

# COOPERATIVE EDUCATION IN INDONESIA

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In Indonesia, cooperative education as the core of cooperative still comes across some challenges. Although empirically society's perceptions toward cooperatives are neither hostile nor hospitable, this could cause the cooperative be either ignored or supported. And it will affect the development of cooperatives qualitatively.

The ideal and main role of cooperative is educating people to be able to get involved both in organization and in economic sectors. However it needs prerequisites; that means cooperative need to educate itself first. Prior to the role, the cooperative must have some principal abilities (1) to get members participated actively as owners and users (social efficiency and social effectiveness), (2) to develop members' businesses, (3) to raise sufficient business capital, and (4) to develop its businesses. Due to the roles, it goes without saying that cooperative requires proper characters as well as knowledge and skill performance of its all human resources.

Whether there will be developed cooperatives or the degenerated ones will be occurred on the other side is determined by the performance of cooperative boards. In 2019 the Indonesia Ministry of Cooperative and Small and Medium Enterprises published that the amount of active cooperatives is 123,048 after 80,088 degenerated cooperatives were dismissed in 2017. These kinds of cooperatives were neither able to conduct the annual assembly for three consecutive years nor to run their own business units.

The development of cooperatives in Indonesia has legal formal acts. Indonesia Constitution 1945 -Article 33 Verse 1 states that *the economy to be structured as a common endeavor on familial principles*, - and Cooperative Law Number 25 Year 1992. After Indonesia independence, cooperators conducted the first Cooperative Congress on 11-14 July 1947. The congress results are the establishment of the centralized cooperative organization (SOKRI) as the cooperative movement – in the Second Congress changed into Dekopin - and the 12 of July becomes the Indonesia Cooperative Day.

Realizing that human resources are the key factors in developing cooperatives, the cooperative movement encouraged and initiated to found cooperative senior high school and cooperative academic as the pioneer of Indonesia Institute of Cooperative Management (IKOPIN). Later on Lapenkop (Cooperative Education Institution) were established all over provinces.

Historically Academician, Business, Community, Government and Media (ABCGM) or we call Penta Helix have been collaborated in developing cooperative's human resources. The following table shows some of the roles of each:

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ACADEMICIAN	:	<ul style="list-style-type: none"> <li>• Designing curricula</li> <li>• Educating students</li> <li>• Conducting Researches</li> <li>• Designing and conducting short time education, training, workshop, technical guidance and consulting for cooperators</li> </ul>
BUSINESS	:	<ul style="list-style-type: none"> <li>• As suppliers or distributors (for consumer cooperatives)</li> <li>• As sellers (for dairy cooperatives)</li> <li>• As investors (for saving and loan cooperatives)</li> <li>• As guarantors</li> </ul>
COMMUNITY	:	<ul style="list-style-type: none"> <li>• Farmers</li> <li>• Fishermen</li> <li>• Women</li> <li>• Students</li> <li>• Employees</li> <li>• Migrant workers</li> <li>• Small enterprises,</li> <li>• Etc.</li> </ul>
GOVERNMENT	:	<ul style="list-style-type: none"> <li>• Policies</li> <li>• Facilitating education and training</li> <li>• Extension Agents</li> </ul>
MEDIA	:	<ul style="list-style-type: none"> <li>• Government radio and television</li> <li>• Printed media, cooperative magazines</li> </ul>

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Culture is dynamic and by the time goes, changing is inevitably. Digital era pushes all life fields transformed. While cooperative is still trying to adapt to disruption era to get used to in applying Information, Communication and Technology (ICT), the Covid-19 creates another culture. Cooperative's human resources have no more choices unless quickly adapt to ICT application.

However, referring to some characteristics of cooperatives' human resources, some challenges or constraints are occurred:

1. Most cooperative's boards are seniors and in particular are often reticent to replace their comfortable, long familiar cultural patterns causing the cooperatives not able to educate themselves not to mention their members to have digital literacy.
2. Cooperatives in some villages or remote areas are finding difficult to have internet facilities.
3. Some cooperatives' business units are still in small-scale.
4. Members have limited literacy and infrastructures to access the digital business programs
5. Etc.

To cope with the challenges, in the Third Cooperative Congress in 2017 where Ikopin as one of the initiators; cooperative stakeholders are committed to:

1. Facilitate the infrastructures of ICT
2. Upgrade cooperative human resources both formally and informally
3. Design business and level cooperative based curricula and modules
4. Require and facilitate certified cooperative's boards, supervisors and managers
5. Require standardized modern management system of cooperative business in facilitating inter-cooperative business integration

The efforts are the continuing process and in 2018 cooperatives contributes toward our GDP around 5.1%; and some developed cooperatives are declared as the outstanding ones. One of is on "**Top 300 Largest Cooperative and Mutual Organization**" released by *World*

*Cooperative Monitor* in 2018 wherein the cooperative "Kisel" as the worker cooperative is on the 94<sup>th</sup> rank.

Those could be the motivating factors for Indonesia keeps developing cooperatives. Today there is the best opportunity. Due to the changing age structure, Indonesia has demographic dividend or demographic bonus. In range 2020-2030 the productive age (15 - 64 years old) will achieve 70%. The society today is the generation to be born into the technological world and came of age in a new millennium. All efforts in educating people to get involved in cooperatives must be designed focusing on the millennial characteristics to mention some are:

- Intuitive knowledge of technology
- Open and adaptive to change
- Places importance on tasks rather than time
- Passion for learning
- Free-thinking and creative
- Values social interactions in the workplace

If this structure is beneficial then all cooperative stakeholders needs to ensure that certain supporting conditions and policies are in place and operating effectively. For today conditions they are in efforts of the following:

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ACADEMICIAN	:	<ul style="list-style-type: none"> <li>• Designing digital technology based curricula</li> <li>• Educating students about cooperative's values and principles and some business applications</li> <li>• Conducting seminar and training for economy teachers</li> <li>• Conducting Researches</li> <li>• Designing and conducting short time education, training, workshop, technical guidance and consulting for cooperators</li> </ul>
BUSINESS	:	<ul style="list-style-type: none"> <li>• As suppliers or distributors (for consumer cooperatives)</li> <li>• As sellers (for dairy cooperatives)</li> <li>• As investors (for saving and loan cooperatives)</li> <li>• As guarantors</li> <li>• As facilitators (telecommunication company)</li> <li>• As marketplaces</li> </ul>
COMMUNITY	:	<ul style="list-style-type: none"> <li>• Farmers</li> <li>• Fishermen</li> <li>• Women</li> <li>• Students</li> <li>• Employees</li> <li>• Small enterprises,</li> <li>• Migrant workers</li> <li>• Youths</li> <li>• Artists</li> <li>• Etc.</li> </ul>
GOVERNMENT	:	<ul style="list-style-type: none"> <li>• Policies</li> <li>• Designing the business application program for cooperatives</li> <li>• Facilitating offline and online education and trainings</li> <li>• Hiring Extension Agents</li> <li>• Awarding cooperatives for some criterias</li> </ul>
MEDIA	:	<ul style="list-style-type: none"> <li>• Websites</li> <li>• Social Media</li> <li>• Hiring influencers</li> </ul>

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Those only would be effective when people understand comprehensively that cooperatives give the valuable and beneficial for their lives as inherited in the cooperative's values and principles. Technology should improve our life, but the utmost one is character. Still there is much homework to do.