

Female Palm Oil Plantation Workers PT Bakrie Pasaman Plantation Koto Balingka District, West Pasaman Regency 1998-2020

Fauziah Delsa Putri^{1*}, Midawati², Anatona Gulo³

^{1,2,3}Master of History Study Program, Faculty of Cultural Science, Universitas Andalas, Indonesia
*correspondence email : fauziahdelsa.putri21@gmail.com

Received 15 September 2024; Received in revised form 14 December 2024; Accepted 15 December 2024

Abstrak

Penelitian ini bertujuan untuk melihat bagaimana kehidupan para buruh perempuan yang bekerja di PT. Bakrie Pasaman Plantation kecamatan Koto Balingka Kabupaten Pasaman Barat tahun 1998-2020. Metode yang digunakan dalam penelitian ini, yaitu metode sejarah melalui empat tahapan yaitu, heuristik, kritik sumber, interpretasi dan historiografi. Hasil penelitian ini menunjukkan bahwa Penerimaan perempuan secara besar-besaran di perkebunan PT. Bakrie Pasaman Plantation pada tahun 1998 karena adanya perluasan lahan perkebunan dan membutuhkan tambahan tenaga pekerja. perempuan yang bekerja di PT. Bakrie Pasaman Plantation pada umumnya memiliki pendidikan yang rendah, karena tidak memerlukan pendidikan yang tinggi untuk bekerja sebagai buruh di perkebunan kelapa sawit. Faktor yang mendorong mereka untuk bekerja sebagai buruh yaitu mencukupi perekonomian keluarga, memiliki pendidikan rendah dan merasa bosan. Sebagai buruh, para perempuan mampu meningkatkan ekonomi keluarga, memperbaiki pendidikan anak-anak mereka dan fasilitas (kendaraan, alat komunikasi dan perabot rumah tangga).

Kata kunci: perkebunan kelapa sawit, buruh perempuan, perekonomian.

Abstract

This study aims to see how the lives of female workers who work at PT. Bakrie Pasaman Plantation, Koto Balingka District, West Pasaman Regency in 1998-2020. The method used in this study is the historical method through four stages, namely, heuristics, source criticism, interpretation and historiography. The results of this study indicate that the large-scale acceptance of women on the plantation of PT. Bakrie Pasaman Plantation in 1998 was due to the expansion of plantation land and the need for additional workers. women who work at PT. Bakrie Pasaman Plantation generally have low education, because they do not need higher education to work as laborers on oil palm plantations. The factors that encourage them to work as laborers are to meet the family's economy, have low education and feel bored. As laborers, women are able to improve the family's economy, improve their children's education and facilities (vehicles, communication tools and household furniture).

Keywords: oil palm plantation, female laborer, economy.

INTRODUCTION

Plantations are a leading commodity in the development of the Indonesian national economy, both in terms of foreign exchange earnings and in terms of improving the welfare of the community as a whole. Law Number 18 of 2004 concerning Plantations, in order to realize the welfare and prosperity of the people

fairly, plantations need to be maintained in terms of sustainability and improved in terms of their functions and roles, and plantations as a form of natural resource management need to be carried out in a planned, open, integrated, professional, and responsible manner. Plantation development is directed at increasing

exports and meeting the needs of the domestic industry.

The expansion of oil palm plantations in Indonesia began in 1980. In 2018, Indonesia was recorded as the largest producer and exporter of palm oil in the world with a total CPO export of 43 million tons. Oil palm has developed in West Sumatra since 1984, then since 1990 it has developed massively (Hasnah. et al., 2018).

Palm oil has an important role in the economy of West Sumatra, especially in foreign exchange earnings and employment absorption since the 1980s. This commodity has become a source of income for 143.414 farmer households in West Sumatra and generated foreign exchange of 3.3 billion USD in 2020 for West Sumatra (National Superior Plantation Statistics, 2022).

Palm oil plantations existed in West Pasaman in the 1970s with the People's Core Plantation (PIR) program, in the Ophir area, where the core plantation was the Plantation Limited Company (PTP). Starting from the inauguration of the Manggopoh-Simpang Ampek highway in 1986 and the inauguration of the PTPN IV oil palm plantation by President Soeharto in 1987. In 2020, the area of oil palm plantations in West Pasaman had reached 126.761.00 ha, with a production of 2.034.655.40 tons (BPS West Pasaman, 2020).

The plantation development policy aims to expand employment opportunities, alleviate poverty, and increase labor income. The existence of oil palm plantations and oil palm plantation factories certainly opens up new jobs for the surrounding community, such as becoming laborers.

According to the type of work in West Pasaman in the informal sector, there are 26.273 women working in agriculture, while there are 58.729 men (P2KBP3A West Pasaman, 2022: 108). There are more men working in agriculture than women. This is because women are only considered as side workers who help their husbands and provide additional economic contributions to their households.

The development of women in the public sector cannot be separated from the period of foreign colonialism in Indonesia. The beginning of the emergence of workers who sold their labor to get wages was in the late 19th century, especially on private plantations that developed in the Java and Sumatra regions (Mekah Yallita, 2021). Women's interest in devoting their time to working as laborers is because working as laborers does not require requirements such as education levels and special skills.

In terms of wages in Indonesia, the agricultural and plantation sectors have lower wages compared to wages in other sectors. The problem of low wages in the

plantation sector is one of the key factors causing workers in the industrial structure to become production actors who are at the bottom and weak in the production chain. In 1998, the first female workers were appointed at PT. Bakrie Pasaman Plantations which is located in Koto Balingka District, West Pasaman Regency.

Koto Balingka District has a population of 30.854 people and 976 women work as private and community plantation workers. Women's interest in devoting their time to working as laborers is because working as laborers does not require requirements such as education level and special skills. Research on female laborers on oil palm plantations has been.

The researcher is interested in conducting this research because by looking at the existing problems, there are several women who work as oil palm plantation workers in improving the family economy. Seeing how the development of female workers is currently and the wages received are not in accordance with the work done. So that the wages received are not enough to meet household income.

METHODS

This study uses a historical method with a descriptive analysis approach. The method used in this writing is history in which there are several steps that must be taken, namely heuristic, criticism, interpretation, and historiography (Nina

Herlina, 2020:30). The first step is heuristic (data or source collection), collection of materials and sources is carried out in two ways, namely library research and field research. Field research uses oral history techniques and interview methods (Kuntowijoyo. 1994:19-32).

The second step of the historical research method is criticism. All data collected is processed or (criticized). This process is to obtain the truth from existing sources, so that a fact is produced. The third step is interpretation or interpretation of sources that have been criticized where the compiler compares existing data and determines two that are related to the facts obtained, then draws a conclusion.

The fourth or final stage is writing or historiography, which is to actualize the data or historical sources that have been collected and criticized, so at this stage historical data is presented in accordance with the object being studied, the analysis obtained is then systematically dismantled into a harmonious history (Helius Sjamsuddin. 2007:102).

RESULTS AND DISCUSSION

Overview of Koto Balingka District

a. Geography of Koto Balingka District

Astronomically, Koto Balingka District is located between 0° 07' - 00° 32' North Latitude and between 99° 24' - 99° 53' East Longitude, with an area of around 340.78 Km² or 8.77% of the area of West Pasaman

Regency (BPS Koto Balingka District in Figures, 2020). This area is the 5th smallest after Sasak Ranah Pasisie, Luhak Nan Duo, Lembah Melintang and Talamau Districts (BPS Statistics Koto Balingka District, 2016).

Based on its geographical position, Koto Balingka District has boundaries in the East bordering Ranah Batahan District, the south with the Indonesian Ocean, the West with Sungai Beremas District and the East bordering Lembah Melintang District.

Koto Balingka District is located at an altitude of 0-811 meters above sea level, so it has a hot temperature. The Koto Balingka District area has a flat and slightly undulating topography. So that the land in Koto Balingka District is suitable for agriculture, plantations, food crops, livestock and fisheries, in other words it can be called an agro-business center.

The total area of the sub-district reaches 34.078 ha. Around 247 ha is used for rice fields with the largest area being a rain-fed area of 141 ha, while 30,681 ha is used for non-rice fields with the largest area used for plantations of 14,387 ha and the remaining 3.150 ha is non-agricultural land. Most of the land in Koto Balingka Sub-district, 90%, is used for agricultural and plantation land (BPS Koto Balingka Sub-district in Figures, 2020).

Koto Balingka Sub-district consists of 1 nagari, namely Parik nagari, making it the nagari with the second largest area after Air Bangis nagari in Sungai Beremas

Sub-district and 28 jorong. In 1998, West Pasaman Regency had 7 administrative areas, namely Sungai Beremas District, Ranah Batahan District, Lembah Melintang District, Gunung Tuleh District, Pasaman District, Kinali District, and Talamau District (BPS Pasaman Regency in Figures, 1998).

b. Origin

The population of Koto Balingka District is heterogeneous when viewed from its ethnic culture, there are 3 ethnic groups that inhabit the area in Koto Balingka District, namely the Minangkabau ethnic group as the native population (*urang asa*), the Mandailing ethnic group and the Javanese ethnic group as immigrants (*urang datang*). This is because the location of the area is on the border between West Sumatra and North Sumatra (Undri, 2018).

Several tambo mention that the origin of the population in Pasaman (Eastern part) is from Luhak Nan Tigo. While the tambo from the Coastal area connects the origin of its population with several other Coastal areas, such as Pariaman and Indrapura. In addition, several tambo also connect the origin of the population with the Tapanuli area (Mandailing) (Gusti Asnan, 2007: 144). The Mandailing ethnic group is an immigrant community who first entered the Pasaman area.

The first period of their arrival was from the Padri War (1803-1837). The second period occurred in the 1930s when the Dutch government built the rubber plantation sector in Pasaman. So people from South Tapanuli came to Pasaman. They lived in the Rao, Mapat Tunggul areas and began to spread to the Kinali, Simpang Empat, Ujung Gading, Air Bangis and Tongar areas (Undri. 2009).

The third period occurred in the 1950s, from the request of Basyarah Lubis as the Military Regent of Pasaman asking the Regent of South Tapanuli to send people from the Tapanuli area to Pasaman. Unlike the migration of the Mandailing ethnic group, the migration of the Javanese ethnic group was due to the arrival of capital owners to the Pasaman area brought by the Dutch, they were brought as contract laborers and forced laborers to work in the mines (Undri. 2009).

The Javanese ethnic group arrived in 1936, they came from Central Java and East Java. They were brought in to work on the Ophir oil palm plantations. In 1941, Javanese people were brought in again to occupy a new area in Pasaman. After Indonesia's independence, Javanese people were brought back and placed in the Desa Baru area (Sungai Beremas District) (Eni May. 2006).

The influx of immigrants at that time was inseparable from the transmigration policy made by the

government. The reason why the area in Pasaman was used as a transmigration location was because the population was small compared to other areas.

c. Entry of Oil Palm Plantations

The beginning of private plantations began in 1864 by developing tobacco plantations in eastern Sumatra, then rubber and palm oil commodities were developed. In 1908 the forced cultivation system in West Sumatra was abolished, this opened up opportunities for private individuals to invest their capital in economic activities in West Sumatra. (Mestika Zed. 1994).

In 1911 Adrin Hallet built a palm oil plantation in Sungai Liput (Aceh) and Pulau Raja (Asahan). And oil palm cultivation with an area of 5.123 ha was carried out on the East Coast of Sumatra (Deli) and Aceh (Bustanul Arifin. 2001:78). In 1916 it was recorded that there were 16 companies established in North Sumatra and 3 companies in Java. And continued to grow in 1920, as many as 25 companies planted oil palm in East Sumatra, 8 in Aceh, and 1 in South Sumatra, namely Taba Pingin near Lubuk Linggau. By 1939, there were around 66 plantations already established. Even oil palm plantations in the Sumatra region were dubbed as "the heart of oil palm".

During the Japanese occupation, the development of oil palm plantations was in a dark period, where exports were stopped, and many oil palm plantations

were replaced with food crops and factories. After being inventoried, only 47 plantations could be rebuilt from the 66 existing plantations. Some of them were completely destroyed, such as Tabah Pingin and oud wasenar in South Sumatra, Ophir in West Sumatra, Karang Inou in Aceh and several plantations in Riau.

The arrival of capital owners in Pasaman was marked by the emergence of plantation companies N.V.Syndicaat Ophir, N.V.Syndicaat Ophir, N.V. Sumatera Thee Mij, N.V.Tapanoeli, N.V.Talamaoe and one company that did not yet have a name led by C.Knegtmans. In 1927 several companies emerged, namely N.V.Cultuur Maatschappij Ophir (Ophir Plantation Company) located in Kampung Kinali and Lingkung (Undri. 2009).

The opening of the first oil palm plantation in West Sumatra was carried out in 1934 which was located in Simpang Empat, this was the first plantation managed by a Dutch private entrepreneur (Nazumi Akira. 1986). The factor that encouraged the government in the development of West Pasaman as a suburban area, was due to the great potential of West Pasaman as a residential area.

Three factors that make West Pasaman can be used as a residential area, namely having a large area. In the West Pasaman Regency area, 23 private companies have been established in 2020,

and 4 of them are in Koto Balingka District.

PT.Bakrie Pasaman Plantation

a. Geographical Location

PT. Bakrie Pasaman Plantation consists of 1 company and has 2 plantations, namely Sungai Aur plantation and Air Balam plantation. The concession for the development of oil palm plantation is 4,370 ha in Lembah Melintang District, West Pasaman Regency, and the concession for the development of oil palm plantation is 5.350 ha in Sungai Beremas District and Koto Balingka District, West Pasaman Regency.

The plantation area of PT. Bakrie Pasaman Plantation is divided into two parts which are 23 km apart. Unit 1 (Sungai Aur estate) is located in Sungai Aur District, Lembah Melintang District, and Gunung Tuleh District. Unit 2 (Air Balam estate), is located in Sungai Beremas District and Koto Balingka District.

b. History of PT.Bakrie Pasaman Plantation

PT Bakrie Pasaman Plantation is a company engaged in oil palm plantations, established on June 11, 1991. PT. Bakrie Pasaman Plantation is a subsidiary of PT. Baktie Nusantara Cooperations which was established on June 21, 1989. PT. Bakrie Pasaman Plantation was originally named PT. Bakrie Nusantara Corporations (BNC),

and there have been several name changes.

As a result of the expansion that occurred in West Pasaman Regency, the administrative location of PT. Bakrie Pasaman Plantation's HGU has also changed. According to the sub-district administrative area map, the Air Balam estate is located in two sub-districts, namely Koto Balingka Sub-district and Sungai Beremas Sub-district (now Lembah Melintang Sub-district). While the Sungai Aur estate is located in Sungai Aur Sub-district and Toleh Sub-district (now Sungai Aur Sub-district).

PT. Bakrie Pasaman Plantation carried out land clearing and planting in 1990-1991. The planted area until December 2020 reached 8.046.2 ha, consisting of 4.095.6 ha in the Air Balam Estate.

c. Vision and Mission of PT.Bakrie Pasaman Plantation

Vision and mission in running the company will provide direction to the company in making a policy. VISION: To become the number 1 most admired integrated agro company in Indonesia. MISSION: To develop and maintain sustainability, community welfare with optimal value creation extraction through environmentally friendly operations, and to utilize key expertise in multi-plant operations and global operations.

The Life of Female Plantation Workers at PT. Bakrie Pasaman Plantation

a. Recruitment of Female Workers at PT. Bakrie Pasaman Plantation

Women in the public sector are inseparable from the period of foreign colonialism in Indonesia. Starting from the Dutch colonial period for 3.5 centuries until the Japanese era from 1942 to 1945. Initially, workers emerged to sell their labor to get wages at the end of the 19th century, especially on private plantations that developed in the Java and Sumatra regions.

Before the Dutch colonial government came to Indonesia, the indigenous people had known the farming system. The plantation system introduced by the colonials was a European plantation system that was different from the plantation system that had long existed in Indonesia. Data from the Ministry of Agriculture shows that the number of workers on oil palm plantations is quite large, both on private and state plantations.

Before the oil palm company was established, some of the people in Koto Balingka District had already worked in the plantation sector on private plantations, such as growing corn, jabe, coffee, rubber, and chocolate. With the existence of the oil palm company, it also opened up employment opportunities for the surrounding community.

One of the private companies that opens up employment opportunities for the community is PT. Bakrie Pasaman Plantation. It was recorded in 1998 that PT. Bakrie Pasaman Plantation opened up large-scale employment opportunities for people living around the plantation area, especially women. This recruitment was because at that time PT. Bakrie Pasaman Plantation was expanding its plantation land and needed additional workers. The recruitment of women to become laborers was based on the wages that could be given cheaper than the wages of male laborers and besides that many women were looking for work to increase their family's economic income because in 1998 there was inflation in Indonesia.

Recruitment, selection and placement processes are the flow of labor procurement activities. The recruitment process at PT. Bakrie Pasaman Plantation usually runs in a family manner, those who have previously worked at PT. Bakrie Pasaman Plantation will invite their family or acquaintances to work on the plantation.

On average, female workers who work in plantation units are only junior high or high school graduates. The low level of education is the reason they are placed in the fertilization, maintenance, or pest and disease divisions. Because to work as a plantation worker does not require skills or diploma requirements.

At the beginning of the year of recruitment, female workers who work at PT. Bakrie Pasaman Plantation were picked up using trucks provided by the company, this was because in 1998 not many people had private vehicles. At that time they also brought gardening tools, such as hoe, machete and golok. The female workers will be taught how to care for oil palms, starting from fertilizing, how to care for sick plants, how to clean the plantation, and so on. This is done so that they can do their jobs optimally.

Table 1. Female Workers of PT. Bakrie Pasaman Plantation in 1998-2020

No	Year	Laborer
1.	1998-2001	71 people
1.	2002-2006	69 people
2.	2007-2011	85 people
3.	2012-2016	108 people
4.	2017-2020	125 people

Source: processed data

Women who work as laborers on plantations experience increases and decreases every year. According to the Manpower Law No. 13 of 2003, those who are classified as workers are those aged between 15 and 64 years. Age level determines the work performance achieved by female workers. PT. Bakrie Pasaman Plantation itself has characteristics in determining the age limit in employing plantation workers.

The results of the study showed that the age group of female workers was mostly 40-50 years old with a total of 32 people, aged 30-40 years as many as 41 people, 50-55 years 16 people, and 55-60

years old only 10 people. PT. Bakrie Pasaman Plantation does not have a limit in employing laborers on plantations, however, they still pay attention to this to avoid work accidents.

Table 2. Age of Female Workers at PT. Bakrie Pasaman Plantation in 2020

No	Age	Laborer
1.	18-30 year	26 people
2.	30-40 year	41 people
3.	40-50 year	32 people
4.	50-55 year	16 people
5.	<60 year	10 people

Source: processed data

Education plays an important role in efforts to create change in people's lives, one of which is in changing people's ways of thinking to increase family income. When viewed through education levels, it can be seen that the majority of women working on PT. Bakrie Pasaman Plantation's oil palm plantations are classified as low.

Table 3. Education level of workers working at PT. Bakrie Pasaman Plantation

No	Educational Level	Laborer
1.	No School	-
2.	SD	3 people
3.	SMP	49 people
4.	SMA	73 people

Source: processed data

The results of the study showed that the education of female workers at PT Bakrie Pasaman Plantation was elementary school graduates, 3 people, junior high school graduates, and 73 people from high school. This shows that work as a laborer does not require

educational qualifications, they only look at stability and strength when working.

b. Activities of Female Workers of PT. Bakrie Pasaman Plantation

In work there is something called division of labor, the purpose of this division of labor is to describe the level of responsibility and authority of a person. women in the domestic sphere and men in the public sphere. The division of labor on plantations and factories of PT. Bakrie Pasaman Plantation is based on work risk factors, worker psychology factors, and women's stigma factors in the world of work.

Work risk factors are one of the reasons that support placement in factory or plantation units. Plantation units have more workers than factories, and take into account the work risks of workers. The work that female workers do at PT. Bakrie Pasaman Plantation, namely maintaining plants, fertilizing, and collecting oil palm fruit bunches. In their work, female workers work 6 (six) days a week, from Monday to Saturday, and have a day off, namely Sunday.

Table 4. Working Hours of Female Workers at PT. Bakrie Pasaman Plantation

Time	Activity
07.00-07.30	Morning parade
07.30-11.30	Work
11.30-13.00	Rest
13.00-14.00	Work
14.30	Go home

Source: processed data

1. Morning Parade

As palm oil plantation workers, female workers leave their homes at 06.00 WIB either using private vehicles or on foot. Before leaving for work, they first finish their housework. The workers' activities begin with a morning assembly that starts at 07.00-07.30 WIB. In the morning assembly, the workers will be absent, after which the foremen will divide the workers and give them tasks to be done that day.

2. Work

- **Collect loose fruit**

Loose fruit is a fruit that is separated one by one from the oil palm fruit bunch. The loose fruit will be collected in sacks, then transported to the fruit weighing place.

- **Holding up the Fruit Bunches (Melangsi)**

Carrying palm bunches is usually called melangsir. The task of female workers is to pick them up and carry them to the road ordered by the plantation foreman. To avoid thorns, female workers must wear gloves to avoid accidents while working.

- **Cutting Weeds**

Cutting or removing weeds carried out by female workers aims to clean weeds or nuisance plants that can inhibit the growth of oil palms. Cutting weeds is done routinely and manually.

- **Pest and Grass Spraying**

Another activity that must be done by female workers on plantations is spraying or eradicating pests and grass which is applied by direct spraying. Spraying is focused on the disc or trellis area.

3. Rest

The workers' break time starts at 11.30-13.30, they will have lunch. For female workers who bring provisions will eat at the palm oil plantation, for those who do not bring provisions they will go home and at the same time to check the situation of their homes.

c. Economic Life of Female Workers of PT. Bakrie Pasaman Plantation

Based on Law Number 13 of 2003, wages are the rights of workers/laborers received in the form of money as compensation for services that have been performed. PT. Bakrie Pasaman Plantation provides wages once a month, every 5th of each month, or earlier to adjust the authority of the company's management.

The wages received by female workers vary, depending on the work or tasks they complete. The wages they can receive are IDR 900.000-IDR 1.700.000. In 1 week they work 6 days, if calculated in 1 month the female workers work effectively for 20-24 days. Cutting grass IDR 200.000/ha, which is done by two people. Spraying plants IDR 35.000/1 tube. Collecting loose fruit IDR

20.000/sack. Planting sprouts in planting media IDR 25.000/100 bags.

According to Government Regulation (PP) Number 78 of 2015 concerning wages, in 2020 the UMP of West Sumatra is IDR 2.484.041 per month. When viewed from the income received by female workers, it is certainly still less than the UMP of West Sumatra.

Most women who work at PT. Bakrie Pasaman Plantation are married. There are even husbands and wives who work as laborers on the plantation of PT. Bakrie Pasaman Plantation. In general, women who work on oil palm plantations are the backbone of the family and some work to help increase their family's income.

In terms of meeting the needs of life, of course the wages earned by women are only enough to meet the needs of the family and household, while for education, health and transportation needs come from their husbands' income. The large number of family members can also affect expenses. Large household responsibilities will also result in large expenses. On average, they have two to five children.

Table 5. Average monthly expenditure in 2020

Commodity group	Rupiah
Food	
Paddy	Rp. 85.317
Tubers	Rp. 4.701
Fish/shrimp/squid/clam	Rp. 58.562
Meat	Rp. 10.639
Eggs and milk	Rp. 22.254
Vegetables	Rp. 53.043

Nuts	Rp. 7.192
Fruits	Rp. 22.061
Oil and coconut	Rp. 22.595
Beverage ingredients	Rp. 13.770
Spices	Rp. 7.950
Cigarette	Rp. 97.815
Other consumption	Rp. 164.832
Amount of food	Rp. 571.032
Not Food	
Household facilities	Rp. 210.284
Service	Rp. 109.237
Clothes	Rp. 47.399
Taxes, levies and insurance	Rp.75.472
Non-food quantity	Rp.442.391
Amount	Rp.1.013.423

Source: BPS West Pasaman in Figures 2020

The results of the study showed that community expenditure reached Rp. 1.013.423 while the wages they received were Rp. 1.700.000, so it can be said that the wages they received were only enough for daily needs. They could only save a little for other needs, such as children's education, health and for urgent needs.

For contract workers and casual workers who work at PT. Bakrie Pasaman Plantation, they get several facilities, such as housing or boarding houses, school buses and health insurance. Unlike daily workers, they do not get these facilities, because they only work during their free time, such as after planting rice, or after the harvest.

For housing, they have a place to live that can be said to be still simple, some of them even do not have their own homes and still live in houses or boarding houses provided by PT. Bakrie Pasaman Plantation. In terms of education, they have been able to provide education for

their children up to high school level, and not a few have been able to graduate to undergraduate level. Most of them are not registered for health insurance, this is because they think they don't really need it.

CONCLUSION

Based on the research above, it can be concluded that the main factor for women to work as laborers on oil palm plantations is to increase their family's economic income, which cannot yet be met by the head of the household. Most women who work as laborers on oil palm plantations have relatively low education. The recruitment of female laborers was carried out in 1998 because PT. Bakrie Pasaman Plantation was opening new plantation land so that it needed more workers on the plantation. The recruitment of women was also because the wages that could be given at that time were cheaper than male laborers. In the provision of wages, it is done once a month, and the wages that can be received by female workers vary depending on the type of work and the length of time they spend on oil palm plantations. in terms of the amount of wages received, it can be said that it is still far from the UMP of West Sumatra of Rp. 2.484.041. so that the wages received are only enough to cover family needs.

REFERENCES

- Badan Pusat Statistik. (1998). *Kabupaten Pasaman dalam Angka 2020*. Pasaman: BPS Pasaman
- Badan Pusat Statistik. (2016). *Kabupaten Pasaman Barat dalam Angka 2016*. Pasaman Barat: BPS Pasaman Barat
- Badan Pusat Statistik. (2020). *Statistik Kecamatan Koto Balingka 2020*. Pasaman Barat: BPS Pasaman Barat
- Badan Pusat Statistik. (2020). *Kecamatan Koto Balingka dalam Angka 2020*. Pasaman Barat: BPS Pasaman Barat
- Bustanul Arifin. (2001). *Spektrum Kebijakan Pertanian Indonesia: Telaah Struktur, Kuasa dan Alternatif Strategi* Jakarta: Erlangga.
- Dinas P2KBP3A. (2020). *Profil Gender dan Anak Kabupaten Pasaman Barat Tahun 2020*.
- Eni May. (2006). *Potret 3 Desa Transmigrasi Orang Jawa: Studi Kasus di Desa Tongar, Koja dan Desa Baru Pasaman Sumatera Barat. Artikel Penelitian Dosen Muda (BBI)*.
- Gusti Asnan. (2007). *Dunia Maritim Pantai Barat Sumatera*. Yogyakarta: Ombak
- Hasnah, Rusdi Febriamansyah, Ira Wahyuni Syarfi. (2018). *Dimensi Sosial-Ekonomi Penanaman kembali (Replanting) Kelapa Sawit menuju Pengusahaan Sawit Berkelanjutan di Sumatera Barat. Proposal Penelitian dan Pengembangan* (Bengkulu: Universitas Muhammadiyah Bengkulu.
- Helius Sjamsuddin. (2007). *Metodologi Sejarah*. Bandung: Ombak.
- Kementrian Pertanian Republik Indonesia. (2022). *Statistik Perkebunan Unggulan Nasional 2020-2022*.

- Kuntowijoyo. (1994). *Metode Sejarah*. Yogyakarta: Tiara Wacana.
- Mekah Yallita. Desy Mardhiah. (2023). Pembagian Kerja pada Buruh di Perkebunan Kelapa Sawit. *Jurnal Perspektif*. 6 (1)
- Mestika Zed. Emizal Amri. (1994). *Sejarah Sosial Ekonomi Jilid II* Padang: Labor Pendidikan Sejarah FPIPS IKIP.
- Nagazumi Akira. (1986). Indonesia dalam Kajian Sarjana Jepang: Perubahan Sosial Ekonomi Abad XIX dan XX dan Berbagai Aspek Nasionalisme Indonesia. Jakarta: Yayasan Obor Indonesia.
- Nina Herlina. (2020). *Metode Sejarah*. Bandung: Satya Historiografi
- Undri. (2009). Migrasi, Perebutan Akses Tanah dan Penguatan Lembaga Adat: Resolusi Konflik Tanah di Rantau Minangkabau. *Jurnal Masyarakat & Budaya*. 11 (2)
- Undri. (2018). Migrasi dan Interaksi Antaretnis di Kabupaten Pasaman Barat Provinsi Sumatera Barat. *Jurnal Penelitian Sejarah dan Budaya*, 4 (2)

