

INTISARI

Penelitian ini berfokus pada tata kelola diaspora Indonesia di Jerman, dengan menelaah kebijakan, respons diaspora, serta strategi mobilisasi diaspora berketerampilan tinggi (*high-skill* diaspora) dalam mendukung pembangunan nasional. Latar belakang studi ini didasari oleh pentingnya tata kelola diaspora sebagai instrumen diplomasi pembangunan yang mampu mengintegrasikan potensi sumber daya manusia Indonesia di luar negeri ke dalam agenda nasional.

Pemilihan Jerman didasarkan pada posisinya sebagai salah satu pusat pendidikan, inovasi, dan industri berteknologi tinggi di Eropa yang menampung jumlah diaspora profesional Indonesia dengan latar belakang akademik dan keahlian strategis. Tujuan penelitian ini adalah untuk menganalisis bagaimana kebijakan dan tata kelola institusional pemerintah Indonesia membentuk partisipasi diaspora di Jerman, bagaimana respons diaspora terhadap kebijakan tersebut, serta bagaimana pola interaksi negara - diaspora dapat dikembangkan menjadi kemitraan strategis yang berkelanjutan. Penelitian menggunakan pendekatan kualitatif dengan metode studi kasus. Data dikumpulkan melalui wawancara mendalam, observasi, studi dokumen kebijakan, serta telaah literatur akademik dan praktik tata kelola diaspora di tingkat internasional.

Temuan penelitian menunjukkan bahwa tata kelola diaspora bergantung pada lima dimensi utama: integrasi kelembagaan, koordinasi antar-institusi, partisipasi aktif diaspora, inklusivitas kebijakan, dan efektivitas komunikasi dua arah. Studi ini menegaskan bahwa penguatan tata kelola diaspora menuntut pergeseran paradigma dari hubungan administratif menuju kemitraan kolaboratif berbasis kepercayaan dan saling memahami, sejalan dengan model *Gamlen* (*tapping, embracing, governing*) dalam pengelolaan diaspora modern.

Kata kunci: Tata kelola diaspora; diaspora Indonesia; kebijakan institusional; *high-skill* diaspora; pembangunan nasional.

ABSTRACT

This study examines the governance of the Indonesian diaspora in Germany, focusing on government policies, institutional responses, and strategies to mobilize highly skilled Indonesians in support of national development. The research is grounded in the understanding that diaspora governance functions as a form of development diplomacy, linking Indonesia's human resources abroad to its domestic development agenda.

Germany was chosen as the site of inquiry due to its prominent position as a centre of higher education, research, and advanced industries in Europe, and its growing community of Indonesian professionals with specialized expertise. The study aims to explore how Indonesia's institutional arrangements and policy frameworks shape diaspora participation, how the diaspora responds to these initiatives, and how the relationship between the state and its diaspora can evolve into a more sustainable and strategic partnership.

Employing a qualitative case study approach, the research draws on data collected through in-depth interviews, field observations, analysis of policy documents, and a review of relevant academic literature and global practices in diaspora governance. The findings suggest that effective governance of the diaspora relies on five key dimensions: institutional integration, inter-agency coordination, inclusive policymaking, active diaspora engagement, and the establishment of two-way communication mechanisms. The study concludes that strengthening diaspora governance requires a shift from administrative management toward collaborative partnerships grounded in trust and mutual understanding, reflecting Gamlen's model of tapping, embracing, and governing.

Keywords: *diaspora governance; Indonesian diaspora; institutional policy; high-skilled diaspora; national development*