

COMPLETION REPORT

The Application of Transfer Knowledge of Ex-Japan Trainees from Indonesia:
Alternative Solution for Rural Development in South Sulawesi and East Java

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Indonesian government realizes its incapability to provide sufficient job opportunity for its work force. Therefore, the government through its several ministries opens up cooperation with Japan authority to conduct training program for Indonesian youth in order to upgrade their qualities and to create economic independence among them. The research shows us that at least there are three Ministry that already established apprenticeship program by sending Indonesian youth to Japan, namely Ministry of Manpower and Transmigration (MoMT), Ministry of Agriculture (MoA), and Ministry of Marine Affairs and Fisheries. Basically these are a work apprenticeship program that expected to increase the number of young entrepreneurships and to reduce unemployment rate in Indonesia. Due to the limitation of data and time, we focus only to the apprenticeship program conducted by Ministry of Agriculture and Ministry of Man Power.

Ministry of Agriculture (MoA) has been conducted the apprenticeship program—namely Indonesian Young Farm Leader Training Program—since 1994 in cooperation with Japan Agriculture Exchange Council (JAEC). Currently the Ministry has renewed its MoU with Japan in 2013 and cooperated with township council namely Nigata Agriculture Association, Kumamoto International Agriculture, and International Agriculture Exchange Association. As per April 2013 MoA recorded that at least 1167 young farmer from 34 provinces in Indonesia have joined this program. The period of this program are mainly 8 month to 1 year but currently can be extend to two years depend on their performance during the training. By sending young farmer to live and to learn from successful Japanese farmer, the program aim to expand the knowledge of Indonesian young farmer on Japanese farming activities range from its farming technology to its product selling management.

Meanwhile, The Ministry of Manpower (MoMT) initiated its apprenticeship program in 1994 based on Memorandum of Understanding (MoU) between Directorate General of Training and Productivity Development (Direktorat Jenderal Binalattas Depnakertrans RI) with The Association International Manpower Development of Medium and Small Enterprises Japan (IM) on 16 September 1994. The MoU renewed on 19 May 1999 and again on 22 February 2000. Different from Ministry of Agriculture, the program conducted by Ministry of Man Power

focuses its training on industrial and manufacture sectors. Indonesian youths who join this program will be trained in a medium and small scale factory for three years. By this, the government hopes to create a generation who can apply their experience, knowledge, and training remuneration for their economic autonomy, moreover for creating working opportunity for others.

The research focus in several cities in East Java, namely Surabaya, Sidoarjo, Malang, Blitar, Mojokerto, Trenggalek and Tulungagung, meanwhile several cities in South Sulawesi are Makassar, Maros, Pinrang, Barru, and Sidrap. In collecting the data, we applied in depth interview and focus group discussion with ex-trainees and officials associated with the internship program.

Various benefit gained from the internship program, both remittance and social remittance in the form of values, knowledge, and ideas. In capital they earned at least variously from 50 to 300 million Rupiah after the completion of internship program. On the other side in social capital, they earned knowledge, change of behavior, and ideas that bring home and change their life in Indonesia. They obtained some knowledge such as agriculture technology range from cropping patterns, nursery, agriculture mechanization, and marketing and managements of agriculture business in MoA program. On the other hand, most knowledge gained from those who joined MoMT program mainly technology. Unfortunately, these are sometimes difficult to apply in Indonesia since Japan uses high technology with high costs, hence they could not afford to buy or to use them.

Another form of social remittance are behavior and ideas. These probably the most applicable form of knowledge transferred from Japan to young Indonesian trainees. These youths realize that only because of their working behavior, Japan become a developed country. Thus, many of these work ethos affected the trainees, such as hard worker, time management, discipline, honest, loyal, eager to learn, not easily give up in facing failure and obedient. Many of these trainees are still applying the work ethos they received from Japan. Some cases show us the strength of these internship alumni, such as how they work hard to expand their business and agricultural enterprise, also never give up to try another business after one and another failure. Some success story bring to light that the remedy of their success are applying what their *oto-san* did and keeping the communication with them through email, mail, or telephone. Sometimes, discussion with their Japanese “parents” or supervisor during apprenticeship program, gave them ideas on how to start and to manage successful venture in home country. Moreover, some of them even establish business cooperation where their Japanese *oto-san* or supervisor became their business partner.

Regrettably, many of them lose these values and behavior along with their return to Indonesia due to culture differences and uncomfortable feeling of being different from surrounding. Along with this, the study expose that many of these trainees come to a sticky end where they were fruitless to establish economic independency, run out of their remittance and failed in applying the knowledge transferred from Japan. This condition made them return to their daily activities and economic level before they went to Japan. These unsuccessful condition occurred for various reason, such as lack of financial and business planning hence they lost its way after the completion of training period, relation gap between internship alumni with local government and officials associated with the program so that they missed the opportunity of both financial and training and empowerment assistance, and

various individual circumstances.

In accordance with local government, surprisingly some officials in provincial level in Makassar were unfamiliar about the program. This shows us that relations between local officials with alumni were not harmoniously established as the local officials did not involve in the sending process because it is handled by the central level. For this reason as the alumni return to their village, their existences were unseen in the eyes of local officials, despite the fact that their knowledge would be beneficial for their village. The local officials should encourage the alumni to work together to develop either their agricultural business or small enterprises through both in tutorial/empowerment and financial assistance. On the other hand, the alumni should also actively establish a relation mainly to their local officials beside to provincial and central level.

From the research we found some weaknesses from these programs, both in East Java and South Sulawesi, namely lack of publication and information to wider public about these programs. As a consequence, not so many people aware about these programs. This caused insufficient applicant hence the recruitment of prospective trainees appear very sudden and imposed only to fulfill the quota of the program neglecting the formal requirements. As a result some problem often occurs when they were in a training period. This proved by several cases in MoA program where some trainee from Makassar (South Sulawesi) were actually not a farmer but they have to live and to work in farming environmental thus they found difficulties and decided to run away from the program. Similarly, some trainees who could not bear a brunt from training period in factory on MoMT program were run away. Uniquely, many of them were also coming from Makassar. Due to these problems, MoMT program suspended the sending of trainees from Makassar since 2005 until 2013. Differently, the trainees from East Java mostly were able to survive along the period of internship.

Based on these conditions, we conclude that several strategies should be adopted, firstly to increase of the number or the quota of interns to Japan; secondly reducing the level of agreement violations during the internship both from the officials in recruitment period and the trainees during and after the completion of internship period, and thirdly to develop an alumni assistance program in cooperation with local government after internship period finished.

Publication of the Results of Research Project:

Verbal Presentation (Date, Venue, Name of Conference, Title of Presentation, Presenter, etc.)

1. October 10, 2013, Ministry of Man Power and Transmigration-Ditjen Binalattas 6th Floor, Jl. Gatot Subroto Kav 51, South Jakarta, Discussion, The Application of Transfer Knowledge of Ex-Japan Trainees from Indonesia: Alternative Solution for Rural Development in South Sulawesi and East Java,, Devi Riskianingrum and Gusnelly.
2. Upcoming Discussion: Mid April 2014, PSDR LIPI, IHT Monthly Discussion, The Application of Transfer Knowledge of Ex-Japan Trainees from Indonesia: Alternative Solution for Rural Development in South Sulawesi and East Java,, Devi Riskianingrum and Gusnelly.
3. Upcoming Discussion: End of April 2014, Ministry of Agriculture, Building D, 7th Floor, Jl. Raya Ragunan,

South Jakarta, The Application of Transfer Knowledge of Ex-Japan Trainees from Indonesia: Alternative Solution for Rural Development in South Sulawesi and East Java,, Devi Riskianingrum and Gusnelly.

Thesis (Name of Journal and its Date, Title and Author of Thesis, etc.)

Book (Publisher and Date of the Book, Title and Author of the Book, etc.)

On Writing Process

Consist of 5 Chapter:

- I. Introduction,
- II. Indonesia-Japan Internship Program: Historical Overview
- III. Application of Transfer Knowledge from Internship Program
- IV. Local Government and Its Role on Internship Program Alumni
- V. Conclusion