“Blazing the Road to Success Through Entrepreneurship”, a Motivational Training for Indonesian Migrant Workers in Hong Kong

Meika Kurnia Puji Rahayu1, Dewi Amanatun Suryani2, Fitri Maulidah Rahmawati3, and Sri Nasiati Umaroh4

1Masters of Management, Post Graduate Program, Universitas Muhammadiyah Yogyakarta, Indonesia
2Public Administration Study Program, Faculty of Economics, Social Sciences, and Humanities, Universitas Aisyiyah Yogyakarta, Indonesia
3Management Study Program, Faculty of Economics, Social Sciences, and Humanities, Universitas Aisyiyah Yogyakarta, Indonesia
4Head of Aisyiyah Special Branch, Hong Kong

Abstract. The role of Indonesian Migrant Workers as contributors to the country's foreign exchange is undeniable. 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 the 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. The training was attended by approximately 60 migrant workers in Hong Kong from various communities, not only the 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, migrant 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

* Corresponding author: meika_kurnia@umy.ac.id
(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 neighboring countries' labor markets. Hong Kong, Malaysia, and Taiwan are the most recent destinations for Indonesian migrant laborers until 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 is undeniable. 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 when returning to their home country.

Entrepreneurship can be an appealing option for the returned migrant workers to utilize the skills and experiences they gained abroad while contributing to their local community. However, there are some challenges to overcome. 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. To specifically overcome the latter challenge, returned migrant workers who are interested in entrepreneurship can seek out any available support and resources. Government agencies, non-governmental organizations (NGOs), business development centers, and entrepreneurship programs may offer guidance, training, and mentorship to help the returned migrant workers successfully start and develop a 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 is to organize entrepreneurship training for Indonesian Migrant Workers to prepare for their retirement.

Based on the aforementioned issues, the authors were interested in conducting a community program to introduce and train entrepreneurial skills for migrant workers in Hong Kong before their 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, Universitas Muhammadiyah Yogyakarta -Meika Kurnia Puji Rahayu- and two lecturers from Universitas Aisyiyah -Dewi Amanatun Suryani and Fitri Maulidah Rahmawati- collaborated with the Hong Kong PMI and PCIA organizations. Collaboration in the form of organizing training activities aimed at increasing the capacity of migrant workers in starting and developing businesses. The theme of the community service activities is "Blazing the Road to Success Through Entrepreneurship".

2 Methodology

The community service program lasted 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:

1) Identify the problem.
   At this stage, the collaborative team (UMY, UNISA, PMI, PCIA Hongkong) clearly articulated the problem they were facing. We conducted a discussion to understand the scope, impact, and underlying causes. This step involved gathering information, analyzing data, and comprehensively understanding the situation. The 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 aimed to identify "the actual problem" that must be resolved.

2) Set Goals.
   This stage required the team to determine what the team wanted to achieve through problem-solving. We set specific, measurable, achievable, relevant, and time-bound (SMART) goals that became guidance for our efforts and served as assistance for the team to evaluate the effectiveness of the solutions.

3) Develop alternatives and select the best solution.
   The team conducted a brainstorming and explored multiple possible solutions to the problem. We encouraged 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 paid attention to the trade-offs and potential consequences associated with the decision.

4) Develop an Action Plan.
   The team created and decided on a detailed plan outlining the steps, resources, and timeline required to implement the solution. The team also agreed on specific tasks, assigned responsibilities, and established milestones for monitoring progress. A well-defined action plan enhances the likelihood of successful implementation.

5) Implement the chosen solution.
   The team agreed to conduct offline discussion on 29-30 April 2023 and 1 May 2023.

6) Evaluate decision effectiveness.
   The team continuously assessed the progress and outcomes of the training. The team also gathered feedback from stakeholders.
3 Results and Discussion

3.1. Pre-Training Activities

Pre-training activities consist of (1) Identifying the problems, (2) setting the goals, and (3) Developing alternatives and selecting the best solution.

As previously mentioned, on 1 March 2023, the team of UMY, UNISA, PMI, and PCIA Hong Kong conducted an online discussion (brainstorming). The brainstorming results emphasized the need for entrepreneurship training activities for Indonesian Migrant Workers in Hong Kong. They proposed 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.

3.2. 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 the coordination, 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.
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 the members of the Hong Kong PCIA, but also 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 also gave 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 invited 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.

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 will be functional in business planning. In this session, Fitri provided essential knowledge on how to start a business. Participants were invited to discuss simple business planning.
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.

To ensure the continuity of the 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.

3.3. Post-Training Activity

The day after the training, the team conducted an evaluation (step 6). The evaluation results showed that the participants’ responses were excellent as evidenced by their feedback. Participants also asked for further training to be carried out immediately, even when it has to be 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 affected 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 Workers in Hong Kong. The decision was made to conduct the entrepreneurship training activities offline because the curriculum was suited for implementation.

But before that, the UMY and UNISA teams developed all of the training-related materials in coordination with PMI and PCIA Hong Kong. The combined team established a training committee and decided when the training would 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 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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