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Cash for Work? Extreme Poverty Solutions Based on Sustainable Development

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Abstract

This article discusses how cash for work and the goals of sustainable development as solutions to extreme poverty. Lack of employment in villages is a factor in poverty in Indonesia. The cash for work program is an innovation of the central government and village government with village found to provide productive activities to reduce poverty, and as a commitment of Indonesia to implement global goals, namely sustainable development goals. The research was conducted in the Village of Mekar Sari Ness, Village that implemented the program and faced challenges of poverty and unemployment. This study uses qualitative methods with descriptive statistical analysis using Nvivo12 plus data processing applications and using crosstab analysis. Sources of data obtained through government websites and application services, report documents, and journalism-related to the matter to be examined. This research concludes program cash for work can increase income per capita following SDGs standards, can open employment opportunities, especially for the rural poor and have a significant impact on optimizing village found. Challenges going forward are managing village found that must be in line with Ministry regulations, recruitment of workers and skills aimed at the poor and marginalized, as well as timeliness in implementing programs.

Key words : Cash for Work, Poverty, Sustainable Development, Village Found

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INTRODUCTION

Poverty is a problem that is feared by both developed and developing countries (Pahlawan, 2018). Poverty is a condition that makes an individual not to meet basic needs, such as a place to live, clothing, health, and education (BPS RI, 2019b). Poverty is a global problem that afflicts developed and developing countries, but in economic development, there are significant differences in less developed countries that have slow or stagnant economic growth (Sachs, 2015).

The impact of poverty is seeing in the decline in quality of life which inhibits the growth of superior human resources and causes an increase in social problems such as criminality and disorderly general rules (Septiadi & Nursan, 2020). In developing countries, poverty is considering as a complex problem despite several successful developments in terms of national production and income (Zuhdiyaty & Kaluge, 2018). Indonesia defines monthly income Rp. 354,386 (or around USD 25) to be the poverty line; thus, the standard of living in Indonesia is still meagre (Pahlawan, 2018). After the Asian financial crisis in 1998, Indonesia is now experiencing economic growth and good performance that made the Indonesian economy became more stable, and the number of less privileged continued to decrease (Septiadi & Nursan, 2020). Indonesia went through an exciting period of poverty reduction after the crisis, with the reduction of the less privileged population in 1998 reaching 24.20% and in 2018 the poor to 9.82%, which means an average of 0.71% less privileged population reduction (BPS RI, 2019b).

However, there is a phenomenon of income inequality with serious concerns behind poverty reduction in Indonesia, based on data from the National Development Planning Agency (Bappenas) (2019), income inequality in Indonesia is still in the high category, with the Gini index value in 2018 reaching 0.39, which is considered high (BPS RI, 2019a). The economic vulnerability of Indonesia results in economic shocks that can increase new, less privileged households (Bappenas RI, 2020).

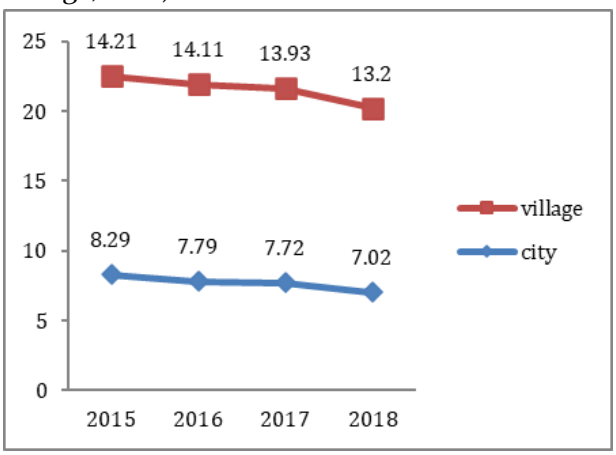
One indicator that influences poverty in Indonesia is the high unemployment rate (Zuhdiyaty & Kaluge, 2018). Central Statistics Agency data reported that in August 2018, the number of unemployed was 7 million and rose to 7.05 million in August 2019, which implies that 50 people lost a job (BPS RI, 2019a). Consequently, 66.67% of work participation in August 2018 went 67.49% in August 2019, and the majority of disruptions coming from High Schools and Vocational High Schools (Septiadi & Nursan, 2020). Based on this, Indonesia is facing a major problem that must be to addressed immediately, one indicator that can overcome this problem is by increasing Indonesia's economic growth (Zuhdiyaty & Kaluge, 2018).

In response to growing concerns related to community welfare to meet the needs and aspirations of development, a concept of sustainable development emerged (Rahadian, 2016). With increasingly complex life and development issues that require global handling (Tristananda, 2018), in 1987 the United Nations (UN) began to extract the concept of sustainable development through the World Commission on Environment and Development (WCED) which contained important reports on development sustainable (Mubarok, 2018). The report, known as the "Brundtland Report", explains the definition of sustainable development, which is a development that can meet the needs of the present without compromising the ability of future generations to provide for their lives (Brundtland, 1987).

Then, the United Nations General Assembly (UN) on September 25, 2015, in New York, the United States has officially established the Sustainable Development Goals (SDGs) as a global development agreement (Vasu deva Rao, 2017). The UN Secretary-General stated that "We don't have plan B because there is no planet B!". So this thought then led to sustainable development with the theme "Changing Our World: Agenda 2030 for Sustainable Development" (Widianingsih & Paskarina, 2019). Sustainable Development Goals (SDGs) contain 17 goals and 169 targets which become global action plans (Eko Priyo Purnomo, Ghea Obisva, 2019) for the next 15 years (effective from 2016 to 2030) (Hák et al., 2016). And of the 17 goals, the Sustainable Development Goals are useful for ending poverty, protecting the environment, and ending inequalities to promote equality in welfare (Sachs, 2015).

This agreement was to attended by at least 193 heads of state in the world, including Vice President Jusuf Kalla, who participated in ratifying the 2030 Sustainable Development Agenda for Indonesia (Tristananda, 2018). And all countries without exception have a moral obligation to achieve the Sustainable Development Goals (SDGs) target since 2016 SDGs 2015-2030 officially replace the Millennium Development Goals (MDGs) 2000-2015 (Ngoya, 2015), where sustainable development is basically for equity purposes for development from the present generation to future generations (Rahadian, 2016).

As a form of realization of a world agreement, the Government of Indonesia shows its commitment with the issuance of Presidential Regulation No. 59 of 2017 concerning the Implementation of Achieving Sustainable Development Goals (Rudianto, 2018). With the main objective of ending poverty for the welfare of society, the Indonesian government continues to work with the World Bank in poverty alleviation efforts (WorldBank, 2019), Research on poverty covers several fields such as poverty alleviation trends through social security, social assistance, community-based programs to support field creation better and more work (Zuhdiyaty & Kaluge, 2018).



Source: BPS- Statistics Indonesian Poverty Profile 2019 (processed)

Figure 1. Comparison between the Percentage of Poor Population by Region of Indonesia 2015-2018

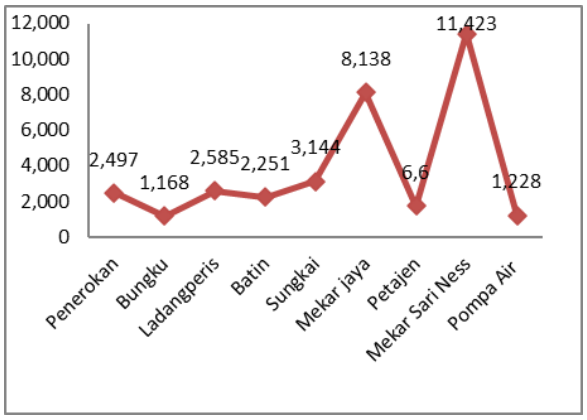
To reduce poverty and unemployment, the government has made various policies. One of the formulated policies is a cash for work policy (Dian, 2019). The main purpose of this policy is to empower unemployed people to support their families (Manembu, 2019). This program intends to use village funds allocated by the central government that was primarily to help overcome the problems that often occur in the village (Herdiyana, 2019a).

From the Labour Intensive program, the government has also established a wage policy for labour-intensive programs as a commitment to improving the quality of life of the people (Rai Budiasa, 2019).

Although the poverty rate has decreased, the Indonesian government has to improve the welfare of the community, especially in rural areas, because of the high percentage poverty in

the region compared to urbanised areas (Siahaan, 2020). Ending extreme poverty is not a matter of controlling prices (inflation) to reduce the expenditure of the less privileged (Ramly et al., 2020), but slightly increasing capacity and opportunities of the less privileged to improve their quality of life (Septiadi & Nursan, 2020). This article will discuss how the efforts of the government in overcoming poverty through the cash for work program. Some researchers found that Cash-for-work is an activity of empowering less privileged (Hidayah & Mukhlis, 2019), communities through the utilization of natural resources, labour, and local technology to reduce poverty and increase income (Herdiyana, 2019b).

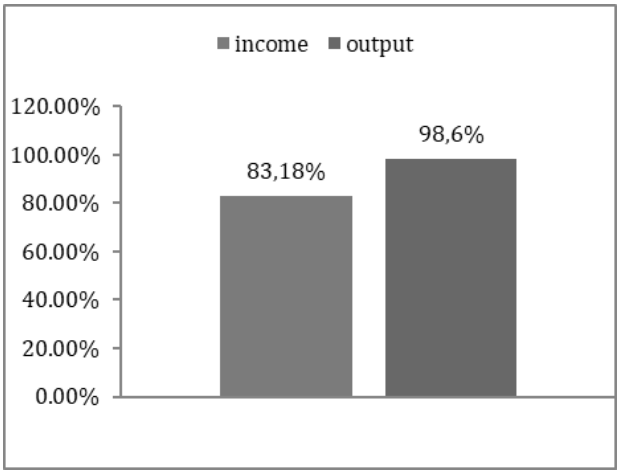
Mekar Sari Ness village is one of the towns in Batanghari Regency, Jambi Province, Indonesia that has low economic growth. Figure 2 shows the poverty level of Mekar Sari Ness villages. As seen, the poverty level of Mekar Sari Ness village is high compared to other communities.



Source: Researcher, elaborated from various data sources, 2020

Figure 2. Comparison Between The Village Poverty Rate In Bajubang Districts-Batanghari Regency

Which shows the economic inequality in this village, Mekar Sari Ness village is a new village resulting from the division of the region has complex socioeconomic characteristics with a strong rural character plus the lack of people who choose to work outside the village resulting in increased unemployment. Most Mekar Sari Ness villagers belong to the poor household group. They have low-income unemployed or underemployed family heads with a livelihood of farm labourers and small traders so that they have difficulty in terms of improving the standard of living of their families.



Source: Researcher, elaborated from various data sources, 2020

Figure 3. Comparison Of Community Income and Output in The Village of Mekar Sari Ness 2020

This policy is not just a legal basis. Still, it is also a reflection of being positive, with high unemployment value caused by limited employment, which leaves many Indonesians unemployed or freelance workers, commonly referred to as underemployment (Soleh, 2017). High unemployment rates in Indonesia have an impact on the difficulty of meeting primary and secondary needs so that poverty is always there and is high (Septiadi & Nursan, 2020).

The core of this problem is the government's ability to implement poverty alleviation efforts by increasing productive and strong economic growth (Ilham et al., 2019), together for the welfare of social groups for sustainable development by providing innovations in the form of programs that involve direct community participation and provide income in the form of wages as a benefit of obtaining income and meet the needs

of family life (Ruhmaniyati, 2018). The implementation of the cash for work program in the Village is one of the programs launched by four Ministers consisting of the Minister of the Interior, the Minister of Finance, the Minister of Villages, Underdeveloped Regional Development and Transmigration, and the Minister of National (Manembu, 2019). Development Planning was starting in 2018 with the adoption of a Joint Decree on Alignment and Strengthening Policies for the Acceleration of the Implementation of Law No. 6 of 2014 concerning villages (Rai Budiasa, 2019).

Cash for work program in the villages is a refocusing on the use of village funds in 3 (three) to 5 (five) types of activities following the needs and priorities of the village, through coordination with relevant ministries and their use for village development (Hadi Sumarto & Dwiantara, 2019), activities at least 30% must be used for pay community wages to create employment in the village, where the number of wages was determined by the development planning deliberations (Musrembang) (Herdiyana, 2019b).

This article aims to analyze the cash for work program, which plays a role in improving the welfare of the community and as a solution to reduce poverty and unemployment at the local level. Government innovation through the cash for work program as a step towards sustainable development allows people at the grassroots to receive benefits and can improve their living standards.

METHOD

This research uses a qualitative method because of its ability to help clarify the implementation of the cash for work program in poverty alleviation and unemployment for sustainable development (Wekke, 2017). Sources of data can be obtained through government websites and application services, from report documents and journalism related to the matter to be examining. The research was conducted in Mekar sari Ness village, Bajubang sub-district, this village is directly adjacent to the north with the penerokan village in the south with the village of Batin, to the west of the village of Bajubang and the east of the Ladang Peris village, having an area of 6,405 Ha with three hamlets and eight environmental units. Mekar Sari Ness Village is a village resulting from the division that has joined the Bajubang sub-district, the majority of villagers are farm labourers and traders with ± 26 poor households (BPS Batanghari, 2019). This village allows for research because this village is a village that is in the process of implementing cash for work program as a government innovation in poverty alleviation which is also a global goal in the goals of sustainable development (SDGs). This study mainly focuses on poverty reduction through this cash for work program and on indicators of sustainable development. This research will answer:

RQ1: Is the implementation of the cash for work program in the village following the principles of the program?

RQ2: What are the challenges in implementing cash for work program in the village?

For answer research question, this study uses descriptive statistical analysis techniques

that are using to analyze data by describing or describing data that has been collecting as it is and does not intend to make generally accepted conclusions or generalizations (Titi, 2020). So to guarantee the results of the validity of the data, statistics work flexibly. A data reduction is made by not all the people studied but instead using samples that represent it (Suardi, 2018), namely the village and village head, the head of the village

community empowerment section, and the community. They join the cash for work program and use conclusions that apply to members of their population based on a representative sample (Sholikhah, 2016). This stage allows researchers to produce comprehensive data findings so that they are scientifically accountable (Nasution, 2017). Therefore, it is imperative to use descriptive statistical methods in qualitative research, which tend to portray social phenomena as a form of research (Nurizzati, 2018), coupled with database processing capabilities possessed by descriptive qualitative methods that help in observing research in the form of numbers and forms measurements (Sholikhah, 2016).

Data processing is carried out with the help of Nvivo software version 12 to calculate word frequencies that are considering to represent research data on poverty alleviation programs, NVivo QSR software assistance for qualitative research data is prosperous. It has various data sources with various data collection techniques (Hai-Jew, 2020). Then, the basic thing that must be considered by qualitative researchers is how to measure the accuracy or consistency of qualitative research. And to find out the level of reliability in this study, researchers can use the help of the NVivo QSR software on the Coding Comparison Query feature (Muhtarom, M., Murtianto, Y. H., & Sutrisno, 2017).

RESULTS AND DISCUSSION

In this section, the analysis will focus on showing the Cash for work program for poverty alleviation in Indonesia. A discourse on poverty can turn attention to focus on achieving a complete goal of social justice implied by the term “sustainable development”.

Cash for work is not a new term in the Indonesian nation (Manembu, 2019). Even history records labour-intensive programs, one of the pillars that succeeded in Indonesia's development in the past, especially in the food self-sufficiency program (Dian, 2019). With the existence of a world program on poverty alleviation for sustainable development, the UN issued an essential point of development goals, one of which is ending extreme poverty (Hák et al., 2016). The Indonesian government is releasing innovation from the success of the labour-intensive program that once flourished in Indonesia by intensifying and re-establishing labour-intensive in national development programs, in 2018 under the name cash for work (Rai Budiasa, 2019). The broader and more significant changes made through Cash for work program policies can change attitudes. Community policies with multi-results encourage the achievement of quality of life of the community (Dony, 2018), improve infrastructure development and create jobs that target low-income families, results, in part, and families with malnourished children under five (Altenburg, 2017).

The cash for work that is currently was b implemented is interpreting as work that is basing on the use of available labour and project development activities that use more human labour when compared to capital or machinery (Rai Budiasa, 2019). Of the two definitions, it emphasizes the existence of a job

that optimizes the use of human resources in large quantities. That means that cash for work creates jobs, whether they are new or are expanding in nature, which can genuinely absorb the potential of the existing workforce so that unemployment is reducing and poverty levels can be reducing.

Cash-intensive programs allow people to directly receive the intended cash from the work they do (Food and Agriculture Organization, 2018). Then through the village fund, the government seeks to alleviate poverty through reducing unemployment (Ramly et al., 2020).

The government has instructed that the program utilize village funds and ministry programs disbursed to villages be carrying out using cash(Muhtarom, M., Murtianto, Y. H., & Sutrisno, 2017). for work scheme. The following village funds support the implementation of cash for work in the village of Mekar Sari Ness:

Table 1. Utilization of the Mekar Sari Nes Village Fund in 2020-2021

Village Found 2020				
Basic Needs	Infrastructure	Economic Potential Development	Empowerment	Utilization of Sustainable Natural Resources
IDR 782.608.000.00	IDR 757.311.100.00	_	IDR 25.296900,00	_

Source: Community and Village Protection Agency of Mekar Sari Nes District, 2020

With the planting schedule of the Mekarsari Ness Village Fund in 2020, it refers to village development and empowerment.

Table 2. Development Priority Agenda in The Village of Mekar Sari Ness 2020-2021

Mekar Sari Ness Village Development Agenda 2020-2021				
Description	Volume	Output	Budget (IDR)	Source of Funds
1: Clean Water Source Development	3	Unit	99.745.400,00	DDS
2:Counseling and training of cadre stunting	0	-	14.540.000,00	DDS
3: Drenase Development	1250	Meter	415.512.300,00	DDS
4:Maintenance and rehabilitation of educational buildings	1	Package	90.561.000,00	DDS
5 : Prevention of stunting	0	-	28.185.000,00	DDS
6:Strengthening BUMDes Business Capital	0	-	100.000.000,00	DDS
7 : Electrical Installation	1	Unit	8.767.400,00	DDS

Source: Community and Village Protection Agency of Mekar Sari Nes District, 2020

The Government's policy to reduce poverty, unemployment, and malnutrition in villages, in 2018, the Government implemented cash for work policy in the use of Village Funds for development activities (Herdiyana, 2019a). Through the technical instructions for using the 2018 Village Fund for cash for work, the Ministry of Villages, Underdeveloped Regional Development, and Transmigration provide obligations for all villages that receive the Village Fund to implement the Cash for work program with the provisions, first allocate a minimum of 30% of the village development budget for wages workforce, as well as undertaking priority rebuilding activities from the Village Fund with three to five development activities involving workers from the cash for work program following the Regulation of the Minister of Villages, Development of Disadvantaged

Regions, and Transmigration Number 19 of 2017 concerning Determination of Priority Use of Village Funds (Rai Budiasa, 2019). The findings of this study will highlight the development priorities that are applied in the village of Mekar Sari Ness, as an essential point in the cash for work program.

Table 3. Data analysis of development priorities in Mekar Sari Ness village in 2020 with 3-5 priority agendas

Description	Cash for Work Program	Total
1: Clean Water Source Development	21.43%	21.43%
2: Counseling and training of cadre stunting	7.14%	7.14%
3: Drenase Development	21.43%	21.43%
4: Maintenance and rehabilitation of educational buildings	16.67%	16.67%

Source: Research Output, Crosstab Query–Rate (%), 2020

In implementing sustainable development in the village of Mekar Sari Ness, the village government implemented seven development programs in 2020. The Crosstab Query-Rate (%) results show that of the seven development programs that constitute a collaborative plan with the cash for work program, there are four agendas namely clean water source development, drenase development, water source development and maintenance and rehabilitation of education buildings. Development priorities found from the results of the study are Clean Water Source Development with a value of 21.43%, followed by drenase development and construction of electrical installations.

Then the main program is also seen in the Maintenance and rehabilitation of educational buildings with a value of 16.67%. Then proceed with other applications such as Counseling and training of cadre stunting and Prevention of stunting with the same amount of 7.14% and BUMDes Business Capital Strengthening with 4.76%. That shows that the village government has carried out the mandate of the Ministry of Villages, Underdeveloped Regional Development, and Transmigration in the Regulation of the Minister of Villages, Development of Disadvantaged Regions, and Transmigration Number 19 of 2017 concerning Determination of Priority in the Use of Village Funds. With a priority development program that can support the cash for work program to increase the income of rural communities.

Through the program cash for work that uses village funds, where a project in the village is carrying out on a self-managed basis, and the project workers are paid daily or weekly. Thus, village funds are not only used to purchase infrastructure materials but also to pay workers' salaries. The participation or involvement of the community is one of the factors that influence the success of the development program as well as the development and empowerment of rural communities.

Table 4. The Ratio of People Participating in The Cash For Work Program

Variable	Cash for Work Program	Total
1:Freelance workers	53.85%	53.85%
2: Poor household	46.15%	46.15%
3 : Total	100%	100%

Source: Research Output, Crosstab Query–Rate (%), 2020

The results were found based on a crosstab query-rate with a percentage showing that in cash for work program in Mekar Sari Ness village participants consisted of two categories analyzed with the nodes code on Nvivo12 namely freelance workers with 53.85% and poor housing with 46.15% indicating that the majority of workers in cash for work program are people with Freelance Workers. This shows that people

with freelance workers are still in the category of people who need income to meet their daily needs in addition to the poor. In Mekar Sari Nes Village, freelancers are farm labourers who have an income of IDR 6,090,573 / year with an average number of families of 4 people per household. And the assumption of a Rupiah exchange rate of IDR 15,586 per US Dollar and equivalent to 27 US cents per capita per day, far below the SDGs standard, which makes Mekar Sari Ness village have economic inequality, besides that the Mekar Sari Ness village community also

has a list of low-income families who live with limitations and need income for the survival of his family.

In 2020 Mekar Sari Ness Village received a village fund of IDR 782,608,000, with a total value of development projects sourced from the village fund for Cash For Work Program of IDR 614,586,100. The total amount of wages allocated from the project value is IDR 143,570,000 with an average salary of IDR 113,333 / person/day.

In this research, it was to found that the village of Mekar Sari Ness has four development projects involving a cash program for work with a wage scheme given to workers. Based on the wages provided, workers earn an average of Rp 113,333 / day. The stipulated fees are high enough that the majority of the community from rubber farm labourers and traders earn enough money and the reduced get income. Also, in implementing the program in Mekar Sari Ness Village, the priority is to use local workers who are none other than villagers in the poor, marginal and unemployed or freelance categories.

In the cash for work program, people will receive wages from their work, the determination of fees was adjusting to the HSPK (District Basic Unit Price), which is IDR 125,000 / day for the foreman, IDR 120,000 / day for builders and construction assistants worth IDR 95,000 / day. In its implementation in Mekar Sari Ness Village, it is following applicable provisions. The agreement on the implementation of cash for work activities related to working hours, working days and division of tasks to be completed has been determining with the approval of the workers. It is agreed that the working hours start at 7:00 a.m. to 4:00 p.m. while for breaks at noon. The working day is set for six days, from Monday to Saturday and the division of tasks of both the masons and the masons is seen in their daily lives.

Table 5. Project Recapitulation by Activity Type for cash for work program in Mekar Sari Ness Village

Description	Wage Amount (IDR)	Average Wage (IDR)
1: Clean Water Source Development	42.325.000,00	113.000,00
2: Drenase Development	62.202.500,00	113.000,00
3: Maintenance and rehabilitation of educational buildings	36.647.500,00	113.000,00
4: Electrical Installation	2.395.000,00	113.000,00
5: Total	43.570.000,00	113.000,00

Source: Community and Village Protection Agency of Mekar SariNes District, elaborated from various data sources 2020

Payment of wages is made once a week based on mutual agreement. Still, in an urgent situation, workers may ask for salary even though they have not worked for a week because the cash for work program has a basis if the worker is already working then you can get paid. Income People who take part in the cash for

work program, namely the poor and freelance workers who have incomes below the Sustainable Development Goals (SDGs) standard, have risen to ± IDR 2,700,000 / month, equivalent to the US $ 1.4 per capita per day each for four family members. The impact of the implementation of the cash for work program in the village of Mekar Sari Ness brought changes to the standard of living of the community.

Table 6. Impact of cash for work programs in Mekar Sari Ness village

Variable	Program	Total
1: Creating job opportunities	33.33%	33.33%
2: an increase in wages and incomes of rural communities	27.78%	27.78%
3: Generating economic activities in the village	5.56%	5.56%
4: increase production and productivity of rural communities	22.22%	22.22%
5: Manage the potential of local resources	11.11%	11.11%
6 : Total	100%	100%

Source: Research Output, Crosstab Query–Rate (%), 2020

Based on the results of the analysis using a crosstab query-rate (%), it was to found that in the village of Mekar Sari Ness in the implementation of the cash for work program it has a significant influence on creating job opportunities with a value of 33.33% so that it opens opportunities for people to get jobs and get wages that are in line with the second impact, namely increase in wages and incomes of rural communities with a value of 27.78% so that community income in the village of Mekar Sari Ness increases with the existence of this Cash for Work program, besides this program also has an impact on improving productivity in villages with the value of increasing production and productivity of rural communities is 22.22% and able to manage economic potential with an amount of 11.11%. However, in this program, it is still considered insufficient to generate village economic activities by only 5.56%, which shows the lack of village economic activity.

The cash for work program in Mekar Sari Ness Village also had an impact on community survival by highlighting that it was to found that the income earned by people who were included in the cash for work program can meet family needs in one day or even a month for one workday and meet basic family needs.

The principle of village development policy is associated with the village development mechanism which is a harmonious combination between two main activity groups namely government activities as the first activity group and various community participation activities as the second leading group. In article 78 of Law No. 6 of 2014 explained that village development has the aim to improve the welfare of rural communities and the quality of human life and poverty reduction through meeting basic needs, construction of agricultural facilities and infrastructure, development of local economic potential and effective use of natural resources and the environment. Sustainable (Dian, 2019). With the event that aims to improve the living standards of the community, the family, so that it means that the city is required to participate fully in development. Then through the Village Fund, the government seeks to alleviate poverty through reducing unemployment.

The government has instructed that programs to utilize village funds and service programs distributed to villages are carried out using cash for work. A cash scheme for employment is a form of labour-intensive activities by providing direct cash wages to the workers involved (daily / weekly) to strengthen people's purchasing power, increase economic growth, and public welfare. The cash for work program carried out by the government as an

innovation for sustainable development goals (SDGs) has increased the level of community welfare and minimized poverty in villages by increasing income according to the standards of sustainable development goals to achieve Global goals in poverty alleviation.

Direct community participation in development is an effort to achieve development goals is a form of involvement that alleviates the burden of development and makes the event felt just and prosperous. In the implementation of the cash for a work program that highlights the strengths, the government has challenges that must be fancying in implementing this program, especially in the poverty alleviation plan which is a global goal and included in the sustainable development goals.

Table 7. Challenges in implementing cash for work programs as poverty alleviation for sustainable development

Variable	Cash for Work Program	Total
1: harmonization of village funds	50%	50%
2: skill or workability	25%	25%
3: worker recruitment	16.67%	16.67%
4: time suitability	8.33%	8.33%
5 : Total	100%	100%

Source: Research Output, Crosstab Query–Rate (%), 2020

The results of the Crosstab Query-Rate (%) in analyzing challenges in the implementation of the cash for work program show that the biggest problem lies in the harmonization of village funds because this point is also the primary key in implementing poverty alleviation programs, with a value of 50% indicating that the harmonization of the village found challenges that must be faced and anticipated by the village government in implementing the cash for work program.

Alignment of village planning must be considered so that overlapping policies do not occur between the Central Government, Provincial Governments, Regency / City Governments, and Village Governments. That has led to an alignment related to poverty alleviation programs with the cash for work innovation program, and subsequent regulations can be adjusting according to central government regulations. The initial step that can be taken by the village government is to review the APBDes following the technical instructions for using the village funds for the cash for work programs, with the provisions that have been regulated by the Minister of Villages, Disadvantaged Regions and Transmigration Number 19 of 2017 concerning the Priority Determination of the Use of Village Funds, first by allocating a minimum of 30% of development activity budgets for workers' wages, secondly centralizing or prioritizing development with three to five development activities involving the community through the cash for work program, thirdly obliging to prioritize marginalized residents in villages in the recruitment of workers (Rai Budiasa, 2019).

Skill is a challenge for the implementation of a cash for work program with a value of 25%, indicating the lack of community capacity is the second challenge that must be faced. This is also related to the problem of recruiting workers with a value of 16.6% in Mekar Sari Nes Village so that it becomes a highlight to learn that in terms of open recruitment allows recruits who are not always skilled, with a target group of unemployed, underemployed, and poor citizens, especially first earners, both men, women and youth of productive age and not children, as well as farm labourers, and labour employment was laid off. The obstacle that must be faced by the village government is that the government becomes challenging to select prospective

workers and must ensure that the recruitment is following the needs, especially in the position of skilled workers and skilled labour assistants. So if the village government is wrong in recruiting workers, it will affect the quality of work.

The next obstacle is the time suitability with a value of 8.33% which indicates the low possibility of work that is not on time making the program in Mekar Sari Ness run well showing ethical community commitment in participating in implementing this program so that the determination of the implementation time is following the worker's day and development well done and smooth.

CONCLUSION

Based on the research findings and discussion it can be concluded that the implementation of the cash for work program in Mekar Sari Ness Village shows positive changes to reduce poverty as a form of sustainable development goals (SDGs). The existence of the cash for work program has an impact on opening up jobs and increasing the income of workers involved in the cash for work program following Sustainable Development Goals (SDGs) standards, which initially started 23 cents per US Dollar to 1.4 per US Dollar, and made the community able to meet their basic needs. In its implementation, the cash for work program is implemented well, such as the implementation of activities following the priorities in the use of the Village Fund; payment of wages paid in cash (cash for work); and local people who are directly involved in implementing self-management activities (local labour) in the village of Mekar Sari Ness.

The challenges in implementing the cash for work program are harmonization of village funds, skills or work abilities, worker recruitment, time suitability. The biggest problem that must be facing in implementing cash for work is the harmonization of village funds and regulations that set to avoid overlapping policies and recruitment systems and worker skills so that the program can run well with development outcomes that can prosper the community.

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