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Social Conflict Resolution Between Communities And Palm Oil Plantation Companies Through Local Labor Empowerment In West Aceh District

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Abstract

This research departs from the importance of resolving social conflicts between oil palm plantation companies through empowering local workers. For the sustainability of the oil palm plantation business and improving people's welfare. Article 74 paragraph (2) of Law Number 40 of 2007 concerning Limited Liability Companies (UUPT) and Article 2 paragraph (1) letter e of Law Number 19 of 2003 concerning State-Owned Enterprises. Although efforts have been made to resolve conflicts between communities and oil palm plantation companies in West Aceh, the conflict has not yet been resolved. This study is to analyze the barriers to resolving social conflicts between social conflicts between communities and oil palm plantation companies in West Aceh. This study uses a sociological juridical approach to look more deeply at the effectiveness of law in society. The research uses primary data and secondary data as well as field data in West Aceh. Secondary data by searching the literature related to the research focus. Data collection techniques were carried out through structured interviews with the parties involved in this study. The results of the study show that the inhibiting factor for conflict resolution between the community and oil palm plantation companies in West Aceh is that many productive age villagers do not work and the empowerment program is not empowered to be on target. This study produces a model for empowering local workers by utilizing the benefits through the CSR budget to provide job training to people of productive age aged 18-35 years.

Keywords

Social conflict resolution, Community and oil palm plantation companies, Empowerment of local workers,

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1. Introduction

The development of the oil palm plantation industry sector is growing along with the business world's need for refined palm oil products which have a positive impact on the country's economic development. The presence of oil palm plantations also raises social conflicts among the surrounding communities.[1] The importance of the presence of the plantation business for the progress and improvement of people's welfare in a region and country by utilizing the potential of the local workforce.

Weak management of social conflicts between oil palm plantations and local communities, especially with local workers, has become an obstacle to the progress of the oil palm plantation business. According to Sumardjo[2] that the powerlessness of the community to deal with environmental changes has resulted in an increasingly widening gap between the community and other communities, as well as between the community and entrepreneurs, being part of the originator of social conflict. In addition, less effective conflict management has an impact on the emergence of conflict.

Wieke Herningtyas[1] revealed that social conflicts between communities and oil palm plantation companies can be resolved by local governments through recognition of indigenous peoples and their rights. This recognition can be in the form of empowering

local workers to improve community welfare, in order to realize the development and sustainability of oil palm plantation businesses based on local customs and culture.

The fact is that community empowerment in general through the use of local workforce is not optimal in implementing the corporate social responsibility program for community empowerment in general and local workforce empowerment in particular. In the context of this study, the use of social responsibility programs for local workers should be able to improve their skills and abilities.

According to Rizka Amalia [3] that an ineffective governance system has not succeeded in reducing the negative impact of oil palm plantation business operations. Social conflicts still frequently occur as a result of corporate social responsibility programs not being utilized optimally for community empowerment in order to increase the level of community welfare, in the context of this study, especially through the utilization of local workforce sources and community empowerment around oil palm plantation companies.

The existence of an oil palm plantation business in the midst of the community is ideally to improve people's welfare, increase people's standard of living. As the results of research Nanu Hasanuh [4] that management is obliged to consider the benefits for business owners. In addition, it is also necessary to consider the welfare of the community and the impact of its operations in a social dimension equivalent to the economy and the surrounding environment. This is in line with Bentham's view in utility theory that an action is important to do or not to do is by tracing the benefits or benefits that will be generated. The principle of benefit is the principle that underlies the consideration of every activity carried out to the extent that the action can increase or conflict with happiness.[7]

Oil palm plantation companies have responsibilities towards stakeholders both in the form of empowering the workforce and the community, especially those around the company. This is in accordance with Article 74 paragraph (2) of Law Number 40 of 2007 concerning Limited Liability Companies (UUPT) and Article 2 paragraph (1) letter e of Law Number 19 of 2003 concerning State Owned Enterprises. The government's efforts through partnerships between and business entities by utilizing the CSR program to empower local workers, to realize the development and sustainability of oil palm plantation businesses based on local customs and culture. Given the importance of these factors, the potential of the workforce and the community should be empowered and put to good use,[8] to reduce unemployment in Aceh.

The Central Statistics Agency (BPS) noted that the open unemployment rate (TPT) in Aceh was 6.30% in August 2021. This value decreased by 0.29 points from August 2020 which was 6.59%.[9] Thus the unemployment rate which is only zero point means that the unemployment rate in Aceh is still very high. In 2019, there were 135 oil palm plantation companies in Aceh province consisting of 13 large state companies and 122 large private companies. The large area of oil palm plantations in Aceh which has great potential can improve the welfare of the community, and can minimize social conflicts. However, efforts to resolve social conflicts between oil palm companies and local communities through empowering local workers are still not optimal. This has a negative impact on reducing unemployment and poverty in Aceh, which amounted to 834.24 thousand poor people in 2021.[10]

Even though the norms related to empowerment through partnerships already exist, the reality of empowering local workers through the CSR of oil palm plantation

companies cannot be implemented optimally. This can have a negative impact on the development and sustainability of the oil palm plantation business. This study will analyze the factors inhibiting the resolution of social conflicts between oil palm plantation companies and communities through empowering local workers for the development and sustainability of oil palm plantation businesses in West Aceh and finding solutions.

2. Research Methods

This study uses a sociological juridical approach which aims to look more deeply at the effectiveness of law in society. This research is supported by primary data and secondary data. Primary data was obtained by conducting field research in West Aceh District. While secondary data was obtained by conducting a literature search and regulations related to the research focus. Data collection techniques were carried out through structured interviews and focus group discussions (FGD) with the parties involved in this research.

Analysis and critical data is needed so that data can be interpreted,[11] and find the problems found. If necessary, will revise the relevant legislation. According to Charatterjee [12] this is done so that there is room for researchers to criticize, improve and provide suggestions for revisions or cancellations and changes to laws that are weak and ineffective. In this context it relates to legal regulations regarding the development and sustainability of oil palm plantation businesses based on local customs and culture through empowering and utilizing human resources in the form of local labor either through recruitment or short training by oil palm plantation companies to improve the welfare of local communities in West Aceh

3. Result and Discussion

3.1 Solving social conflict conflict and its benefits

Resolution of social conflicts between oil palm plantation business entities and local communities that have the potential to have a negative impact on the development of oil palm plantation businesses. The potential that can arise is due to conflicts between plantation companies and plantation companies using a rescue valve to resolve conflicts between plantations and communities. The resolution of the conflict is through the empowerment of local workers. According to Lewis Coser [13] that conflict resolution is carried out by using a conflict rescue valve, in this study the rescue valve is CSR which is manifested in the form of activities including effective empowerment of local workers.

Efforts to resolve social conflicts through empowering local workers are beneficial for the community and business entities considering that local workers are potential human resources as one of the determining elements of the success or failure of the plantation business. Where conflict can have a positive functional impact as long as it can strengthen the group. Social conflict will turn into a positive one as long as it can be managed properly so as not to damage the system by channeling hostility to one another through the concept of a safety valve.

George Simmel's prize for loser theory that entertainment is given to the loser becomes important in cases where the object of the conflict cannot be shared among the conflicting parties. Entertainment is meant in the form of one party being able to give something of value to the other party in lieu of the object in dispute to maintain a not bad

relationship. So the concept of a rescue valve and consolation prizes for the losing party in the form of empowering local workers and local indigenous peoples as well as other components in the community such as former GAM combatants can be a consolation prize for the losers so that potential conflicts that may occur between community members and entrepreneurs oil palm plantations have a positive impact. The important role of efforts to empower local workers is seen as a safety valve will be seen in the extent to which the existence of oil palm plantations can improve the welfare of people's lives.

The helpless local workforce has a negative impact on the development and sustainability of oil palm plantation companies. Thus, an effective pattern of empowerment becomes an important matter to be carried out immediately. This is necessary as part of a good business management arrangement to minimize the failure of business development and business sustainability of oil palm plantation companies, so an effective pattern of empowerment of local workers is needed.

3.2 Conflict of Interest Resolution and Corporate Social Responsibility(CSR)

Resolution of social conflicts through empowerment of local workers by utilizing Corporate Social Responsibility (CSR. Management of social conflicts through empowerment of local workers and other components in the community as a model for resolving social conflicts is intended for business engagement and value creation to use human resources in a way that - a way that benefits the community Management of social conflict through the empowerment of local workers, indigenous peoples and other components as a rescue valve that functions to reduce the psychological atmosphere of the parties in the community. Therefore, the management of social conflict serves as a way out that defuses hostility without which the relations between the opposing parties will be sharper.

The implementation of CSR in oil palm plantation companies will provide benefits for the company. In the context of this study, CSR has a direct impact on human capital, especially in this case the local workforce.

3.3 Obstacles Conflict resolution between local communities and oil palm plantation companies through empowerment of local workers in West Aceh.

Resolution of conflicts between local communities and oil palm plantation companies that occurred in West Aceh. The community's habit of working together in the face of a conflict. Related to the barriers to resolving social conflicts that occur between oil palm plantation companies and local communities, through empowering local workers by using CSR as a rescue valve. However, it is still a problem in the community because the settlement pattern is not optimal.[14] According to the results of the Focus Group Discussion (FGD) conducted in the research area, the obstacles to resolving social conflicts between oil palm plantation companies and the community through empowering local workers are as follows:

- 1) Many residents are not working

Many local residents do not work and the economic will is weak, this has an impact on the theft of company assets in the form of palm fruit. They steal to eat, and some are

just for pocket money. In addition, there are those who take the fruit that has been harvested by the side of the road. This is due to the lack of security personnel, in this case the lack of workers who serve as security guards as the Security Unit (Satpam) which is specifically tasked with overseeing the safety of oil palm plantation company assets compared to the size of the plantation.

Field supervision which is felt to be lacking until now has opened up opportunities for theft of palm fruit or loose fruit by local residents or other irresponsible parties. At the time when the workers were busy working and the supervisors were only 3 (three) people while the oil palm plantation was wide. This situation opens the opportunity for them to steal the palm fruit. In fact, sometimes there are mothers who take lozenges, the company also does not allow them, and are reminded by security officers or the Security Unit (Security Unit).

According to Muhammad Munir, even if you want to raise a case, you don't meet the requirements because the amount is small, unless it's stolen in large quantities, the case will be brought to court. For cases of theft on a small scale and have been repeated.

2) The empowerment program is not right on target

Programs that have been implemented by the company in the form of repairing village roads, health clinics. The company's Health Clinic also provides clinical services for public employees which is also open to the local community with the facilities of the Social Security Administering Body (BPJS). So with the existence of the company's clinic which is close to residential areas, many people who come to the company's health clinic every weekday are crowded with local residents. While CSR is only every Eid al-Qurban, the company provides oxen for qurban. Giving volleyball to village youth. Thus, efforts to resolve social conflicts in the community cannot be resolved properly. So that community empowerment as a thought that cannot be separated from the community-centered development paradigm. The company is no longer an entity that only cares about itself and isolates itself from the community. CSR must be able to integrate economic, social, and environmental into their business strategies and activities without having to get caught up in legal issues.[14]

However, unfortunately CSR seems to only be seen as a form of philanthropic activity or social tax. Therefore education for entrepreneurs so they can understand CSR more comprehensively. For this reason, so that the implementation of CSR is more effective, companies must determine the allocation of CSR funding appropriately, so that CSR programs can be sustainable and social conflicts can be resolved properly. Even though the government has explicitly determined that it will continue to strive to resolve social conflicts in society, it can be suppressed. In addition, unemployment is reduced and encourages increased social welfare. However, it has not shown maximum results. That's because CSR programs cannot be relied upon as programs that empower and foster self-sufficiency and empowerment processes.

The results of this study are in the form of a model for solving social conflicts through empowering local workers, namely: "An Appropriate Local Workforce Empowerment Model by Utilizing CSR Budgets in the Form of Comprehensive Job Training for Villagers of Productive Age 18-35 Years".

4. Conclusion

Resolving conflicts between oil palm plantation companies and communities through empowering local workers in West Aceh is experiencing obstacles due to many productive residents not working and empowerment programs that are not on target. Suggestions for solving social conflicts through empowering local workers are: "An Appropriate Local Workforce Empowerment Model by Utilizing the CSR Budget in the Form of Comprehensive Job Training for Villagers of Productive Age 18-35 Years on an ongoing basis.

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