasing the marketability of livestock, CV. AMG Farm And Food Garden, engaged in goat farming and organic culinary business in this case is widely developed on the island of Bali precisely in Banjar Manik Gunung Selanbawak Village, that most of the people who live in the village work in agriculture and plantations and one profession as an entrepreneur of goat farming and organic culinary business, which has fifty goats. This is what underlies our team to make the Selanbawak village community the target of conducting community service activities.



Figure 2 Organizing PKM

The proposal for dedication with the title PKM CV AMG Farm And Food Garden Banjar Manik Gunung, Selanbawak Village, Marga District, Tabanan Regency, which is engaged in goat farming and organic culinary business, aims to carry out dedication from the legal aspect of the agreement whether there is an

agreement in writing between the financier or owner of the organic culinary business and local workers. In the implementation of development, local workers have an important role and meaning as a supporting element for the success of national development in general and regional development and village development in particular. Local workers have a working relationship with the company so it is only natural that they are given protection, maintenance and development of their welfare. Realizing the importance of local workers for companies in the village, it is necessary to think about how local workers can maintain their safety in carrying out their work. Likewise, employment and occupational health are sought so that what they face in their work can be considered as much as possible so that vigilance in carrying out their work is guaranteed (Muharam, 2006). Thus, in carrying out work, local workers must receive protection to avoid arbitrary company actions against local workers in order to obtain cheap labor (. With this reality, it is necessary to have social protection in the form of occupational safety and health. Therefore, with the binding of a work agreement aimed at local workers getting certainty about their rights as workers (Soepomo, 2009: 5).

Legally, the employment agreement made must fulfill the conditions for the validity of the agreement contained in Article 1320 of the Civil Code, which determines that every agreement must fulfill 4 conditions for the validity of the agreement, namely that there must be an agreement between the parties, then the parties have legal capacity, then have certain things and a *halal causa* (Djumadi, 2007).

Work agreements between investors and local workers and imply that against companies or institutions have made clear signs so as not to be violated and have an impact on outsiders (third parties) in anticipating the impact of the negative excesses of the running of the company (legal entity), especially due to the actions of legal entities that cause harm to other parties (Sutedi, 2009: 23).

As is common in an agreement in general, that an agreement is an event where one person promises to another or where the two people promise each other to carry out something. (Subekti, 1995: 1) Meanwhile, a work agreement is an agreement made jointly or between individuals or groups that aims to achieve common goals. Thus, a work agreement is an interaction of legal relations between the most important parties. This is because in essence humans are social creatures who are considered unable to live alone without others. Article 1338 of the Civil Code stipulates that all agreements made legally shall apply as laws for those who make them. In a business cooperation agreement with partners, when there is a breach of promise (default), it means not implementing the contents of the contract. Whereas the previous parties have provided justice and legal certainty to the parties, the law provides sanctions in the form of compensation, cancellation of the agreement and transfer of risk. Therefore, the main objective of this research is to address the challenges faced by the organic culinary business CV. AMG Farm and Food Garden Banjar Manik Gunung Selanbawak Village, Marga District, Tabanan Regency. The method of data collection that uses in this Program are Semi-Structured Interviews and Focus Group Discussions.

Then in conducting business management and marketing management training so that partners can provide a better organic culinary business and partners can also analyze the feasibility of their culinary business can calculate the net profit obtained by large and can expand their culinary marketing areas if in the future the number of businesses increases. In this case also good business management and organic culinary marketing strategies using online media. This will further increase competitiveness and marketability and can also improve the economy, especially Banjar Manik Gunung, Selanbawak Village, Marga District, Tabanan Regency.

Problem Identification

Based on the background mentioned above, two problem identifications were studied as follows: There is no written agreement with local workers, only an oral agreement at the organic culinary business CV. AMG Farm And Food Garden Banjar Manik Gunung Selanbawak Village, Marga District, Tabanan Regency, and there is no optimal marketing improvement for organic culinary businesses using online media CV. AMG Farm And Food Garden Banjar Manik Gunung Selanbawak Village, Marga District, Tabanan Regency.

2. METHOD

Data collection that used in this research are Semi-Structured Interviews and Focus Group Discussions. Semi-Structured Interviews, Conduct interviews with the owners/managers of CV. AMG Farm and Food Garden to explore the nature of the existing oral agreements with local workers. Investigate the benefits, challenges, and concerns associated with this arrangement. Focus Group Discussions: Organize focus group discussions involving local workers to understand their perceptions of the current agreement system. Explore their experiences, expectations, and any issues they face. The implementation method carried out in the community service program is by means of:

No	Program	Implementation method
1	Business Law Program	<ol style="list-style-type: none"> 1. Assistance in drafting written agreements to local workers of organic culinary businesses in Banjar Manik Gunung, Selanbawak Village, Marga District, Tabanan Regency. 2. Socialization of Law Number 13 Year 2003 on Manpower
2.	Faculty of Economics Management Program	<ol style="list-style-type: none"> 1. Good management methods and marketing of organic culinary businesses through online media at banjar Manik Gunung, Selanbawak Village, Marga District, Tabanan Regency
3	Partnership of organic culinary business Banjar Manik Gunung Selanbawak Village Marga District Tabanan Regency..	<ol style="list-style-type: none"> 1. Setting up the interview venue 2. Setting up the infrastructure 3. Analyze the assistance of the draft written work agreement, good management and marketing through online and off line media.
4.	Mahasiswa	<ol style="list-style-type: none"> 1. Assisting assistance in terms of documentation 2. Assist in taking 4-minute videos about the implementation of PKM.

3. RESULTS OF SERVICE IMPLEMENTATION

Bali Province in general and Tabanan Regency in particular have a lot of organic culinary business potential (Malik, 2016). Bali has many organic culinary businesses that are always growing every year. The rapid development of organic culinary businesses in Bali and especially in Tabanan Regency, especially Selanbawak village, there are various organic culinary businesses such as: organic betutu chicken, goat milk, organic vegetables, organic fruit which are visited by many consumers. This has implications for the large number of consumers who shop in Selanbawak Village, Tabanan Regency in particular.

With a commitment from the beginning of the culinary business in Selanbawak village, it has empowered the local workforce professionally, from the results of research on June 6, 2023 said that 70% consisted of local labor, and non-local labor was only 30%. People who join as local labor in the culinary business, initially as labor there is a special selection stage to work in the business. The absorption of local labor, namely the Selanbawak village community with the initial plan to absorb local labor is rationed, namely the community from each Banjar. The reality that occurs is that all banjars take the available quota so that the quota can be deducted by the banjar with a note that it is still the Selanbawak Village community.

Due to the organic culinary business which has been upholding the empowerment of local labor since the beginning, it requires a special stage from the business in seeking the skills of the local community so that they can have competitiveness and marketability to consumers who visit as buyers in the ability to service or service to consumers (Halim, 1983). To improve the ability to provide service, training is given on the 3 S's, namely smiles, greetings, and greetings as well as provision of information that they will convey when they shop, such as the benefits of organic vegetables and fruits and the benefits of goat milk.

Talking about the concept of local labor is labor that comes from the land of its birth or native to the area where it lives and is domiciled in the area and is proven by an identity card (KTP) and family card (KK) (Soepomo, 1983). The results of research on June 6, 2023, with the business owner said that the empowerment of local labor in the culinary business of Selanbawak village with a percentage of 70% local labor, and the remaining 30% of outside labor, this proves that it is in accordance with the Regional Regulation on the implementation of employment, this means the result of an agreement from the company with Selanbawak village. This aims to facilitate communication with the surrounding community, not monotonously aiming for business for profit alone (Manullang, 1990). This is also done to facilitate deliberation and kinship with the community. However, there is a weakness that is carried out, namely between the company and local workers who have been recruited there is no binding work contract in writing, this results in no legal certainty of the rights and obligations of both parties and when there is a risk of violation it is difficult to resolve fairly.

According to the results of research on June 6, 2023, that the working relationship between employers and local workers is limited to the working relationship between employers and their workers but when the workers are obedient and obedient to the rules or regulations of the company, this is no problem and runs smoothly, but when a violation occurs, problem solving is always sought by deliberation or family ways. The

results of the study also said that there had never been a problem of default / non-performance of obligations between the company and local workers in the culinary business of Selanbawak village who did not carry out their obligations even though the agreement was in oral form, meaning that the local workforce had received their rights such as wages with the UMR scale, getting holiday allowances (THR), and being guaranteed with BPJS Health and BPJS Employment. According to (Belinfante, 1983: 21) says that no one can exercise authority without assuming the obligation of responsibility or without the implementation of supervision.

The urgency of regulating the absorption of local labor from the Selanbawak village krama reflects efforts to realize inclusive economic growth for the Selanbawak village krama community of Tabanan Regency, Bali Province. Selanbawak village empowerment does not put pressure on employers in the local labor recruitment policy.

The cross-sector combination set by the Tabanan district government of Bali Province bridges the needs of inclusive economic growth in the form of providing employment and training facilities and apprenticeship education before being recruited as labor in each region of Bali Province. Thus, the research results show that it is significant with the empowerment of the Blangsinga traditional village in realizing the inclusive economic growth of the Selanbawak village community in Bali Province.

4. CONCLUSIONS AND SUGGESTIONS

Conclusion

Empowerment of local labor in culinary businesses located in Selanbawak village, Tabanan Regency, in accordance with Bali Province Regional Regulation Number 10 of 2019 concerning the implementation of Manpower, agreed between the owner of the culinary business and Selanbawak village, coordinating which has been agreed to employ local labor 70% comes from local labor in Selanbawak Village, and 30% comes from outside labor. This shows that the local workforce recruited comes from their homeland or is native to the area where they live and are domiciled in the area and are proven by identity cards (KTP) and family cards (KK). As well as the role of traditional villages in Selanbawak Village in empowering local labor is very influential on the company's commitment and there must be approval from the traditional village every time they recruit labor, with the aim that there is a balance between the rights and obligations of companies operating in Selanbawak village which contributes to the welfare of the surrounding community and automatically provides welfare in the economic aspect.

Suggestions

Suggestions addressed to the Tabanan Regency Government, must supervise on a scale of companies that recruit local labor to avoid violations that occur, meaning that there must be a balance of rights and obligations carried out by the company and apply the concept of Tri Hita Karana. And to the community as a local workforce, there must be legal certainty about workers' rights in accordance with the standard regulations in the Bali Province regional regulations.

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