

## ***Employment Policy Update:***

# **Post COVID-19 Pandemic Employment Challenges and Indonesia's Opportunities to Take Advantage of the Demographic Bonus**

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### **Abstract**

Human resource development has become a priority for the Government of Indonesia 2019-2024 period with the aim of producing a competent, resilient, productive, and competitive workforce. The Ministry of Manpower has set Nine Big Leaps (9 Lompatan) to achieve this goal, which consists of: 1) BLK transformation; 2) Employment Link and Match; 3) Transformation of Job Opportunities Expansion Program; 4) Development of Young Talents; 5) Foreign Job Markets Expansion; 6) New Vision of Industrial Relations; 7) Labor Inspection Reform; 8) Development of Employment Digital Ecosystem; and 9) Bureaucratic Reform.

The COVID-19 pandemic that stormed the world at the end of 2019 and entered Indonesia in the second quarter of 2020 had changed everything. Conditions and structure of the economy were shaken violently, as well as the employment sector, both in Indonesia and globally, experienced quite difficult and challenging times. The open unemployment rate had been increasing in Indonesia, especially for experienced workers, indicating that there had been terminations of employment (*Pemutusan Hubungan Kerja*) due to the pandemic. Even though Indonesia's pandemic conditions have been slowly improving, the impact on the employment sector remains significant.

The pandemic condition improvement has opened up opportunities for the Indonesian economy to bounce back, which still remains to be wary of the possibility of a K-shaped recovery, in which the middle to lower economic group will get an economic downturn whilst the middle to the upper economic group will prosper. To prevent this, Indonesia needs to ensure that the recovery that occurs is an inclusive economic recovery that improves the quality, competitiveness, and productivity of its workforce. Education level and job mismatch are still challenges that must be faced. In addition, Indonesia must maximize its demographic benefits by increasing the quality and productivity of its workforce to encourage inclusive economic growth while monitoring potential future demographic and employment threats.

This 2023 Employment Outlook was prepared with its primary objective of reviewing employment developments and dynamics in Indonesia from 2019 to 2022; analyzing the issues

and challenges faced in employment in 2023, especially in dealing with the COVID-19 pandemic which is starting to recede; and formulating Indonesia's employment development strategy for its future.

**Keywords:** employment, post covid-19, demographic bonus

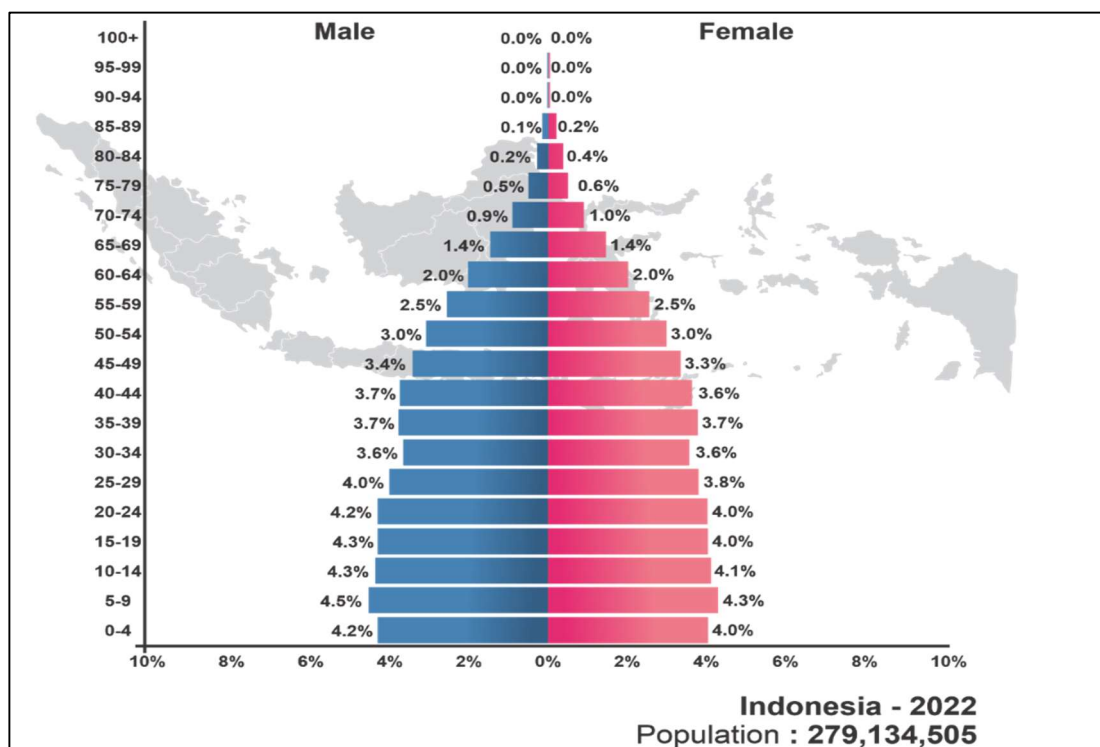
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### 1. Global Economy During COVID-19 and Its Impact on Indonesia's Economy and Labor

The pandemic and the war between Russia and Ukraine have resulted in increased risks of stagflation, financial market uncertainty, inflationary pressures, and geopolitical tensions, leading toward a downshift in the global economy. While all countries' GDP growth has decreased significantly due to the COVID-19 pandemic, it started to improve in 2021 but dropped again in 2022 due to the Russo-Ukrainian war. However, several countries such as Japan, the Philippines, Russia, and the United Kingdom still recorded having increased GDP growth between 2021 and 2022. Indonesia has a GDP growth of 6.8%; although reduced, it is still considered high compared to other countries. Meanwhile, 2023-2027 GDP growth is projected to stagnate.



**Figure 1.** Indonesian Demographic Structure 2022

Source: United Nations, Department of Economic and Social Affairs, Population Division. World Population Prospects (2019)

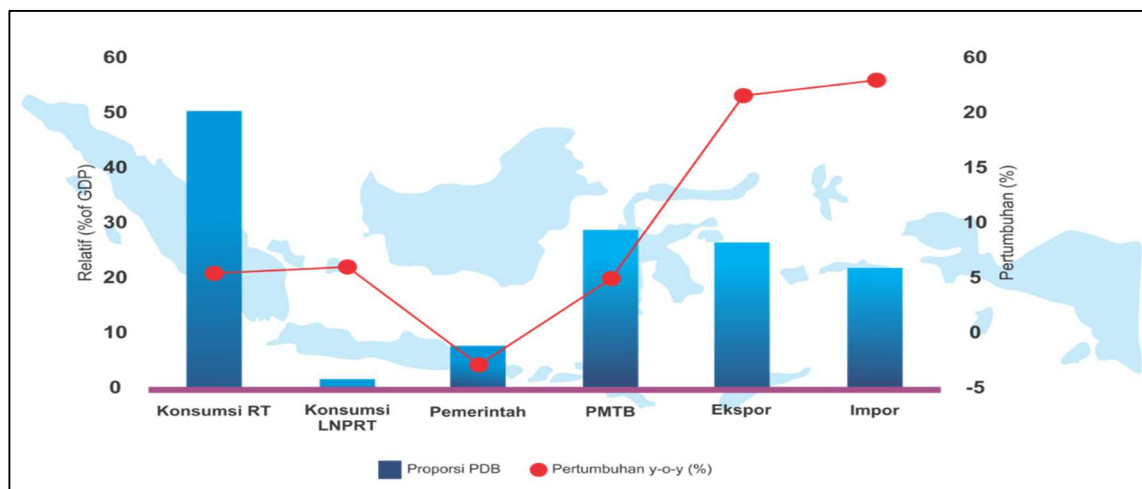
Unemployment rates have increased in almost all developed and developing countries, except Brazil, which underwent a decrease in 2020. However, for the period between 2021 and 2022, not all countries underwent an increase in unemployment rates, with most countries experiencing a drop, including Indonesia, where unemployment rates decreased from 6.5% in 2021 to 5.5% in 2022. Regarding expenditure, household consumption played the most significant role in Indonesia's GDP growth in Q3-2022, followed by PTMB, exports, imports, and government. Meanwhile, government expenditure showed negative yearly growth. The three regions with the highest economic growth rates in Q3 2022 are the Maluku Islands, Maluku and Papua, and Bali.

In the short term of 2023-2024, the young population will still dominate the global demographic structure. This condition commonly occurs in developing countries, especially India, Indonesia, and Brazil. China's population pyramid tends to age slightly, while in developed countries, its population tends to have an aging population. Population growth occurs due to decreased mortality, which is reflected by an increase in life expectancy at birth. The proportions of males and females in each age group are also balanced, and there is no significant distinction in the percentages for each age group. The UN projects that the world population will reach 8 billion in 2022. In Indonesia, the projected demographic structure in 2022 is stable, whereas the majority of the population is still young (0-14 years) and productive (15-64 years). Both males and females are dominated by the 20-39 age group, known as Gen Y, followed by the Gen Z age group (0-19 years). Males have a higher percentage of the population compared to females in those both age groups. The population number projection according to the province in Indonesia from 2010 to 2035 shows that the population is concentrated on Java island. Even though the proportion trend tends to be negative, the proportion of the population in Java is quite diverse and dense. In 2020, the population proportion on the island of Java will reach 56%, and it is predicted to decrease slightly to 55% in 2035. Population share by Kalimantan island is predicted to increase slightly from 6% to 7% in 2020 and 2035. The Riau Islands, West Papua, and Riau have the highest population growth between 2020 and 2035. The population pyramid of Indonesia in 2022 shows the dominance of youth age (20-39 years) for both men and women and the generation under the age of 19 (Gen Z), with specific males at 17.3 % and women at 16.4%.

The dynamics of global employment have increased since the COVID-19 pandemic. In 2020, there was a spike in global unemployment reaching 6.57 percent, then decreasing to 6.18 percent in 2021 and decreasing even further in 2022. Lower middle-income countries, including Indonesia, tend to have an average unemployment rate of 5.50%, putting Indonesia in 4th place among 10 lower-middle-income countries. Meanwhile, upper-middle-income countries such as Thailand and high-income countries such as Singapore have relatively low unemployment rates. This condition can be influenced by the division of the work sector becoming into a modern and traditional sector, in which countries with a smaller size of a modern work sector will tend to have higher unemployment rates.

## 2. Indonesia's Economy and Employment in 2022

Indonesia's economic growth in the III quarter of 2022 is influenced mainly by household consumption, making the largest contribution of 50.38% of GDP. In addition, PTMB, exports, imports, and the government also make significant contributions. The consumption sector for Non-Profit Institutions Serving Households (LNPR) has the smallest growth with a contribution of 1.15% of GDP. The biggest year-on-year growth occurred by the import sector at 22.98%, while the government's growth showed a negative number of -2.88%.



**Figure 2.** Indonesian Economic Structure and Growth in the Third Quarter of 2022 Expenditure

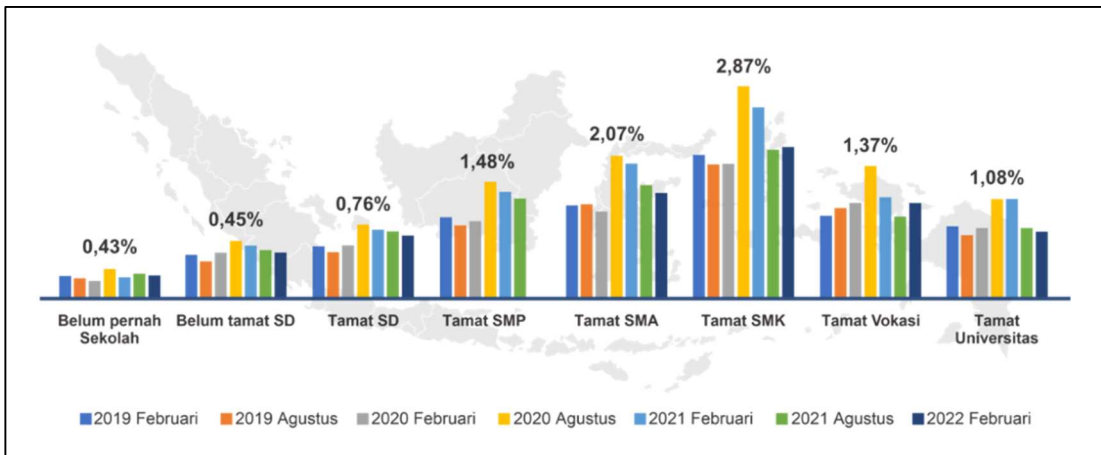
Source: BPS (2022), reprocessed by Pusbangjknaker (2022).

The Maluku, North Maluku, and Papua, as well as Bali and Nusa Tenggara, are the three regions with the highest economic growth rates in the third quarter of 2022 in Indonesia, with growth of 8.24%, 7.51%, and 6.69% respectively. Economic growth in Eastern Indonesia has been driven by infrastructure development over the past few years. However, cumulatively, these three regions only contributed 12.28% to the Indonesian economy, meanwhile, Java Island which contributed 56.3% only experienced economic growth of 5.76%, and Sumatra Island which contributed 22.00% only recorded a growth of 4.71%.

Economic growth in Indonesia increased in 2022 compared to the previous year and showed a positive trend in economic recovery after the COVID-19 pandemic in each region. The most significant economic growth occurred in the eastern provinces of Indonesia, such as North Maluku, Papua and Central Sulawesi, which were supported by infrastructure development. However, several provinces, such as East Kalimantan and Riau, experienced an economic downturn because the prices of mining and oil and gas commodities, which they relied on, were declining.

In the employment sector, the increase of the unemployment rate in Indonesia that occurred in early 2020, especially in unemployment groups with work experience, was resulted from

limited public activities caused by the pandemic that shook economic activities; therefore, companies were forced to lay off some of their workers to sustain. From Figure 3, it can be seen that Vocational High School (SMK) is the level of education with the highest number of unemployed graduates compared to other levels of education for either the unemployed group with work experience or those without. This indicates that there are concerns about the vocational education system in Indonesia, which need to conduct further studies immediately, considering that the system is asserted as a solution to address problems in the Indonesian workforce sector.

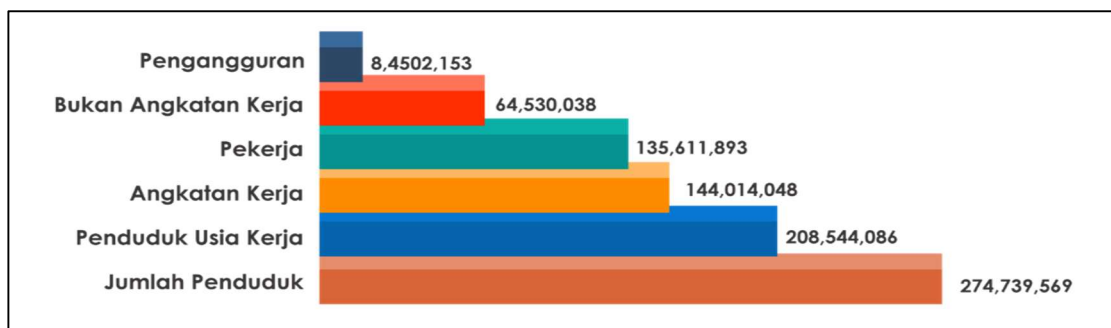


**Figure 3.** Open Unemployment Increase Rate (With work experience) During COVID-19 Pandemic

Source: BPS (2022), Processed by Pusbangiakanaker (2022)

Indonesian workforce in March 2022 reached around 144 million people, with an unemployment rate of 5.50 percent or 8.4 million people. There are unemployment rate differences between urban and rural areas, whereas the unemployment rate in urban areas is higher than in rural areas. Also, the COVID-19 pandemic has impacted labor conditions in Indonesia, especially those who are in the informal sector and the tourism sector which has been directly affected.

According to an ILO report, the Labor Force Participation Rate (TPAK) of the global youth workforce during 2019-2022 averaged only 40%, which shows the tendency of young workers not to work. This is due to an increased percentage of young workers who are still in school. This situation has been exacerbated by the COVID-19 pandemic which has complicated the transition from school to the workforce. Although the global economic outlook for 2025 and 2030 shows a positive tendency, job growth is projected to only grow by 0.4% per year until 2030, resulting in an expected increase of the global youth unemployment rate by 7-8% in 2030, especially in areas with middle and low-income levels. Another problem faced by the youth workforce globally is the increasing number of NEETs, with 282 million young workers in this category in 2020, mainly in middle and low-income countries.



**Figure 4.** Public Labor Condition in Indonesia 2022

Source: BPS (2022), processed by Pusbangjaknaker (2022).

There is an increase in the quality of human resources (HR) in a form of the ability growth of young workers in Indonesia. However, the employability of young workers is still low. The government has made several efforts to increase employability, such as optimizing the training program by the *Balai Latihan Kerja* (BLK) and launching the *Prakerja* Card Program which provides online training. Even so, there are still considerable criticisms regarding the training program's effectiveness. There are also several problems with the BLK training program, such as more accommodation for the labor market needs in each province and limited training equipment. In terms of work type, young workers in the labor category dominate, while the number of youth workers who are openly unemployed is relatively male.

### 3. Strategic Issues and Employment Challenges Year 2023-2024

Indonesia has experienced a demographic bonus from 2012 to 2035, with the peak phase occurring in 2020-2030. Generation Z and Millennials are the largest components of the productive age population. Even so, the demographic bonus has yet to occur in all of Indonesia's provinces due to the gap in the dependency ratio of the existing provinces. In addition, the COVID-19 pandemic has caused shocks to the labor market in Indonesia, especially in the 15-19 year old group of workers who experienced a decrease in this group percentage of the entire workforce to 14.58% in 2020. Indonesia faces a demographic bonus challenge in 2023, one of which is low labor productivity. Improving education infrastructure and training is becomes a solution to increase labor productivity in Indonesia. If there is no proper intervention, the Indonesian workforce will continue to be seen as less competitive and Indonesia will lose the opportunity to take advantage of its demographic bonus.

After the Fourth Industrial Revolution (Industrial Revolution 4.0), technological developments which took place significantly impacted the development of artificial intelligence, the Internet of Things, and advanced data systems. This leads to work automation and the creation of new jobs but correspondingly eliminates several jobs. In Indonesia, more than 70% of jobs have the potential to be automated, so this labor market landscape change requires support and training to ensure the workforce has the required skills.

The COVID-19 pandemic has also introduced a remote working culture that can provide benefits in several sectors and jobs, but also raises concerns regarding digital infrastructure, which is still uneven among regions. The Digital Skills Gap Index (DSGI) 2021 shows that Indonesia is still below the global average in terms of the digital skills of university graduates and the availability of digital staff training from enterprises.

#### **4. Worker Protection Identification of Online Transportation Application Platform**

Transportation application companies are growing along with the increase of people using the Internet. However, work agreements between ride-hailing application companies and *Ojol* (online motorcycle driver) partners still pose vulnerabilities to vulnerable workers. This vulnerability occurs due to the fact that the work relation between *Ojol* and ride-hailing application companies is a profit-sharing partnership agreement that does not guarantee job protections such as minimum wages, working hours, holiday rights, and social security which workers in a labor-employee employment relationship receive. In addition, ride-hailing application companies pass on market-opening risks to their *Ojol* partners without guarantees.

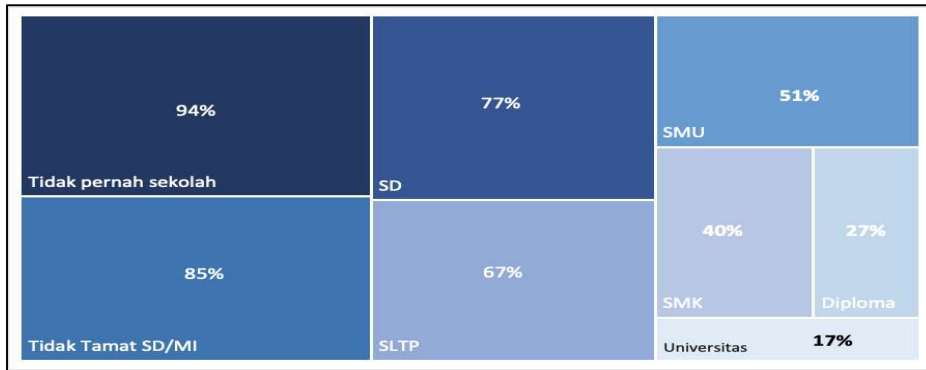
The government is trying to overcome this issue by making cost-sharing rules between ride-hailing application companies and *Ojol*. Partnership agreements between ride-hailing application companies and *Ojol* partners are regulated through electronic agreements that have constituted a special legal protection in the Constitution No. 11 of 2008 concerning Information and Electronic Transactions. However, the agreement consisted of multiple uncertainties in various aspects, especially in terms of protection.

#### **5. Indonesia's Employment Projections for 2023 – 2024**

In general, the growth in demand for labor in 2023 and 2024 is projected to be higher than the average growth in demand for labor in the 2019–2022 period. Policies that provide incentives to the market are needed to maximize the positive impact of the current optimism in order for the realization of opening new jobs in 2023 and 2024 will be better than in previous years.

Job vacancies can be depicted based on the proportion of employment according to the level of education, age, place of residence, and gender, which are closely related to the workforce size. Apart from population size, workforce growth is also influenced by population structure, such as gender, population age, place of residence, and education level. The proportion of informal employment is dominated by workers who have never attended school (94%). Meanwhile, in the second rank are workers who did not complete SD/MI (Elementary level) 85%. This shows a tendency that the lower the level of education, the more likely these workers are to work in the informal sector.





**Figure 5.** The Proportion of informal Employment by Level of Education in the year 2022  
 Source: BPS (2022), processed by Ministry of Manpower’s Job Market Center (2022).

The condition of work placements in Indonesia is illustrated by the number of the working population aged 15 years old and over, which work based on the age group and primary work field. The challenges in the job placement field are becoming complex due to the COVID-19 pandemic, which has caused an upsurge in the unemployment rate. The largest number of people working based on age group is 16.1 million for the 30-34, 35-39, and 60 and over age groups. This shows dominance in the informal sector. The younger generation has difficulty finding work after completing their education, and the 50-54 and 55-59 age groups show a low number of workers due to near retirement age.

**Table 1.** Projection of Manpower Needs by Sector

Sector	2019	2020	2021	2022	2023*	2024*
Agriculture, Forestry and Fisheries	35.450.291	38.224.371	37.130.676	40.635.997	40.277.572	39.892.588
Mining and excavation	1.428.556	1.352.236	1.443.422	1.587.978	1.684.317	1.795.048
Processing industry	19.197.915	17.482.849	18.694.463	18.671.926	20.253.836	22.113.317
Electricity and Gas Procurement	363.635	303.551	284.518	309.484	340.399	377.246
Water Procurement; Garbage, Waste and Recycling Management	502.283	490.984	562.726	534.247	579.610	632.942
Construction	8.675.449	8.066.497	8.293.769	8.188.425	8.415.323	8.668.016
Wholesale and Retail Trade; Car and Motorcycle Repair	24.163.931	24.702.695	25.736.110	25.800.553	26.719.240	27.750.231
Transportation and Warehousing	5.656.314	5.591.941	5.443.654	5.710.510	5.778.655	5.853.382
Food and Drink Accommodation Provider	8.562.226	8.543.794	9.180.340	9.635.433	10.556.176	11.649.291
Information and Communication	921.191	933.273	998.199	1.097.558	1.133.995	1.174.790
Financial Services and Insurance	1.775.289	1.557.927	1.597.805	1.512.007	1.502.702	1.492.681
Real Estate	403.906	393.665	355.955	450.519	445.267	439.641



Company Services	1.943.089	1.796.755	2.017.071	1.940.203	2.085.472	2.254.681
Government Administration, Defense, and Compulsory Social Security	4.947.873	4.569.946	4.848.980	4.633.405	4.626.032	4.618.055
Education Services	6.416.322	6.028.610	6.491.628	6.626.638	6.710.603	6.802.745
Health Services and Social Activities	1.982.709	2.005.522	2.197.328	2.384.745	2.429.835	2.479.622
Jasa Other Services	6.364.292	6.409.568	5.773.879	5.892.267	5.933.424	5.978.335

\*)Projection

Source: BPS and IMF (2022), processed by Pusbangjaknaker (2022).

The labor market is experiencing a tendency of change caused by the structural transformation of the economy, population structure changes, digitalization, climate change, the COVID-19 pandemic, and economic uncertainty. Therefore, Labor market flexibility is required to adapt to these changes. The government strives to protect workers amid changes in the labor market by passing Constitution Number 11 of 2020 concerning Job Creation and its derivatives, including *PKWT* (fixed-term employment agreement) and outsourcing workers, despite facing various challenges. At least there are four things for overcoming challenges in implementing the Job Creation Law related to *PKWT* and outsourcing. First, worker protection must be improved by providing flexibility. Second, coordination between agencies must be improved, especially in harmonizing policies, supervision, and enforcement of rules. Third, data availability and synchronization between agencies are essential for monitoring and evaluating the implementation of the Job Creation Act regulation.

The Indonesian government has also issued Permenaker Number 18 of 2022, which updates the formula for calculating the minimum wage (*UMP*) by adding variables such as inflation, economic growth, productivity, and expanding employment opportunities. This change Applied to balance the growth in the prices of goods with the socio-economic conditions of the people. The *UMP* and *UMK* were only implemented on January 1st, 2023, which were followed by 33 Provinces as of November 29th, 2022.

However, related to the severance policy implemented in Indonesia, causing the cost of ending a work contract is increased and burdens the company. The average contract termination fee is 58 weeks of salary in Indonesia, while in China and Vietnam, it is only 23-24 weeks. This policy creates difficulties for companies in adjusting/transferring the workforce and increases hiring and firing costs. Regulations regarding severance pay in the Manpower constitution make companies reluctant to hire employees with permanent status and prefer short-term contracts. This affects workers' skills development, as the costs of training for contract workers are perceived to be more costly than the potential return on investment and discourage workers from attending training. This could affect Indonesia's human capital landscape, recognizing the critical role companies play in improving the quality of human resources.

## 6. The Placement and Protection of Indonesian Migrant Workers Policy (PMI)

The increasing number of Indonesian migrant workers (PMI) working abroad is the result of an increasingly unified global economy in which Indonesia took advantage of global workforce needs. However, sending *PMI* abroad is also accompanied by several potential problems that must be faced, such as human trafficking, unpaid wages, injuries at work, physical harassment/abuse, sexual harassment, unreasonable workload, unusual working hours, and overstaying even increases the number of divorces in the country.

Constitution no. 39 of 2004 in Article 1 describes the protection of *PMI*, aiming to protect the interests of *PMI* and *PMI* candidates in guaranteeing the implementation of their rights as determined by law, whether before, during, or after work. Furthermore, legal protection for *PMI* is applied before, during, and after work as stated in Article 5 in Law 18 of 2017, which explains that to minimize problems that will occur, therefor *PMI* is required to follow and complete various requirements processes.

## 7. Workforce Quality Improvement Strategy

For Indonesia, the employment challenges that must be resolved urgently are increased productivity and competitiveness of the workforce. Increased productivity and competitiveness are essential in the context of post-pandemic recovery efforts as well as a response to an increasingly competitive global competition. In addition, improving the workforce quality is also crucial to seize advantage of the current momentum of increasing the number of productive age population in order to create a demographic bonus moment and prevent a demographic disaster for the Indonesian economy. The strategy that can be implemented to improve workforce quality is to strengthen training organized by non-formal educational institutions, one of which is through the *Prakerja* card program. Apart from the *Prakerja* card program, training from non-formal education institutions can also be held through Job Training Centers (BLK) and Job Training Institutions (LPK).

Employment placement and work field opening are essential aspects of developing the employment sector. Regarding the optimal strategy in this aspect, it can be known in two ways, namely: Worker's placement in international and domestic work markets. Regarding employment opportunities in international markets, the subject that needs the utmost attention is Indonesian Migrant Workers (PMI). Meanwhile, in terms of domestic employment, the subject is the workforce.

In the international market, Indonesia is one of the countries with the largest number of migrant workers globally. In 2021 Bank Indonesia and *BNP2TKI* recorded the number of *PMI* at 3.25 million people. This number is relatively low when compared to pre-pandemic levels. Data from the same source shows a 14.7% decrease in the number of *PMI* in the 2019-2020 period (from 3.74 million to 3.19 million people). Meanwhile, the domestic market, as stated in the previous

section regarding Indonesia's employment forecast for the period 2023-2024, the sectors that will experience significant growth in labor demand in that period are food and drink accommodation services, water supply, electricity, and gas, as well as the processing industry. Each of these sectors has its own challenges in fulfilling labor needs.

Seeing the dynamics and problems of existing employment, applying two strategies in responding to these challenges and problems is recommended. First, in the international market, the primary strategy that needs to be done is to increase the expertise of *PMI* candidates. Second, the next strategy that needs to be implemented in the domestic market is to strengthen the legal coverage to protect workers in the informal sector.

## 8. Labor Protection Strategy

The government is trying to protect Indonesian workers with various policy schemes. For Pension Insurance (JP) and Old Age Insurance (JHT), optimization efforts can be made by including them in Job Loss Benefits (JKP). The government also provides protection against the risk of work accidents through the Work Accident Insurance (JKK) and Death Insurance (JKM) programs. In JKP application which has the goal of a social security program targeting productive age wage earners who are affected by layoffs (PHK) and BPJS labor participants who have completed the JKP program payment of 12 months in 24 months period, which consists of a 6 months in a row payment and are not intended for participants who experience total permanent disability. The distribution of funds obtained by JKP participants is cash for a maximum of 6 months with an amount of 45% of the maximum limit of IDR 5,000,000.00 and 25% of wages for the following 3 months.

Then, the SIAPwork platform is expected to add or improve on previous digital portal concepts, namely Sisnaker (Employment Information System), which is not integrated between one service to another and other weaknesses whose input is obtained from labor stakeholders. Every SIAPkerja ID owner can take advantage of 4 employment services at SIAPkerja, namely Skillhub, Sertihub, Karirhub, and Bizhub. SIAPkerja can also provide access to benefits for several other various programs, including SKKNI, Proglat, Institutional, Apprenticeship, Productivity, SMILE, SINTALA, e-Training, Accreditation, Jobfair, BKK, WLKP, e-PP/PKB, TKA, *Satudata Portal*, JDIH, JKP and Employment Assistance Centers.

One of the mandates from the Ministry of Manpower's Nine Leaps, as outlined in the Decree of the Ministry of Manpower Number 38 of 2022, encourages the implementation of Bureaucratic Reform in order to improve the quality of public services quality. The Ministry of Manpower is trying to make this occur by establishing *SIAPkerja* centers which are expected to act as mini-employment service offices in Industrial Zones, Special Economic Zones, and other strategic areas, correspondingly supported by the existence of the *SIAPkerja* Kiosk, which is an expansion of services placed in the Ministry of Manpower offices in the regions which also its development

can be placed in government-owned buildings or facilities in the regions, both owned by the central government and regional governments.

The Center Service Mechanism Model and the Kiosk are READY to work from the time the applicant arrives until he finishes receiving service on the same day and leaves the center. The implementation of the employment service desk is carried out in stages. For fully online services such as skill hubs, career hubs, sertihub, and bizhub, service handling through the SIAPkerja platform and POKJA in every agency in charge of the workforce, which then processed the follows up.

In dealing with the COVID-19 pandemic, the Government launched the Wages Subsidy Assistance (BSU) program, which is of concern to the Indonesian people due to 1) The existence of COVID-19 forced many formal workers to be quarantined and informal workers lost a lot of their income, 2) Declining household consumption resulted in a reduction in household consumption GDP, 3) Wage Subsidy Assistance (BSU) which assists the community in meeting basic daily needs is considered unevenly distributed, there is no clarity regarding the failure of prospective recipients to obtain BSU, and lack of socialization regarding terms, conditions, and solutions to problems found by BSU recipients candidates.

Therefore, several corrective steps are needed. They are first setting up a monitoring and reporting mechanism for formal, informal, and voluntary workers with reasonable salaries according to the provisions of BSU recipients, and second, rearranging the terms and conditions for receiving Wage Subsidy Assistance funds. Resubmitted terms and conditions must be more detailed and consider the Indonesian people's conditions so that BSU recipients are more targeted and make registration easier. Third, rearranging the registration period, adjusting data, repairing data, and distributing BSU. Encountered difficulties for those who encountered problems with BSU registration, incorrect data, and delays in disbursing funds. These improvements are accompanied by periodic outreach.

In addition, the government launched the *Prakerja* Card on the 11th of April 2020 as a training program to improve the competency and competitiveness of its participants. Since the launch of the *Prakerja* Card program, this program has covered 11.4 million people from 2020 to 2021. In 2022, as many as 3.46 million people from 514 districts/cities in Indonesia received its benefits. Moreover, in the same year, as many as 53.6 percent of *Prakerja* Card participants came from 212 districts/cities with the objective of reducing extreme poverty and including future Indonesian migrant workers (PMI) (Wisnubroto, 2022).

The incentive given is IDR 3.55 million, of which IDR 1 million is distributed to buy online training packages, IDR 600 thousand per month for four months. Participants also receive an additional fund of IDR 150,000 after completing the survey three times. In 2022, 2,442,000 *Prakerja* Card participants took advantage of the Card's program training certificates to apply for jobs, and 1,145,000 *Prakerja* Card participants got jobs. As a result, 70.57% of *Prakerja* Card participants have started working and or starting a new business, and only 29.34% have not

worked or have yet to start a new business. This aligns with PERPRES No. 2 of 2022 regarding targeting 1 million new entrepreneurs by 2024.

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