

Involvement of Women in the Management of BUMDes

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Abstrak: This study explains the involvement of women in exploring village potential and managing the BUMDes business unit. The involvement of women is one of the solutions to reduce the problem of youth and female unemployment, especially in rural areas. This study used a qualitative research method, with interviews with several reliable sources in Pujon Kidul Village, Pujon District, Malang Regency. This study shows that one of the success factors in managing BUMDes is the involvement of women. There are four patterns of women's involvement in the management of BUMDes; first, empowering women in exploring the village potential that can be commercialized. Second, entrepreneurship training for women. Third, empowering women into BUMDes business units. Fourth, promoting the results of the BUMDes business unit through the Family Welfare Empowerment Movement Team (TPPKK) organization. In conclusion, women are proven capable of participating in the management of BUMDes to successfully grow the economy in the village.

Keywords: BUMDes, regional autonomy, participation, involvement of women.

INTRODUCTION

Since the ratification of Law No. 6 of 2014 on villages, villages have been given freedom in building villages to become independent villages capable of prospering their communities. This is because the support in the form of funds or finances reaches billions of rupiah sourced from the state budget, provincial budget and district/city budget. This policy is a fresh wind for all the villagers.

Here is a comparison of the Village Development Index (IPD) between 2014 and 2018 as shown in the table below:

No	Village Status	2014 (%)	2018 (%)
1	Lagging	26,81	19,17
2	Developing	69,26	73,40
3	Independent	3,93	7,43
	Total	100	100

The above data shows that rural conditions in Indonesia have made significant progress compared to the previous year. The number of villages left behind decreased by 7.64%, the village grew by 4.14%, while independent villages also experienced an increase of 3.5% [1].

The annual evaluation of the village ministry states that village funds are used to finance the implementation of physical or infrastructure programs, the rest is allocated for community empowerment. The comparison of the allocation of village funds shows there is an inequality between infrastructure programs and

community empowerment. Because the results of physical development will not have a positive impact if not offset by reliable human resources capabilities.

Based on the evaluation, it is time for the village government to allocate village funds to productive programs, one of which is to invest and develop village-owned enterprises (BUMDes) as mandated by Law No. 6 of 2014 Article 87 to 90 [2]. The purpose of the establishment and development of BUMDes is as a village economic institution, strengthening the economy and productive business owned by local communities. [3] suggested that the importance of community empowerment, especially women as cadres in local food rationing. In addition [4] stated the village development is one of the determinants of the success of regional and national development because the village has resources that can meet needs such as agricultural products, plantations, farms and fisheries.

Community empowerment can be realized in various programs, one of which is the tourism village program. The development of tourist villages as a community empowerment program is intended to provide power as well as one of the efforts in poverty reduction in an area by processing the local potential in the area [5]. Through the tourist village, the community will benefit through the large number of tourists who enter and the benefits that are useful to improve the standard of life of the people in it. This is in line with the Regulation of the Minister of Tourism of the Republic of Indonesia No. 13 of 2018 on the Strategic Plan of the Ministry of Tourism year 2018-2019, namely the development of rural-based tourism (tourist villages) will drive tourism economic activities in the countryside that will prevent the urbanization of villagers to the city. The development of rural tourism will encourage the preservation of nature (among others: landscapes, rice fields, rivers, and lakes) which in turn will have the effect of reducing global warming. The tourism village program is expected to make a positive contribution to community development [6].

Based on this spirit, many village governments are competing to create community empowerment programs, one of which is to establish BUMDes. However, not all of these efforts have a significant impact on the welfare of the local community as well as providing the Village Original Income (PADes). Here is one of the BUMDes that succeeded in community empowerment program, especially women, namely BUMDes Sumber Sejahtera in Pujon Kidul Village, Pujon District, Malang Regency of East Java Province.

BUMDes is getting a lot of attention, because it was built for a few years ago, the capital used is only tens of millions of rupiah. But currently, the turnover earned reaches billions of rupiah [7]. The success of BUMDes was one of the successful BUMDes pilots in Indonesia.

This study found four patterns of how women's involvement in the management of BUMDes is first, empowering women in exploring the potential of commercialized villages. Second, entrepreneurial training to women. Third, empower women to bumdes business units. Fourth, promoting the results of BUMDes business unit through the Family Welfare Empowerment Movement Team (TPPKK) organization. In short, women are proven to be able to participate in the management of BUMDes that successfully grow the economy in the village.

Regional Autonomy

Regional autonomy is a partial exercise of authority granted by the central government to the local government that aims to allow the local government to take initiative and develop creativity, and find the best solution to its domestic problems. In addition, it is also intended to create good governance that is oriented towards the interests of the community [8].

In addition, regional autonomy can be seen from the process and mechanism of formulating community development programs, empowerment approach tends to prioritize flow from the bottom up [9]. Based on that understanding can be concluded that with the autonomy of the region formulation of the program to be implemented determined by the identification of problems and needs of and by the people. It can be seen from government activities that regularly hold development planning deliberations ranging from the village level to the national level that is the central government.

Village Autonomy

Article 1 Paragraph 1 of the State Law of the Republic of Indonesia No. 2014 describes the Village is a unit of the legal community that has the territorial boundaries authorized to regulate and manage the affairs of the custody, the interests of the local community based on community initiatives, rights of origin, and/or traditional rights recognized and respected in the system of government of the Unitary State of the Republic of Indonesia.

The main task of the government into autonomy the village is to create a democratic life, provide rapid public and civil services and build people's trust towards village independence, therefore the village is not technically managed but must be able to combine the reality of technological advances based on local value systems containing rules, values, norms, rules, and other social pranata [10].

Development

Development is a conscious and planned effort, carried out continuously by the government together with all its citizens or carried out by the community led by the government, using selected technology, to meet all needs or solve the problems that are and will be faced, in to achieve the quality of life or welfare of all citizens of a nation that plans and implements the development [11].

Based on the understanding can be concluded that the development includes: the process carried out by many parties, the use of selected or appropriate technology, and aims to improve the quality of life of the people. Development must be oriented towards achieving the quality of life and welfare of the people, the implementation of development by involving community participation because the community is the subject of development.

Community Empowerment

Development is a conscious and planned effort, carried out The World Bank in Mardikanto and Soebiato (2015:8) defines empowerment as an effort to give the (poor) the opportunity and ability to speak or voice their opinions, ideas, or ideas, as well as the ability and courage to choose something (concepts, methods, products, actions, etc.) that is best for its person, family, and community. In other words, community empowerment is the process of improving the ability and attitude of community self-reliance [11].

Community empowerment programs rationally must involve or participate from the community with a larger share, because the community knows what needs and what to do, but the pattern of supervision is still carried out by the government by providing assistance from agencies related to the implementation of the program of activities in the field so that the program of activities runs as expected.

Village-Owned Enterprises (BUMDes)

BUMDes is a village enterprise managed by the community and the village government to strengthen the village economy and be formed based on the needs and potential of the village. BUMDes in addition to being a social institution in the village also serves as a commercial institution that aims to profit and be used for the welfare of members, the community as well as one of the Village's Original Income (PADes).

The existence of BUMDes is expected to answer the problems in the village, because BUMDes is not a physical development program carried out by the government but community empowerment. Community empowerment programs are harder to measure success than infrastructure or physical development that can be seen and measured.

METHOD

This study uses a qualitative paradigm with a type of descriptive research. The definition of qualitative methodology is "a research procedure that produces descriptive data in the form of written or oral words from people and observable behaviour". The type of research used is descriptive research. The purpose of this descriptive research is a study that describes the words of the picture and not the numbers so that the collected are key to what has been studied [12].

The reason for using a qualitative paradigm with this type of descriptive research in this study is because researchers are trying to reveal the facts that occur in the field. The data collected was conducted with in-depth interviews to speakers at BUMDes Sumber Sejahtera in Pujon Kidul Village, Pujon District, Malang Regency of East Java Province. The main speaker interviewed was chairman (director) Bumdes. Additional speakers are affected residents of bumdes business units selected in purposive sampling. Secondary data (hard data) is obtained from field observations during fieldwork.

RESULTS AND DISCUSSION

Community empowerment and community development are intended as community empowerment deliberately carried out by the government to facilitate local communities in planning, deciding and managing their resources so that in the end they have the ability and independence economically, ecologically and socially sustainable [13]. BUMDes is the answer to this form of empowerment program, both community empowerment and community development. The discussion of the results of this study is as follows:

a. Empowering women in exploring the village potential that can be commercialized.

The village is synonymous with retardation, be it from the quality of human resources or as a source of income or the turnaround of the wheels of the economy. However, slowly the stigma began to shift for the village fund policy. The village funds as a stimulus for development and community empowerment programs. BUMDes Sumber Sejahtera in Pujon Kidul Village, Pujon District, Malang Regency, East Java Province broke the stigma. Empowerment programs that involve women in exploring the potential that can be commercialized or as a source of income of society as well as Village Indigenous Income (PADes).

Women see the potential that can be commercialized from the agricultural and livestock sectors. In the agricultural sector, they see the potential of agricultural produce in the village which is then processed into food products such as spinach chips, beluntas, herb and others. Of the 8 (eight) business units that utilize the agricultural sector, namely cafe sawah business unit. This business unit has 52 supporting attraction stands in

the form of cafes, restaurants, selfie photo spots, and organic vegetable picking. This rice field cafe has a turnover of 4 billion in a year [14].

Most of the community works as farmers and ranchers. The dairy population reaches 1,600, able to produce 9,500 litres of milk every day. The milk was then sold to the dairy processing industry through SAE co-operative Pujon Kidul. This village is one of the largest milk suppliers in Malang Regency. One of the processed dairy products is a milk stick that is then sold in the centre of the gift. The efforts of cattle farms and farms here also have the potential to suck tourists.

The two sectors above are inseparable from the involvement of women in exploring the potential of villages and becoming actors in bumdes business units. this effort was able to reduce the unemployment rate in Pujon Kidul Village.

b. Entrepreneurship training for women

The concept of entrepreneurship in the public sector is known when the science of state administration recognizes the doctrine or paradigm of New Public Management (NPM). This paradigm advocates a market-based business approach in part or whole aimed at privatization of government bureaucracy [15]; [16].

This business approach can be seen from several State-Owned Enterprises (SOEs) and RegionallY Owned Enterprises (BUMD) even to the least level namely BUMDes. BUMDes as a social institution in the village also aims to find the benefits that are utilized as much as the local community.

Local people (women) in Pujon Kidul Village are equipped or given training in the form of entrepreneurial skills so that they have an entrepreneurial spirit. This spirit is what finally the local community together with the village government agreed to form BUMDes as a result of the training. Looking at the geographical conditions of being in the highlands, these opportunities are utilized by the community to process existing water sources. The activity became the first business unit formed by BUMDes Sumber Sejahtera, a drinking water business or HIPAM management (Association of People of Drinking Water Users) which is one of the village business units engaged in the distribution of clean water to the general public. The success of this business was then continued the establishment of other business units such as Cafe Sawah and Agricultural Education. This business is a tourist facility café located in the middle of rice fields and also educational facilities about agriculture. In 2017, Cafe Sawah tourism showed rapid development so that currently BUMDes Sumber Sejahtera has added several new business units namely Laku Pandai or Financial Services Management, Integrated Waste Management and Agriculture. With the establishment of BUMDes Sumber Sejahtera, the local potential in the village can be developed into productive areas and beneficial for the local economy.

The success of bumdes business units is not separated from the training of entrepreneurship to the local community, one of the women who were not economically productive now able to generate income for families and villages.

c. Empowering women into BUMDes business units

One form of female involvement in the management of BUMDes is by including potential women as part of human resources in operating business units owned by BUMDes. The intent of these potential women can be seen from the level of education as well as the skills possessed. Later, these potential women became strategic partners in business units owned by BUMDes. in addition, it also aims as an agent of empowerment of economic resources in the village so that BUMDes can have professional governance.

The ability to manage BUMDes does have difficult challenges because BUMDes must collaborate on business orientation and community empowerment. The biggest challenge of BUMDes management is to convince external and internal parties of the institution that its involvement is not only to serve but also to create employment and economic opportunities at the village level. The low trust of most villagers, including women, in poverty empowerment and alleviation projects, is already entrenched in the community so that bumdes personnel recruitment is carried out door to door [17].

The fact of women's involvement can be seen from the organizational structure of BUMDes Sumber Sejahtera in Pujon Kidul Village, Pujon District, Malang Regency. Women have proficiency in the management of BUMDes. Women are important movers who serve as chairman and treasurer. Women have more administrative ness than men. This is one of the foundations of consideration of the influx of women in the organizational structure. Orderly administration is a must be considered because BUMDes must be able to present transparent and accountable financial statements. The report has an impact on the level of trust of BUMDes members as well as interested parties on the management of BUMDes.

Women who enter the organizational structure are those who are educated in High School (SMA) and Strata One (S-1). With adequate education, it can answer the above demands or responsibilities. BUMDes Sumber Sejahtera shows the massive phenomenon of recruiting educated villagers and retaining them to work in the institution [18].

d. Promoting the results of the BUMDes business unit through the Family Welfare Empowerment Movement Team (TPPKK) organization

There are several reasons women become strategic partners of BUMDes. First, women's networks are more open. Village women have certain forums that are permanent. Many societal issues are resolved in this forum. The forum is open from technical activities and finance so that it becomes social capital to build and maintain its network. Usually, these women are included in forums such as Family Welfare Empowerment (PKK) which is a forum for women with families. Meanwhile, women who are young and have no family usually have forums according to interests and talents.

Second, so far the potential of the village is closer to that of women. The sources of the village's potential to empower people are attached to women's daily lives because Pujon Kidul village is geographically namely agriculture and livestock. For example processed milk managed by women farmers groups as well as PKK mothers in Pujon Kidul Village. Similar businesses such as processed produce based on spinach, beluntas, honey related to women implement of Bumdes business unit run continuously. BUMDes took part in the real sector turnaround. Products such as processed milk, honey, coffee move agriculture and livestock because it gets surplus value. The continued impact is that the natural resources in the village are maintained. At the end of the day, other businesses such as homestays, nature tourism, trooper car rentals and cafes are also able to develop.

TPPKK has a significant role in the community empowerment process, because it strengthens other institutions in the village such as arisan dasawisma, study groups and other non-formal institutions. The beliefs and social relationships will be mutually beneficial in partnership and community empowerment. This research shows women have an important role in the sustainability and sustainability of business units managed by BUMDes to be able to prosper their communities which also impacts pujon kidul village into an independent village.

CONCLUSION

Women's roles cannot be ignored in the development process. This can be proven by the success of BUMDes Sumber Sejahtera in Pujon Kidul Village, Pujon District, Malang Regency which involves women starting from the process of extracting the potential of the village, involvement in the management structure of BUMDes organization and promoting the results of BUMDes business units through non-formal institutions in the village which then become one of the social capitals in the village.

This research shows that women can participate in community empowerment programs in BUMDes that eventually the wheels of the economy are spinning, communities can prosper and Pujon Kidul Village becomes an independent village that has a business turnover that costs billions of rupiah per year and reduces the unemployment rate in the village.

Policy Recommendations

his research recommends related to the involvement of women in the management of BUMDes namely the need to accommodate more women in the management of BUMDes, preferably with higher education namely Strata One (S1). This aims to make BUMDes into institutions whose management such as State-Owned Enterprises (BUMN).

ACKNOWLEDGMENT

One solution to make an independent village is to run a community empowerment program. One of the community empowerment programs is to involve women (human resources) and optimize the potential of natural resources owned by the village, then collaborated into one into BUMDes..

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