

Integration of Human Resources and the Environment on Productive Migrant Village Programs in Banyumas Indonesia

Muslihudin Muslihudin^{1*}, Tyas Retno Wulan¹, Tri Sugiarto¹, Sotyania Wardhianna¹, and Sri Wijayanti²

¹Sociology Department, Faculty of Social and Political Sciences, Jenderal Soedirman University, Purwokerto, Indonesia

²International Relation Department, Faculty of Social and Political Sciences, Jenderal Soedirman University, Purwokerto, Indonesia

Abstract. Banyumas is one of the large regency sending of Indonesian Migrant Workers (IMW) abroad, so it received a pilot project from the Ministry of Labor and Cooperatives namely the program of Productive Migrant Village (PMV). The productive business program is one of the four PMV programs. The former IMW was guided by the local government to create a program that combines the potential of human resources with the potential of the environment. The programs are: 1. making food from plantation products in the vicinity, namely food staples made from raw cassava. 2. Cultivation of rabbits whose meat is marketed to the market, 3. Planting California papaya and dragon fruit that looks fertile, fruitful and easily marketing. 4. Making tempe chips. Productive efforts like that considered to be a vehicle for the activities of former Indonesian migrant workers and their families. Such productive activities are in accordance with the potential of IMW as well as the potential of the environment. However, the result of the production business, which has been running for 2 years, there are obstacles in the aspect of human resources. For this reason, the government should provide assistance and guidance to get success in the program.

Keywords: human; environment; productive migrant village; Indonesian migrant worker.

1 Introduction

Banyumas Regency is one of the regencies with large numbers of Indonesian migrant workers. Therefore Banyumas Regency received a pilot project from the Ministry of Manpower and Cooperatives, namely the program of Productive Migrant Village (PMV). The PMV Programs in Banyumas district has been running in two villages since 2017 [1]. The villages that were used as a pilot were Cihonje Village, Gumelar Sub-District and Losari Village, Rawalo District. These two villages are the largest contributors to their migrant workers.

The PMV Programs had been determined by the Ministry of Manpower and Cooperatives, which embodies four PMV pillars which include; 1). Providing migration information and services, 2). Growing productive business, 3). Facilitating the formation of community parenting, 4). Facilitating the formation and development of cooperatives/financial institutions. The four programs have been strived to run quickly by the two villages that became the pilot, with a variety of devices from personnel, software, and hardware.

Particularly for productive business programs intended to grow and develop Productive Enterprises to assist IMW and their families so that they have the skills and willingness to develop productive businesses through training, mentoring, and assistance with productive business facilities to their marketing. [2] conclude that the Productive Migrant Village Program, especially pillar 2 (productive business development)

and pillar 4 (PMVP cooperative development) are very strategic to support local communities to develop agriculture-industry-based MSME, which is based on the dominant survey of agriculture/plantation and fisheries and agriculture-industry which has been initiated by many local communities, food / beverage industries from various superior commodities from agricultural, plantation, fisheries and livestock products.

The productive business program is actually background due to a large number of IMW and their families who have not been able to utilize the work results or remittances they have obtained for productive business ventures, but are more widely used for consumption purposes. [3] Remittance is the main or only source of income for families of migrant workers, remittances tend to run out to meet their daily needs. If migrant workers come from relatively well-established economic backgrounds, remittances can be collected to increase family assets. Remittances used to fulfill various living needs without any other source of income will usually run out within 2-7 months. After that, they have to resell the assets they have and return to their original state or return to work abroad.

Human resources (HR) are development agents who can actively empower natural resource potential towards a more productive direction. However, on the contrary, humans can also exploit natural resources without seeing the negative impacts they cause. Therefore, the government needs to be aware of the importance of HR development efforts through improving education and

* Corresponding author: muslihudin1963@yahoo.com

skills for its citizens (HR) and utilizing its potential effect for socio-economic development in the country concerned [4].

The era of regional autonomy provides an opportunity for local governments to develop human resource development (HR) policies and programs following the potential of natural resources owned and the needs of local communities. HR development has a strategic position if directed in accordance with the potential of natural resources because quality human resources will be able to maintain environmental preservation. Natural resources are a production factor that must be used wisely for the benefit of the community, which is a group that needs to improve their lives [5].

This article aims to find out how productive programs are to make the most of the potential of human resources and natural resources in the environment where IMWs are located.

2 Material and Method

The research was conducted in February 2018 in Banyumas Regency, which is one of the districts that received a Productive Migrant Village Program from the Ministry of Manpower and Cooperatives. The research sites are Cihonje Village, Gumelar District, and Losari Village Rawalo District. The choice of location is based on the consideration that the PMV Program has been implemented in the two villages. In accordance with the provisions set by the Ministry of Manpower and Cooperatives, the two villages represent the villages in Banyumas Regency [6]. The two villages are pilot projects in the PMV program in Banyumas Regency. Thus the results of this study can be used as references for adoption in other villages that are implementing PMV programs.

The research uses the constructivism paradigm, which is the antithesis of understanding that places observation and objectivity in finding reality in the social world. This notion states that the notion of positivism and post-positivism is a notion that is wrong in revealing the reality of the social world [7]. The method of collecting data is in-depth interviews, observation and focus group discussions (FGD). Data analysis is done both in the field and after the data is collected. Data that has been collected is then processed to be systematic. Preparations start from writing interviews, observing, editing, classifying, reducing, presenting data, and concluding data [8].

3 Result and Discussion

3.1 Description

Losari Village is located in Rawalo District, Banyumas Regency which is geographically surrounded by Serayu River and has a fertile land contour. Losari is the last village in Banyumas Regency which is directly adjacent to Cilacap Regency. The southern part of Losari Village

is bordered by Cilacap Regency, and in the West, it is bordered by Jatilawang District.

Losari Village, which has an area of 645,279 km², is in the lowland category (height between 25 m and 25 m above sea level), so the rice fields are also quite extensive. The people of Losari Village who are mostly farmers, besides being able to produce staple food, namely rice, are also well-known for producing legumes, pulses, fruits, and tobacco plants.

The topography of the area of Cihonje Village is in the form of hills with the flow of Tajum River which divides the village. The height of the sea level is around 250 meters. Cihonje village, the largest village in Gumelar Sub-district, has an area of 14.90 km². With land-use mostly for upland plantations which reach an area of 600.51 hectares, while for yards and buildings an area of 236.83 hectares.

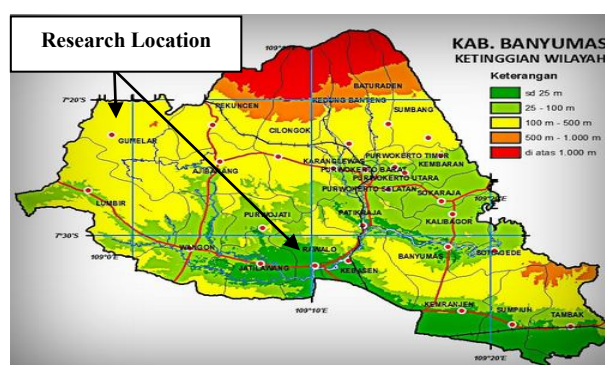


Fig. 1. Map of Banyumas regency

Human resources can be reflected in the level of education. Indonesian migrant workers, especially those from Banyumas Regency, are still relatively low educated. The proportion of IMW with primary and junior high school education is the majority of their education, which is 34.66 percent respectively. The low level of education also reflects the economic conditions of low or poor families. Most families of Indonesian migrant workers came from poor families [9].

Table 1. Education of IMW departing in 2017

No.	Level of Education	Amount	Percentage
1	Elementary School	921	34.66
2	Junior High School	921	34.66
3	Senior High School	601	22.63
4	Vocational High School	194	7.30
5	Diploma	16	0.60
6	Undergraduate	4	0.15
	Total	2,657	100

Source: [1]

Because of the low level of education, the majority of them work in sectors that do not require higher education qualifications. The level of education that is mostly only

up to high school will be difficult to fight for in domestic jobs, so becoming an IMW is an attractive solution for them. These problems are still coupled with the problem of poverty that plagued the Indonesian people [3].

3.2 Productive Business Program

The PMV Program in productive business in Banyumas Regency in Cihonje Village, Gumelar Sub-District is:

a. Raising Rabbits

Cultivation of rabbits as a form of productive business development was carried out by several IMW families. The activity is to utilize existing resources in hilly areas so that livestock raising is a conducive business. The marketing or sales aspect of livestock products is very easy because the demand for rabbit meat is very high from Purwokerto and Baturraden cities. Even the high demand for rabbit meat cannot be fulfilled by rabbit farmers in the village of Cihonje. The problem that is often faced by rabbit breeders is related to pests or health of rabbits who sometimes get sick even to death. Knowledge of raising rabbits is required to know in more detail so that they can overcome if there is a problem with the livestock of the rabbit.

b. Craft Snacks

Making snacks made from cassava is also a mainstay of the productive efforts of IMWs. The craft is called "Cantirku". Actually, the food craft was quite appropriate for the PMV Cihonje village because cassava was indeed produced in the village. The obstacle is the raw material for making my cable is not from the results of the process itself, but the results of the purchase of a private company, the IMW only fry it then packed. Even though the assistance of equipment for processing from cassava into semi-finished materials already exists which is assistance from the government. The equipment is quite a lot until now it is only stored in the PMV learning house room. Another obstacle is the marketing of handicrafts that some former IMW mothers have. Because marketing while still in the village itself, has not been able to penetrate other areas. In this case, it seems that people who have an entrepreneurial spirit are needed.

The PMV Program for productive businesses in Losari Village, Rawalo District are:

a. Making Tempe Chips

The work done by the former IMW women was tempe chips with the brand "Citra Sari". Tempe chips are actually not too new in the Banyumas area because it is already a home industry. The marketing of handicrafts is also still very limited and there is no potential to be large because the packaging is still simple.

b. Cultivation of Dragon Fruit and Papaya

The planting of dragon fruit and papaya fruit which is intended as an effort to grow the productive business of Losari village seems to have not obtained significant results. Even the planting of dragon fruit has not yet gotten results, there has been a shift in land. It seems that the planting of dragon fruit is rather forced so that it has not shown any meaningful results.

The PMV, productive business program in Cihonje Village and Losari Village can be compared to the forms and actors in the following Table 2. Viewed on the implementation side, everything is still a group, not yet becoming an individual activity. This shows that indeed there is still mutual interconnection with each other in productive business activities carried out.

Table 2. Productive businesses in Banyumas

No.	Cihonje Village	Losari Village
1	Cantirku Food	Kripik Food
2	Rabbit Cultivation	Dragon Fruit and Papaya Cultivation

Source: primary data, 2018

3.3 Human Resources and the Environment

The condition and quality of human resources in the IMW community and their families are the front lines for the success of productive business programs. The condition of natural resources is dependent on the quality of human resources that manage and process it. In agriculture, for example, no matter how fertile the land is if the quality of its human resources is lacking, the agricultural output is also lacking. For conditions in many agriculture in Indonesia, it still shows that Indonesian human resources currently have low competitiveness qualifications [10]. Agricultural HR management is needed by focusing on four main elements, namely cognition, psychomotor, affection, and intuition. With the management of agricultural HR on the four elements, it is expected to be able to move the agricultural sector which has implications for the realization of food sovereignty.

All PMV programs are located in rural areas because almost all PMIs come from rural areas. For this reason, villages have a strategic role to protect Indonesian migrant workers because the village is the first exit for a villager before leaving for overseas [11]. The absence of the state in the protection of IMW led to a local initiative in the form of Desbumi (Village Care for Migrant Workers) that protects villagers with data, information, complaint posts supported by a legal umbrella in the form of village regulations (website), website-based information technology and village budget support. The native presence in Nyerot Village, Central Lombok, West Nusa Tenggara and Kuripan Village, Wonosobo, has narrowed the space for the movement of brokers who have mastered the knowledge of the stages of working abroad and villages to ensure that citizens depart with the right procedures and get maximum protection.

The rural conditions are thick with patterns of agrarian livelihood, so dependence on natural resources is stronger than in urban areas. Likewise, the social conditions of rural communities are thicker with social values than in urban areas. For this reason, development programs must pay more attention to local values and

wisdom in the countryside. Hidayat [12] suggested that the management of natural resources carried out and become a practice of living in the Pak Pak indigenous-local community in Dairi, North Sumatra was based on traditional wisdom, with characteristics: knowledge is a community-owned property, managed holistically, morally, praxis and ecologically. Management of resources based on traditional wisdom can guarantee the sustainability of ecology and sustainable development.

Thus the integration between human resources and the environment in productive migrant village programs is absolutely necessary to support sustainable productive business programs. The quality of human resources in community empowerment programs such as productive migrant village programs is indeed low. The programs are also classified as not too difficult to do by low resources. The important thing is to draw from the reality in the field that the spirit of the former migrant workers is very high. High enthusiasm capital will be an important contributor to the success of the program.

3.4 Policy Implications

The implementation of a productive business program for 2 years since the start of PMV has not yet appeared to be optimally successful, both in Losari Village and in Cihonje Village. Constraints that occur not on opportunities and natural resources, but rather the conditions of market competition, networking, and branding. To overcome this problem requires assistance and the opening of a marketing network so that it can open a wider path. Because without such assistance, productive businesses that actually have good potential will run aground on the road or stagnant.

Such obstacles naturally occur in a community economic empowerment program. Like the [13] study which shows that former IMW in Donomulyo Sub-district Malang Regency have sufficient social and cultural characteristics, but have low economic characteristics. In accordance with the skill characteristics of former IMWs and their natural resource potential, the relevant business potential is to support Coast and Goa Tourism in South Malang. Several types of businesses include cassava-based snack production and coconut-based souvenirs. Interest rates, high economic growth, the readiness of facilities and infrastructure, natural resources and bureaucracy are easily the supporting domains of investment. On the contrary, the quality of human resources and low technology is a domain of investment constraints.

Conditions that have not been successful, the Banyumas labor service as an institution that has initiated the implementation of productive migrant village programs is supposed to foster and assist the pioneer villages that it has chosen. In order not to be like the community empowerment projects that stop a lot of sustainability after the project from the government also stops [14]. Although the programs proclaimed are very good, they are by integrating the potentials in the environment where the village is located. However, empowerment does not stop until a good program, but

education must end in the end, namely an independent community can build and improve their standard of living. Hopefully, the productive migrant village program can succeed in being a good empowerment program.

4 Conclusion

The productive migrant village program is a national program that applies throughout Indonesia. PMV is applied to villages that contribute to the largest Indonesian migrant workers. Banyumas is the second sending district of Indonesian migrant workers in Central Java Province. Therefore it is feasible to get productive migrant village projects. In the implementation of productive business programs in two pilot villages it is ideal because it combines the potential of human resources with the potential of natural resources and the environment. Human resources in the form of former IMWs and their families have advantages with other community members, namely the experience of migrating to the land of people. They have a high motivation to succeed than other villagers. Therefore, theoretically the aspects of resources in productive migrant village programs are very conducive to success.

The natural resources of two PMV implementing villages share the same thing as the rural environment, but there are differences in the potential contained in them. The difference in potential is because topographically they are much different. One village is in the mountains, while the other village is on flat land. Thus the productive business developed is also different. But the point is that the two villages have combined the potential of their human resources and natural resources.

Acknowledgment

Thanks to the Research and Community Service Institute of the Jenderal Soedirman University for funding this research. Thanks are also conveyed to the Office of the Ministry of Manpower and Transmigration in Banyumas Regency, which has worked together in strengthening the PMV program. Thanks also to the heads of the Cihonje and Losari villages for permitting the research team. Likewise to the PMV companions of Cihonje Village (Miss. Yuli and Mr. Indra) and the PMV companion of Losari Village (Miss. Renate and Mr. Arif).

References

1. Ministry of Manpower, *PMV: Productive Migrant Villages, Building and Protecting Indonesian Migrant Workers from Villages*, Research and Development Ministry of Manpower, Jakarta (2017)
2. Y. Nuraeni, *Agro-Industry Based on Micro Small and Medium Enterprises (MSME) Development Strategy Through Productive Migrant Village Program (PMVP) in Expanding Job Opportunities*,

- Journal of Managerial Accounting **3**(1), 42-53 (2018)
3. R.D. Bareta, B. Ispriyarso, *Legal Politics Protection of Indonesian Migrant Workers in Full phase of Work*, Kanun Jurnal Ilmu Hukum **20**(1), 163-181 (2018)
 4. M.P. Todaro, *Economic Development, fifth edition*. Collaboration between Bumi Aksara and Longman, Jakarta (2000)
 5. Soewartoyo, T. Soetopo, *Potential Natural Resources and Quality Improvement of Human Resources in the Coastal Community Area of Bangka Regency*, Indonesian Population Journal, **IV**(2), 61-78 (2009)
 6. Department of Labor, *Cooperatives and Small and Medium Enterprises Banyumas Regency*, Data on Indonesian Migrant Workers (PMI), Number of Unemployed, Banyumas Regency (2018)
 7. A. Salim, *Management Information in Rural Areas: A Case Study of Rancasalak Village in Garut. Indonesia*, Procedia Technology **11**, 243-249 (2013)
 8. B.M. Miles, M. Huberman, J. Saldana, *Qualitative Data Analysis: A Methods Sourcebook (Third Edition)*, Copyright Sage Publications Inc. Washington (2014)
 9. T.L. Prihatinah, N. Asyik, Kartono, *Obstacles to Legal Protection for Migrant Workers in Cilacap District*, Journal of Legal Dynamics **12**(2), 312-310 (2012)
 10. Juarini, *Human Resource Management for Agriculture to Support Food Sovereignty*, National Seminar at the University of Yogyakarta PGRI ISBN 978-602-73690-3-0, 344-348 (2015)
 11. T.R. Wulan, D. Shodiq, W. Ramadhanti, S. Wijayanti, *Protection of Migrant Workers from Upstream to Downstream through "Caring for Migrant Workers" Villages (Desbumi): Study at Kuripan Village, Central Java and Nyerot Village, West Nusa Tenggara*, Journal of Rural Sociology, 155-162 (2017)
 12. Hidayat, *Natural Institution-Based Natural Resource Management*, LEKHA IMAGE History Journal **XV**, 19-32 (2011)
 13. S.W. Latifah, A.W. Jati, E.R. Retna, *Empowerment of Former Migrant Workers Through Local Potential Based Business Development*, Journal of Business, Management & Banking **2**(1), 65-80 (2016)
 14. M. Muslihudin, K. Solahuddin, A. Triana, *The Program Implementation of Energy Self-Sufficient Village based on Calophyllum Inophyllum in Purworejo, Central Java, Indonesia*, Proceeding of International Conference on Green Technology ISSN: 2355-3456, 27-31 (2015)