Beyond Motivation: A Framework Investigating How Empowered of Cross-Generational Farmer Able To Impact Farmer Regeneration In Indonesia

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Abstract.
The sustainability of Indonesia's agricultural sector is threatened by a crisis of farmer regeneration, marked by the declining interest of younger generations. This study investigates the complex factors shaping youth motivation to enter agriculture, moving beyond surface-level incentives. We propose a holistic framework integrating Pierre Bourdieu's theories of practice (habitus, capital, field) and Michel Foucault's concept of power-knowledge to analyze how farmer empowerment influences regeneration. Using a qualitative phenomenological approach in Sleman Regency, Indonesia, we conducted in-depth interviews and focus group discussions with 24 farmers across Generations X, Y, and Z. The findings reveal that motivation is not a simple choice but is profoundly shaped by the interplay of socio-structural context (field), accumulated resources (capital), and ingrained dispositions (habitus). For the younger generation, empowerment is perceived as achieving technical capacity and economic stability, which in turn acts as a powerful motivator. The social and symbolic capital possessed by farmers increases their motivation to fulfill their needs for existence, relatedness, and growth. As this capital strengthens, farmers are better able to expand their sphere of operations, which in turn further motivates them to grow their businesses and become leaders in the commodities they produce. The study concludes that fostering farmer regeneration requires more than economic incentives; it necessitates cultivating a supportive field and shaping a new habitus where agriculture is perceived as a prestigious and viable profession. This can be achieved through "champion farmers" who serve as agents of change, demonstrating the sector's potential and challenging negative societal discourses.

Keywords: *Farmer Regeneration; Youth Motivation; Farmer Empowerment; Habitus and Power-Knowledge.*

I. INTRODUCTION

The global agricultural sector faces a critical challenge to its sustainability, a dwindling number of young farmers. This farmer regeneration crisis is particularly acute in Indonesia, where the agricultural workforce has seen a significant decline, even as the number of young people in the overall labor force has increased. [1]–[3].This paradox signals a deep-seated reluctance among youth to pursue farming, threatening the nation's long-term food security.

The problem is not merely economic; it is deeply rooted in social and cultural dimensions [4]. A prevailing societal view frames agriculture as a marginalized and unprofitable sector, a perception reinforced by the reality that many farmers live below the poverty line. This creates a challenging environment for young people, who are increasingly disconnected from traditional farming pathways. Generational differences further complicate the issue; senior farmers often adhere to traditional practices, while younger generations are more open to technology and innovation but lack the motivation to commit to the sector[5], [6]. The key question, therefore, is how to reshape the values, perceptions, and motivations of the younger generation to see agriculture as a viable and valuable life choice[7], [8].

This study focuses on Sleman Regency, a region where smallholder farms constitute 93.60% of agricultural land, leading to land fragmentation and reduced efficiency. These structural barriers are compounded by limited access to capital, technology, and knowledge networks, which hinders farmers' ability to manage risk and market their products effectively[9], [10]. These limitations culminate in a state of disempowerment that discourages new entrants

While previous research has explored aspects of farmer empowerment and innovation, few studies have holistically linked socio-structural contexts (field and capital), personal dispositions (habitus), and the formation of motivation through an integrated theoretical lens. Research on socio-structural aspects, particularly the context of the field and capital, perceptions shaped by habitus, and the formation of motivation has emerged as a field of critical inquiry due to its profound implications for understanding social

inequalities and individual agency in various domains. The integration of Foucault's theory of power, discourse, and discipline further enriches this field by emphasizing the role of societal norms and power relations in shaping individual subjectivity and social practice [11]. This paper aims to fill that gap by employing Pierre Bourdieu's theory of practice and Michel Foucault's theory of power relations. By integrating these perspectives, we investigate how the empowerment of cross-generational farmers impacts the motivation of younger generations, providing a nuanced understanding of the drivers and barriers to farmer regeneration in Indonesia.

Theoretical Framework: A Holistic Motivational Model

To understand what drives farmer motivation, we propose a holistic framework that examines three interconnected levels of reality: the socio-structural context, individual perception, and the resulting motivation.

The Socio-Structural Arena: Bourdieu's Field and Capital

According to Pierre Bourdieu, the social world is composed of various social arenas, or fields, where individuals compete for resources and status. The agricultural sector can be understood as a field. An individual's position and power within this field are determined by the volume and composition of their capital[15]. Bourdieu identifies several forms of capital consist of Economic Capital: Financial assets, land, and equipment. Social Capital: Networks of relationships and group memberships that can be mobilized for support; Cultural Capital: Knowledge, skills, and educational qualifications recognized within the field and Symbolic Capital: Prestige, recognition, and honor[12]–[15]

In the agricultural field, young people (z generation) often start with limited capital, placing them in a weak position and making it difficult to succeed[1], [16].

Perception and Disposition: The Role of Habitus

Habitus refers to the system of durable dispositions, our ingrained habits, skills, and ways of thinking, that we acquire through our life experiences[17], [18]. It is the lens through which we perceive and act within a field. A farmer's habitus is shaped by generational experiences, social class, and education. It influences their perception of what is possible or desirable, framing their attitude towards risk, innovation, and the profession of farming itself[17], [18]

Motivation and Power: A Foucaultian Perspective

Motivation is not formed in a vacuum. It is shaped by dominant societal narratives, or discourses, which are intertwined with power relations [10]. Michel Foucault argues that knowledge and power are inseparable; what is considered "true" or "legitimate" knowledge disciplines individuals to think and behave in certain ways [19], [20]. In agriculture, discourses about modernization, market efficiency, and government policy act as forms of power that shape a young farmer's aspirations and choices, often limiting their sense of agency[10], [21]. Our framework posits that motivation arises from the dynamic interplay between the objective structures of the field, the subjective perceptions of habitus, and the disciplinary pressures of societal discourses[22].

II. METHODS

Study area

This research employed a qualitative methodology with a phenomenological approach to gain a deep understanding of the lived experiences of farmers across different generations. The study was conducted in Sleman Regency, Indonesia, from July 2023 to January 2024.

Participant Selection

A purposive sampling strategy was used to select 24 farmers representing three distinct generational cohorts: Generation X, Generation Y (Millennials), and Generation Z. Participants were drawn from various agricultural sub-sectors, including food crops, horticulture, livestock, and agricultural product processing, to ensure a diversity of experiences. Additionally, participatory observation was conducted within eight farmer groups to understand group dynamics and collective practices.

Data Collection

Primary data were collected through three methods to ensure richness and validity : In-depth Interviews: Semi-structured interviews were conducted with each of the 24 participants to explore their personal histories, definitions of empowerment, motivations, and perceptions of agriculture. Participatory Observation: Researchers participated in the daily activities of eight farmer groups to observe interactions, decision-making processes, and the practical challenges farmers face. And Focus Group Discussions (FGDs): FGDs were held with mixed-generation groups to facilitate dialogue on the challenges of farmer regeneration and cross-generational collaboration.

Data Analysis

Data analysis was conducted thematically, following a process informed by our theoretical framework. First, all interview and FGD transcripts were coded to identify recurring concepts and patterns. Second, these codes were grouped into broader themes corresponding to the core concepts of the study: field (structural barriers), capital (resource access), habitus (perceptions and attitudes), and motivation. Finally, the relationships between these themes were analyzed through the dual lenses of Bourdieu and Foucault to interpret how structural conditions and power relations shape individual motivation. Data validity was enhanced through source triangulation (comparing data across generations and groups) and method triangulation (comparing findings from interviews, observations, and FGDs).

III. RESULT AND DISCUSSION

Our analysis revealed three overarching themes that illustrate the complex process of motivational formation among farmers in Sleman.

The Constraining Field: Structural Barriers and Capital Deficits

Across all generations, the primary obstacle to success was the nature of the agricultural field itself, which is characterized by resource scarcity and unequal competition. Generation Z, in particular, enter the field with significant capital deficits. They face limited access to economic capital (narrow land ownership due to inheritance practices, lack of financial resources) and social capital (weak professional networks). This structural disadvantage makes farming appear to be a high-risk, low-reward profession, directly impacting their motivation to enter or remain in the sector.

The Generational Habitus: Shifting Perceptions of Empowerment

The study found distinct differences in habitus across generations, leading to varied definitions of "empowerment." Farmer habitus is formed from cross-generational experiences. Older farmers bring a more conservative traditional disposition, while millennial and Gen Z farmers are more open to innovation and technology. This habitus shapes their perception of agriculture: whether it is perceived as a valuable and promising job, or rather a work full of limitations and low prestige.

In field, each actor brings a habitus, which is a disposition system formed from previous social, cultural, and generational experiences. The habitus of young farmers who are more open to innovation is different from the habitus of old farmers who tend to maintain traditions. This habitus shapes perceptions of agriculture: whether it is seen as a promising profession or as a burden.

Generation X often carried a more traditional habitus, viewing farming through a lens of subsistence and legacy. Generation Y (Millennials) exhibited a more entrepreneurial habitus. They were more open to innovation and eager to challenge traditional norms. For them, empowerment was defined as the ability to "move others" and innovate, as one informant stated:

"For me, empowerment is when we can mobilize other people... to be more productive, to have innovation... so it has social and economic value."

Generation Z, the youngest cohort, was characterized by a digitally-native habitus and a strong desire for personal capacity building. While they still viewed economic stability as crucial, their primary definition of empowerment was competence. As one Gen Z farmer explained:

"Empowerment is when you have the ability, for example, to successfully overcome a pest... it's our ability to solve problems... Then, economically, we can at least cover our family's needs."

For this generation, acquiring skills and knowledge was the first step toward feeling empowered and confident.

The relationship between power and knowledge is explicitly related. This *authoritative* and *legitimate* knowledge structure influences the social practices of individuals, both the way they think, speak, and act. Proof that being a farmer has prestige, being a farmer can exist, being able to meet the economic needs of the family [12], [23]. Proof that the agricultural sector is a prospective and profitable sector in the long term because everyone needs food for their survival. When farmers are empowered, both in capacity, knowledge, insight, skills, accessibility, then the younger generation will be interested in wanting to pursue the agricultural sector, because humans will instinctively be interested in things that will provide benefits and benefits[24].

The Formation of Motivation: An Interplay of Needs and Power

Farmers' motivation is not solely the result of rational choices, but is influenced by the interaction between structure and habitus. Motivation is formed from the perception of legitimacy, opportunities, abilities, and attitudes. In Foucault's perspective, motivation is also formed by power relations and discourse: government policies, market regulations, extension programs, to agricultural modernization discourses that discipline the perspective of young farmers. Furthermore, the motivation of the young generation in pursuing agriculture is formed through the interaction between structure (field & capital) and habitus. This motivation not only arises from internal (intrinsic) factors but is also influenced by external power relations as explained by Michel Foucault. Development discourse, agricultural regulations, government policies, and modern technology work as a mechanism of discipline and surveillance that can change or even limit the motivation of young farmers.

Motivation was not uniform but emerged from the interplay between an individual's habitus, their position in the field, and their personal needs. Drawing on Alderfer's ERG theory, we observed three primary motivational drivers Existence Needs (economic survival), This was a fundamental motivator for all generation, but especially for those with limited capital. 2nd Relatedness Needs (social connections), The need for strong networks and collaboration was a powerful driver, particularly for Gen Y and Z, who recognized that social capital could be exchanged for other forms of capital. As one farmer noted, *"Having many friends brings connections... from those relations, the economy will also be affected."*. 3th Growth Needs (personal development and achievement), This was most prominent among farmers with a confident habitus and greater access to capital. They were driven by a desire to innovate, become "superior farmers," and act as mentors for others. However, these motivations were not entirely free choices. They were disciplined by external constraints, particularly for women, whose dual roles in the household limited their ability to pursue growth-oriented goals, reflecting a power dynamic that shapes their aspirations. Generation X farmers generally have longer experience in agricultural production and have developed their farming practices through accumulated knowledge, family traditions, and interactions with local agricultural institutions. From a theoretical perspective, Generation X motivation may be associated with livelihood security, accumulated human capital, social recognition, and the preservation of family farming.

Generation Y occupies a strategic position in agricultural transformation because it can connect traditional agricultural knowledge with modern business practices and technological innovation.

Unlike many established farmers, Generation Y may view agriculture not only as a livelihood but also as an entrepreneurial opportunity. Generation Y may therefore exhibit a combination of economic motivation, achievement orientation, entrepreneurial motivation, and the desire for professional recognition. Generation Z is entering agriculture at a time when digital transformation, climate change, sustainability, and entrepreneurship are increasingly influencing agricultural development.

For this generation, agriculture has the potential to become an innovative business sector rather than simply a traditional occupation. The FAO emphasizes that younger generations need more than encouragement to participate in agriculture. They require access to productive resources, skills, decent employment, finance, technology, and meaningful participation in decision making.

Table 1. Commodities and informants information

No.	Characteristic	Description	Number	Percentage
1.	Gender	Male	12	50,0
		Female	12	50,0

No.	Characteristic	Description	Number	Percentage
2.	Generation	Generation X	9	37,5
		Generation Y	9	37,5
		Generation Z	6	25,0
3.	Age	20-30	7	29,2
		31-40	6	25,0
		41-50	6	25,0
		51-60	5	20,8
2.	Education	Elementary School	0	0
		Junior High School	2	8,3
		Senior High School	11	45,8
		Bachelor's Degree	9	37,5
		S2	2	8,4
5.	Business Fields	Livestock	6	25,0
		Food crop farming	4	16,7
		Agricultural tools and machinery	1	4,2
		Livestock, food crops and horticulture	1	4,2
		Horticulture	6	25,0
		Horticulture and processing	3	12,5
		Processing	2	8,3
		Start-up	1	4,2
6.	Business location	BP4 district I (Moyudan, Minggir)	2	8,3
		BP4 district II (Godean, Gamping)	4	16,7
		BP4 district III (Seyegan, Mlati, Tempel)	4	16,7
		BP4 district IV (Sleman, Ngaglik)	3	12,5
		BP4 district V (Pakem, Turi)	3	12,5
		BP4 district VI (Ngemplak, Cangkringan)	3	12,5
		BP4 district VII (Berbah, Depok)	2	8,3
		BP4 district VIII (Kalasan, Prambanan)	3	12,5

This study's findings demonstrate that farmer regeneration is not simply a matter of offering financial incentives. It is a complex social process that can be understood through the integrated theoretical lenses of Bourdieu and Foucault. Our research shows that the agricultural field in Sleman is structured in a way that disadvantages newcomers, particularly youth with low initial capital. This finding aligns with existing literature on structural barriers in agriculture. However, our use of Bourdieu reveals how these objective structures are internalized through a generational habitus, shaping a perception of agriculture as an unpromising career[22], [25], [26]. For younger generations, especially Gen Z, this habitus is not entirely negative; it includes a high valuation of technical skills and digital literacy. The challenge is that the current field does not provide sufficient opportunities to convert this cultural capital into economic and symbolic capital[4], [27].

From a sociological research perspective, farmers' perceptions and motivation are not exclusively individual psychological phenomena. They are socially constructed through interactions between individual experiences, social structures, resource ownership, institutional arrangements, and power relations. Farmers do not respond to agricultural opportunities in the same way because their perceptions and motivations are shaped by their historically accumulated dispositions and their unequal positions within agricultural social structures. The intention of the farmer's behavior is not the product of highly rational choices in the ideal world of transparent information, but arises from the restrictive structures manifested in the farmer's perception of the legitimacy, opportunity, ability, and attitudes associated with the behavior. The research findings related to the process of forming farmer motivation are in accordance with figure 1.

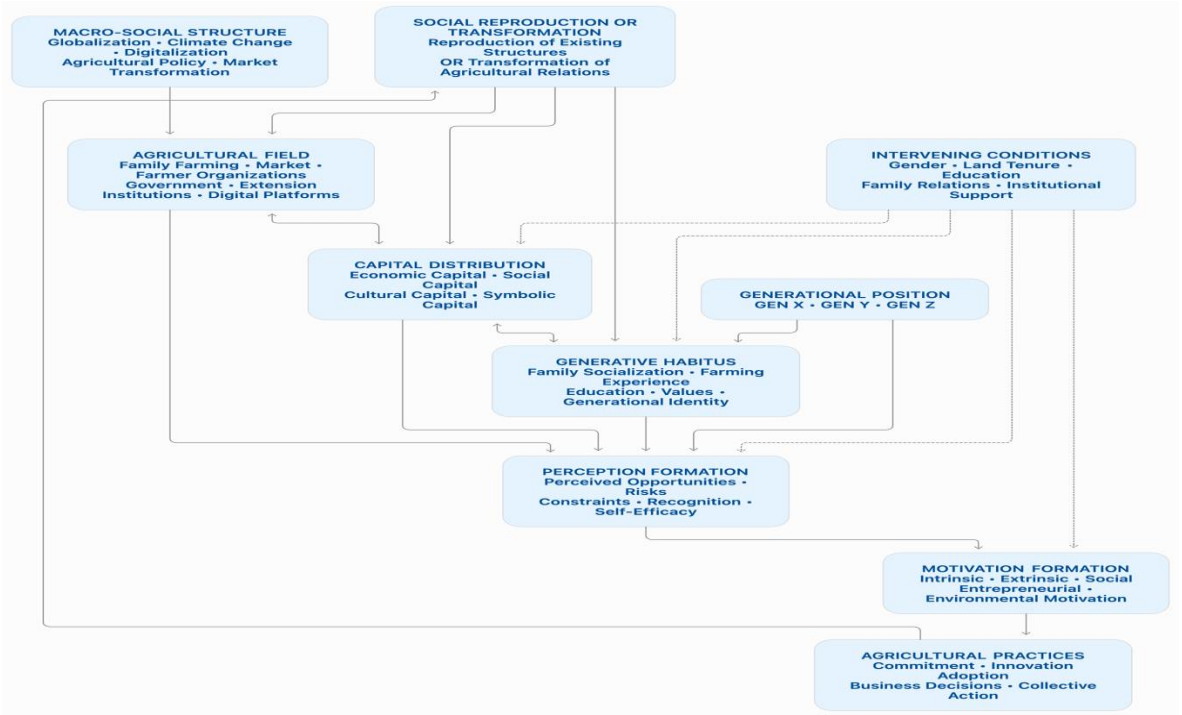

Fig. 1. sociostructural interconnection of fields, capital and habitus in building perception and motivation formation.

A farmer enters the *agricultural* field with the capital he has (little land, but has many friends in the farmer group). His habitus (his open mindset and love to learn) made him see opportunities in the arena, even though his economic capital was limited. He saw that by being active in farmer groups (social capital), he could gain new knowledge (cultural capital). The interaction between his position in the *field* (determined by his capital) and his perspective (*habitus*) is what shapes his perception of the agricultural world. Farmers will see agriculture as a challenging but promising sector, not as a low-level job. This positive perception then gives birth to a strong motivation to survive, innovate, and succeed in the agricultural sector. On the other hand, if a young man with limited capital and *habitus* who sees agriculture as a dirty and poor job, then his motivation to farm will be very low. Farmers' motivation is not something that just appears. It is the result of a dialectic between objective conditions in the field (*field* and capital) and the subjective mindset from within the farmer (*habitus*).

A person's ability to have high targets and motivation cannot be separated from habitus because a person who has high curiosity, is used to socializing, is not easily afraid, tenacious and courageous will have the desire and motivation to be able to meet his needs. Alderfer argues that the fulfillment of these three needs can be done simultaneously, meaning that the relationship between these ERG theories is not hierarchical [28]. Motivation shows from the informant argument “Yes, I must be happy because I get new knowledge, get new insights, and yes, if I get knowledge, it will definitely not waste time, because we will get knowledge that will be used later but we have got it first, it's like if you want to get it, you already have the tools first, so I don't know when the execution is important, I already have the capital.” (Z5)

From this narrative, it can be seen that knowledge for farmers is not just the result of learning, but is considered as initial capital that determines readiness to face future business challenges. For informants, the learning process provides a sense of confidence because knowledge serves as a "tool" that can be used at any time when opportunities arise. This shows that the dimensions of cultural capital and symbolic capital act as intrinsic sources of motivation reinforcing the belief that learning is a long-term investment that will improve their position and independence in the agribusiness realm.

Further, on the social and existential dimensions, the peasant also describes the drive to become an individual who excels in his social sphere: “I want to be a superior farmer, I want to be a superior farmer, the first one can meet the needs of other needs and the third is a superior farmer who grows seeds with the same

care, the results of the plants that were earlier will be different in the way of care, it's the same if the superior farmer is lucky there." (Z2)

Furthermore, the concept of empowerment is central to sparking motivation. When young people see empowered farmers, individuals who possess technical mastery, economic stability, and social recognition (symbolic capital)[13], [14], [29]. It directly challenges the negative discourse surrounding agriculture. These "champion farmers" act as agents of change, demonstrating that farming can be a prestigious and profitable profession. Their success creates a powerful counter-narrative that can reshape the habitus of aspiring young farmers.

From a Foucaultian perspective, this is a form of resistance against the dominant, disempowering discourse about farming. By achieving and demonstrating success, these farmers exert a form of productive power, creating new knowledge and proving that alternative pathways are viable[20], [30]. Policies aimed at farmer regeneration should therefore focus on identifying and supporting these champions, as their visible success is a more potent motivator than abstract government programs. Empowerment, in this sense, becomes a precondition for motivation; it is the tangible proof that a desirable future in agriculture is possible.

IV. CONCLUSION

This study investigated the drivers of motivation for farmer regeneration in Indonesia through a holistic framework combining the theories of Bourdieu and Foucault. Generation X, Y, and Z may develop different perceptions and motivational orientations not simply because they belong to different age groups, but because they experience different agricultural environments, possess unequal forms of capital, and internalize different dispositions through their socialization and agricultural experiences. Our findings confirm that motivation is not an isolated psychological trait but is born from the complex interaction between socio-structural context (field and capital), generational dispositions (habitus), and prevailing societal discourses (power/knowledge).

The regeneration of farmers hinges on transforming agriculture from a field of last resort into a field of opportunity. This requires a two-pronged approach. First, structural barriers must be addressed by improving young farmers' access to economic and social capital. Second, and more importantly, the habitus and perceptions of the younger generation must be reshaped. The most effective way to achieve this is by fostering and promoting empowered "champion farmers" who serve as living proof of the sector's potential. Their success creates a new, positive discourse that can inspire and motivate a new generation to proudly choose a future in farming.

This research contributes a nuanced theoretical model for understanding farmer motivation. A limitation of this study is its focus on a single regency, and future research could test this framework in different socio-cultural contexts. Nonetheless, the practical implication for policymakers is clear: to cultivate the next generation of farmers, we must first empower the current one.

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