

Entrepreneurship Motivational Training for Indonesian Migrant Workers in Hong Kong

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Abstract.

The role of Indonesian migrant workers as contributors to the country's foreign exchange cannot be denied anymore. However, with such a large amount of money, not all workers can have an established life when they are no longer working as migrant workers. Entrepreneurship can be an appealing option for returned migrant workers to utilize the skills and experiences they gained abroad while contributing to their local community. However, there is a need for entrepreneurship training for Indonesian Migrant Workers to prepare for their retirement. On April 30, 2023, the training was held using the hybrid method. The training was attended by approximately 60 migrant workers in Hong Kong from various communities, not only members of the Hong Kong PCIA but also the Church community, Underground Music, and others. To ensure the continuity of community service activities at the end of the training event, the community service team provided grants in the form of funds for program sustainability. The grants are expected to help them to be able to maintain routine activities even though the UMY and UNISA community service teams do not directly assist them.

Keywords: entrepreneurship, migran worker, protection

1. Introduction

Indonesia is one of the world's major countries that supplies many migrant workers. Indonesian migrant workers refer to individuals from Indonesia who leave their home country to work in other countries. They often seek employment opportunities abroad to improve their economic conditions and support their families. Indonesian migrant workers can be found in various sectors such as domestic work, construction, agriculture, manufacturing, and service industries.

Indonesian migrant workers contribute significantly to the sustainable development of Indonesia. In 2018, Indonesia received a very high income from migrants. A total of 11.2 billion US dollars was recorded as foreign exchange sourced from migrant workers. Most migrant workers are in the productive age margin, between 18 and 35 years old. Most of them (about 70%) are women. They are employed in low-wage sectors, such as a maid or domestic helper, and manufacturing.

Data obtained from BP-2MI (Indonesian Migrant Workers Protection Agency) up to July 2020 showed that, among Indonesian women who chose to work as migrant workers, 21,809 were employed as domestic workers, 10,647 as caregivers or nurses for the elderly or children, and 7,386 as operators. Regarding these "promising" work prospects, it demonstrates that women are better accepted in neighbouring countries' labour markets. Hong Kong, Malaysia, and Taiwan are the last destinations for Indonesian migrant laborers till 2020 (https://bp2mi.go.id/uploads/statistik/images/data_28-08-2020).

It is estimated that around 4.5 million Indonesians work abroad (kompas.com, 2022). For many years Hong Kong has been a primary destination for Indonesian migrant domestic workers. Historically dominated by the Philippines, Indonesian women now make up nearly half of all migrant domestic workers in Hong Kong. As of 2022, approximately 60.1 thousand Indonesians were working in Hong Kong.

The role of Indonesian migrant workers as contributors to the country's foreign exchange

cannot be denied anymore. However, with such a large amount of money, not all workers can have an established life when they are no longer working as migrant workers (Kristiyana, 2014; Kristiyana, Santoso, Chamidah, & Setyawan, 2020).). Many Indonesian migrant workers eventually return to their home country after completing their contracts or due to various reasons. Every year, the number of migrant workers returning to Indonesia is decreasing. Data from BNP2TKI (2016) noted that in 2014 the number of migrant workers arriving was 201,779 people, while in 2015 there were only 114,796 people.

The reintegration process can be challenging as they face the task of finding employment, adjusting to the local job market, and readjusting to their home communities. The main problem is that migrant workers generally run out of capital due to their inability to manage finances and because they are too consumptive (Maksum, 2021, Prihantika, Meiliyana, & Caturiani, 2016). In general, Indonesian migrant workers and their families do not have a job and are even reluctant to return to work in the traditional sector, so they no longer have a source of income in the country.

Entrepreneurship can be an appealing option for returned migrant workers to utilize the skills and experiences they gained abroad while contributing to their local community. However, there are some overcoming challenges. Starting a business comes with challenges, and being a returned migrant worker may present additional obstacles. These include adapting to local business practices, navigating legal and regulatory frameworks, and building trust and credibility with the local community. Another challenge is Support and Resources. Seek out support and resources available to returned migrant workers who are interested in entrepreneurship. Government agencies, non-governmental organizations (NGOs), business development centres, and entrepreneurship programs may offer guidance, training, and mentorship to help you successfully start and grow your business.

Retired migrant workers who used their income to start a business failed and did not achieve the expected success. This is due to a lack of education, training and assistance in conducting and managing business. Therefore, one effort that needs to be done, one of which is to organize entrepreneurship training for Indonesian Migrant Workers to prepare for their retirement.

Based on the above mentioned issues, the authors were interested in conducting a community program related to introducing and training entrepreneurial skills for migrant workers in Hongkong before retirement (Saptono, Dewi, & Suparno, 2016). The team identified the need for entrepreneurship training activities planned and carried out periodically to equip Indonesian migrant workers with knowledge on how to manage money to initiate businesses and how to manage business strategically (Mochklas & Hariri, 2019; 2019).

This community service program was carried out in collaboration with the PMI organization and the Head of the Hong Kong Aisyiyah Special Branch (PCIA) coordinated by Sri Nasiati Umaroh. From the results of the discussion, Sri Masiati Umaroh underlined the problems faced by Indonesian migrant workers in Hong Kong, namely the weak management of income, especially when associated with investment in the form of business. While they have great potential to develop their business as a form of investment from the salary they receive. Umaroh added that in addition to equipping migrant workers with entrepreneurial knowledge, the training activities were also aimed at educating migrant workers not to be consumptive in managing their money.

The team consists of lecturers from the Faculty of Economics and Business as well as Masters in Management, University of Muhammadiyah Yogyakarta, Meika Kurnia Puji Rahayu, and two lecturers from Aisyiyah University, Dewi Amanatun Suryani, and Fitri Maulidah Rahmawati collaborated with the Hong Kong PMI and PCIA organizations. Cooperation in the form of organizing training activities aimed at increasing the capacity of migrant workers in starting and developing businesses. The theme of community service activities is "**Blazing the Road to Success Through Entrepreneurship**".

2. Methodology

The community service program lasts three months, from March to May 2022. In carrying out this community service program, the Team implemented 8 stages of problem solving adapted from Robbins and Coulter (2022), namely:

- Identify the problem.

At this stage, the collaborative team (UMY, UNISA, PMI, PCIA Hongkong) clearly articulate the problem they are facing. We conducted discussion to understand the scope, impact, and underlying causes. This step involved gathering information, analysing data, and comprehensively understanding the situation. Discussion was conducted through online brainstorming with representatives of the Hong Kong PMI and PCIA organizations. The activity was carried out online on March 1, 2022. Brainstorming aims to identify "the real problem" that must be resolved.

- Set Goals.

This stage requires the team to determine what the team want to achieve through problem-solving. We set specific, measurable, achievable, relevant, and time-bound (SMART) goals that become a guidance our efforts and help the team to evaluate the effectiveness of the solutions.

- Develop alternatives and select best solution.

The team conducted a brainstorming and explored multiple possible solutions to the problem. We encourage creativity and open-mindedness during this phase by considering different perspectives, approaches, and potential outcomes. The team chose the most promising or feasible solution based on the discussion. We pay attention to the trade-offs and potential consequences associated with the decision.

- Develop an Action Plan.

The team created and decided a detailed plan outlining the steps, resources, and timeline required to implement the solution. The team also agreed specific tasks, assign responsibilities, and establish milestones for monitoring progress. A well-defined action plan enhances the likelihood of successful implementation.

- Implement the chosen solution.

The team agreed to conduct hybrid (offline and online) on 29-30 April 2023 and 1 May 2023.

- Evaluate decision effectiveness.

The team continuously assesses the progress and outcomes of the training. The team also gathers feedback from stakeholders.

3. Results and Discussion

a. Pre Training Activities

Pre training activities consists of (1) Identify the problems, (2) set the goals, and (3) Develop alternatives and select best solution.

As mentioned above, at 1 March 2023, team of UMY, UNISA, PMI, and PCIA Hongkong conducted an online discussion (brainstorming). The brainstorming results emphasized the need for entrepreneurship training activities for Indonesian migrant workers in Hong Kong. They propose activities to be carried out online and offline. The team from UMY and UNISA agreed. Twelve migrant workers in Hong Kong representing PMI and PCIA Hong Kong took part in the discussion.



Figure 1. Online Discussion

The discussion also resulted in an agreement to form a training committee consisting of the head of the committee (Sri Nasiati Umaroh), Consumption (Fitri and Regini), Events and Documentation (Ebta and Tuswati) as well as several people as receptionists and assistants.

To facilitate further communication, the team created a WhatsApp group in which the community service team from UMY and UNISA, PMI, and PCIA Hong Kong representatives were appointed as the organizing committee for the activity.

b. Training Activity

This stage consists of step number four (4) Develop an Action Plan and five (5) Implement the chosen solution.

The UMY and UNISA teams arrived in Hong Kong on April 29, 2023, and they got to work coordinating with the training committee right away. Along with coordinating, the team also visited the training site, the Tsim Sha Tsui Mosque Hall in Hong Kong, which is near Kowloon Park and situated at the intersection of Nathan Road and Haiphong Road.



Figure 2. Tsim Sha Tsui Mosque, Hongkong

On April 30 2023, the training was held. The training was attended by approximately 60 migrant workers in Hong Kong from various communities, not only members of the Hong Kong PCIA, but also including the Church community, Underground Music, and others. On that occasion, a representative from the Indonesian Consul General in Hong Kong, Elfani, attended the occasion. She was also gave a remarks. "On behalf of the Consul General, we express our highest appreciation for holding this training. Hopefully, this activity can provide the knowledge and skills of PMI friends in preparing the confidence to return to Indonesia as a successful PMI Retired," said Elfani in her remarks.

The training activities began with brainstorming and interesting games guided by Meika. Brainstorming activities are aimed at conditioning the participants' motivation to "tune in" to the activity. Participants were asked to form groups (5 people in 1 group) and invite them to

think and come up with creative ideas about a business. They were assigned to discuss what business ideas they would develop and make attractive yells as a form of business advertisement. In this session, the best group was selected, and prizes were given to them.



Figure 3. The trainers delivered the training material.

In the next session, the team provided material through lectures and interactive discussions. The material was delivered by Fitri, who conveyed the importance of business management and internal and external analysis that functions in business planning. In this session, Fitri provides essential knowledge on how to start a business. Participants were invited to discuss simple business planning.



Figure 4. The trainers delivered the material online

The material was continued by Dewi, who provided insight on how to overcome obstacles to becoming an entrepreneur, both from within oneself, perceptions, and mental blocks.



Figure 5. Teams with participants (women migrant workers)

To ensure the continuity of community service activities at the end of the training event,

the community service team provided grants in the form of funds for program sustainability. The grants are expected to help them to be able to maintain routine activities even though the UMY and UNISA community service teams do not directly assist them.

c. Post-Training Activity

The day after the training, the team conducted an evaluation (step 6). The evaluation results showed that the participant's responses were excellent, as evidenced by their feedback. Participants also asked for further training to be carried out immediately, even though it was online. Some of the weaknesses identified were the lack of coordination between committees which resulted in the preparation of places and consumption that were not on target. Too many additional events also affect the concentration of the participants in the training. There will be an online follow-up training in July 2023.

4. Conclusions

Online conversations and discussions are the first step in community service. An initial assessment of the partner's status regarding the issues, opportunities, and advantages of the activities to be offered is intended. The dialogue's outcomes define the conditions of the partners, particularly the training objectives, which are Indonesian migrant laborers in Hong Kong. The decision was made to conduct the entrepreneurship training activities offline because the curriculum was suited for implementation.

But first, the UMY and UNISA teams developed all of the training-related materials in coordination with PMI and PCIA Hong Kong. The combined team establishes a training committee and decides when the training will take place. The UNISA and UMY teams were chosen to serve as the training's speakers.

The group then carried out training exercises. The UMY and UNISA teams not only presented the information, but they also held a question-and-answer session on the process of generating a business idea up until its foundation. Exciting games were inserted between the training exercises to keep the participants interested. The community service team provided grants in the form of funds for program sustainability. The grants are expected to help them to be able to maintain routine activities.

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