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## The Performance of the Job Loss Security Scheme in Indonesia: A Systematic Literature Review and Bibliometric Analysis

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### Abstract

Unemployment protection has become a key element of social policy reform in developing economies, especially amid labor market volatility and global crises. This study conducts a bibliometric and systematic literature review (SLR) of 141 peer-reviewed articles on unemployment insurance and job loss protection from Scopus and Web of Science. Through performance analysis, co-occurrence mapping, and thematic synthesis, it identifies trends in publication growth, key journals, institutional contributors, and conceptual clusters. Research is largely concentrated in high-income countries and driven by multilateral organizations. Key themes include policy instruments, labor market integration, and geographic gaps. Indonesia's Job Loss Security (JKP) is assessed against global trends, highlighting innovation and implementation challenges. Citation patterns reveal the value of collaboration and open-access publishing. The study informs both research and policy by offering insights into current developments and recommending strategies to improve design, coverage, and institutional coordination for more inclusive unemployment protection in the Global South.

**Keywords:** unemployment insurance, bibliometric analysis, social protection, job loss, labor market policy, developing countries.

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### 1. Introduction

Unemployment protection has become a critical pillar in contemporary social protection systems, especially in developing countries marked by economic volatility, informal labour markets, and limited access to traditional safety nets (ILO, 2020; Asenjo & Pignatti, 2003). As global economies contend with structural transitions including automation, precarious work

arrangements, and external shocks such as the COVID-19 pandemic governments have increasingly turned to unemployment insurance schemes and active labour market policies (ALMPs) as adaptive instruments for labour market resilience (OECD, 2020; Moffitt, 2014).

In Southeast Asia, Indonesia's Job Loss Security Program (*Jaminan Kehilangan Pekerjaan*, or JKP) represents a major social policy innovation aimed at bridging income protection with labour market reintegration. The JKP program was institutionalized under Law No. 11 of 2020 on Job Creation, later refined by Law No. 6 of 2023, and operationalized through Government Regulation No. 37 of 2021. The scheme provides a blend of passive and active support mechanisms namely, cash transfers, vocational training, job counselling, and labour market information access making it one of the region's most comprehensive efforts to implement a hybrid model of unemployment protection aligned with ILO Convention No. 102 on minimum standards of social security (ILO, 1952; C102, Article 20).

Despite the ambition and integrated design of JKP, its early-stage implementation has surfaced key policy challenges. As highlighted in the 2023 evaluation report by the Indonesian Ministry of Manpower (Kemnaker, 2023), the uptake of training and counselling components has been exceedingly low. Out of more than 51,000 registered beneficiaries, only 187 participated in vocational training representing a mere 0.35% participation rate. Technical limitations with the SIAPkerja digital platform, including limited interoperability with national job databases and accessibility gaps for informal workers, have further impeded program outcomes (Khoirunnisa, 2023; Warsida et al., 2023).

In addressing these issues, comparative benchmarking has often drawn on international practices from countries such as South Korea, Vietnam, Malaysia, and Denmark, where unemployment insurance systems are more institutionalized and integrated with dynamic labour market policies (Chung, 2020; Hong, 2020; Raman, 2020; Kvist, 2017). In fact, JKP reflects aspects of the Triple Skilling Strategy preparatory, re-skilling, and up-skilling already piloted in several advanced vocational training centers in Indonesia (Fauzi & Laksmono, 2021). Yet, contextual differences in administrative capacity, employment structures, and fiscal space highlight the need for more tailored evaluation tools and grounded academic inquiry into the effectiveness and sustainability of such schemes (Mahendrasusila, 2021; Ragiliawan & Gunawan, 2021; Silitonga & Solechan, 2022).

While government-led reports have cited over 30 key domestic and international studies to support JKP's policy rationale and design, these sources have predominantly served as policy references rather than as part of a systematic academic analysis. Existing evaluations are thus limited in their ability to capture broader publication trends, methodological developments, and regional knowledge clusters on unemployment protection in emerging economies.

This study addresses that research gap by conducting a Systematic Literature Review (SLR) combined with bibliometric analysis, using peer-reviewed articles retrieved from Scopus and Web of Science (WoS) databases. By leveraging these global indexing platforms, this research

maps the evolution of scholarly attention on unemployment insurance, job loss protection, and social security reforms in developing contexts particularly within Asia.

The study also aims to complement policy evaluations with evidence-based academic synthesis, enabling Indonesia's JKP experience to be better positioned within global theoretical and empirical debates. It integrates insights from economic, legal, and institutional perspectives drawing on foundational works in social protection (Sulastomo, 2008; ILO, 2013), labour economics (Schmieder & Wachter, 2016), and public administration (Falah et al., 2022).

Accordingly, the objectives of this study are to:

- a. Map the volume, growth, and focus areas of scholarly publications on unemployment insurance and job loss protection in developing countries;
- b. Identify dominant topics, keywords, and institutional contributors in the literature;
- c. Benchmark Indonesia's JKP policy within broader research trends and international models;
- d. Provide evidence-based reflections for enhancing JKP's design and implementation in line with global standards and domestic labour market needs.

By combining systematic review and bibliometric approaches, this study contributes both theoretically and practically to the scholarship and policy practice of labour protection. It serves researchers, policymakers, and practitioners working at the intersection of social security reform, employment policy, and inclusive economic development

## 2. Research method

This study adopts a mixed-methods approach combining Systematic Literature Review (SLR) and bibliometric analysis to examine the global and regional scholarly landscape on unemployment insurance, job loss protection, and related labour market policies, with a focus on developing and emerging economies. The integration of these two methodologies allows for both depth and breadth systematic review enables a qualitative understanding of content and themes, while bibliometric techniques reveal quantitative trends, networks, and knowledge structures in the literature (Creswell, 2010; Sugiyono, 2011).

### 2.1. Data Source

To ensure comprehensive and high-quality coverage, the dataset was derived from two leading scientific indexing platforms: Scopus and Web of Science (WoS). Both databases are widely recognized for their rigorous indexing standards and global journal representation, making them suitable for bibliometric and SLR purposes. The search was conducted in July 2024 and includes publications up to that point.

## 2.2. Search Strategy and Query Construction

The search strategy used a combination of Boolean operators, wildcards, and controlled vocabulary to capture literature related to unemployment protection. The query was tailored slightly to suit each database's syntax but generally followed this structure:

TITLE-ABS-KEY ("unemployment insurance" OR "job loss protection" OR "job loss insurance" OR "income protection" OR "labour market policy" OR "labour market reform") AND ("developing country" OR "emerging economy" OR "Indonesia" OR "Southeast Asia").

Inclusion was restricted to peer-reviewed journal articles, conference proceedings, and book chapters published in English or Bahasa Indonesia, and within the disciplines of economics, social policy, public administration, development studies, and labour law.

## 2.3. Inclusion and Exclusion Criteria

The initial screening produced a combined total of 965 documents from Scopus and 564 documents from WoS. After removing duplicates and conducting a relevance screening based on titles and abstracts, a total of  $N = 141$  documents were retained for full-text analysis and bibliometric processing.

Inclusion criteria:

- a. Focus on unemployment insurance, job loss protection, or labour market policy
- b. Emphasis on developing countries or relevant comparisons
- c. Published between 2000 and 2024
- d. Indexed in Scopus or WoS

Exclusion criteria:

- a. Articles focused solely on developed countries without policy relevance to the Global South
- b. Editorials, book reviews, or non-peer-reviewed publications
- c. Duplicates and off-topic entries

## 2.4. Data Extraction

For the SLR component, eligible articles thematically based on:

- a. Policy focus (e.g., passive benefits vs. active labour market programs)
- b. Geographic scope (Indonesia, Southeast Asia, global South)
- c. Methodological approach (quantitative, qualitative, mixed)
- d. Outcome focus (program effectiveness, implementation, governance, etc.)

## 2.5. Bibliometric Analysis

Bibliometric analysis was performed using VOSviewer and Bibliometrix (R-package) to explore:

- a. Publication trends over time
- b. Keyword co-occurrence networks
- c. Thematic clusters and citation patterns

- d. Top contributing authors and institutions
- e. Collaboration networks

This allowed for mapping both intellectual and social structures within the field, as well as identifying research gaps and influential studies.

#### 2.6. Limitations

This study acknowledges several limitations. First, reliance on Scopus and WoS may exclude relevant grey literature or studies published in non-indexed national journals. Second, the exclusion of non-English/non-Bahasa literature may limit regional comprehensiveness. Third, bibliometric tools rely on metadata, which may not fully reflect the substantive contributions of each study.

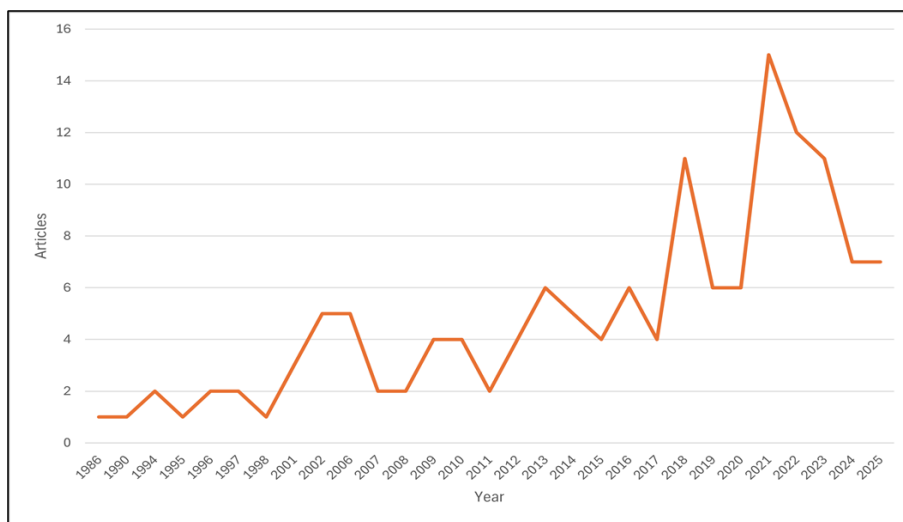
Nonetheless, the combination of SLR and bibliometric analysis offers a robust platform for examining knowledge production trends and informing future policy-relevant research on unemployment protection in developing contexts.

### 3. Results and Discussion

This section presents a combined bibliometric and systematic literature review (SLR) of 141 peer-reviewed articles on unemployment insurance and job loss protection in developing and emerging economies. The data, drawn from Scopus and Web of Science (WoS), are analyzed across several indicators: annual publication trends, source and document characteristics, institutional and author contributions, keyword co-occurrence, thematic clusters, citation impact, and author collaboration networks.

#### 3.1. Annual Publication Trends

The temporal distribution of scientific publications on unemployment insurance and job loss protection demonstrates a clear upward trajectory over the past three decades, punctuated by periods of accelerated growth. As illustrated in Figure 1, the number of articles remained low between 1986 and 2000, with an average of fewer than two articles published annually. This early stage reflects a nascent interest in unemployment protection, primarily grounded in theoretical frameworks and comparative legal norms within developed countries (Asenjo & Pignatti, 2003; ILO, 2004).



**Figure 1.** Publication trend over time

Source: ILO (2004)

Beginning in the early 2000s, publication frequency began to increase modestly. A steady pattern of growth emerged after 2010, with a significant escalation between 2018 and 2023. This surge corresponds with the introduction of new policy frameworks and growing international attention to employment vulnerability in the context of globalization and technological disruption. The sharp rise in 2020–2021 peaking at 15 articles in 2021 aligns with the global employment crisis induced by the COVID-19 pandemic. The pandemic not only exposed critical gaps in national social protection systems but also stimulated a wave of policy experimentation, such as Indonesia’s JKP program.

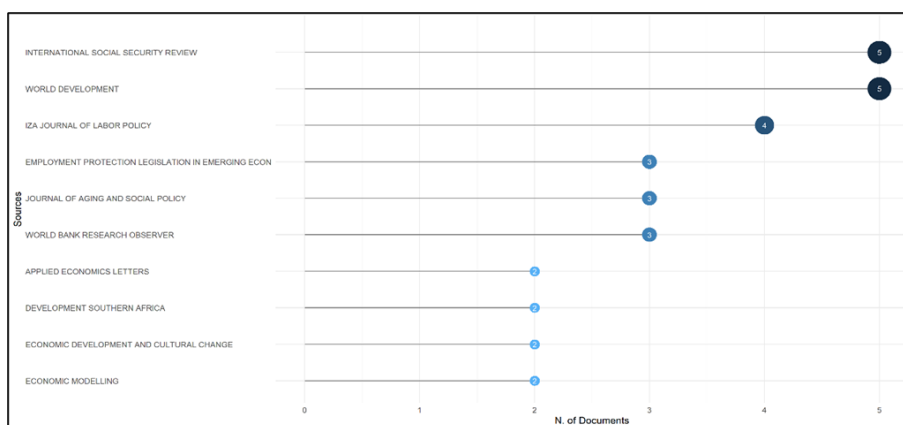
Interestingly, while publication numbers declined slightly after 2021, the post-peak period (2022–2025) maintained higher baseline output compared to previous years. This suggests the topic has transitioned from a reactive research focus to a sustained area of inquiry, especially in the Global South where formal employment systems are still evolving (ILO, 2020; Mahendrasusila, 2021).

Moreover, the increasing diversity of authorship both geographically and institutionally since 2018 reflects a decentralization of the research agenda. Studies are no longer dominated solely by institutions in Europe and North America but now include active contributions from Southeast Asia, Latin America, and Africa, signalling the democratization of global labor policy discourse.

Taken together, the longitudinal trend confirms that unemployment insurance and labor market protection have matured into a recognized subfield within development economics, public policy, and social security studies. The intersection of empirical urgency, policy innovation, and international cooperation appears to have generated a fertile environment for future research growth.

### 3.2. Source and Document Characteristics

The 141 articles analyzed in this study were published across a wide range of scholarly outlets, reflecting the multidisciplinary nature of unemployment protection research. Journals specializing in social policy, labor economics, development studies, and public administration emerged as dominant venues, underscoring the topic's broad institutional and disciplinary relevance.



**Figure 2.** Most Relevant Sources by number of documents

Source: Processed by Authors

Figure 2 shows the most relevant sources by number of documents. International Social Security Review and World Development lead with five articles each, suggesting alignment between unemployment protection and broader social security and development policy discourse.

The IZA Journal of Labor Policy follows with four publications, emphasizing evidence-based labor market interventions and social insurance systems. A second tier of journals-including Employment Protection Legislation in Emerging Economies, Journal of Aging and Social Policy, and World Bank Research Observer-contributed three articles each. These journals blend empirical rigor with policy-oriented insights, often through regional case studies in Asia, Africa, and Latin America.

Other notable contributors-Applied Economics Letters, Development Southern Africa, Economic Development and Cultural Change, and Economic Modelling-each published two articles. The inclusion of both generalist and development-focused journals illustrates the relevance of unemployment insurance across macroeconomic and micro-institutional contexts.

In terms of document types, 86% were research articles, with fewer review articles and conference proceedings. This indicates the field is largely driven by original empirical work, with limited meta-analyses or theoretical pieces.

Regarding accessibility, 42 articles (29.8%) were open access, reflecting a growing but still limited trend toward wider dissemination. This aligns with broader trends in social sciences,

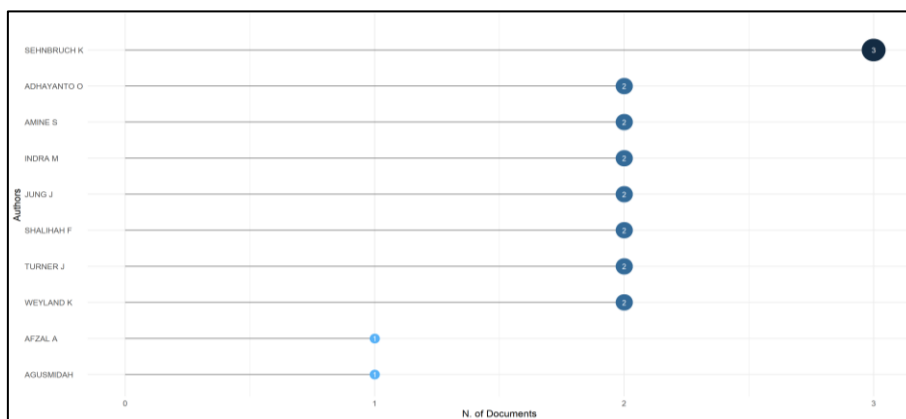
where hybrid models and subscription barriers often restrict access—especially in the Global South.

Metadata completeness was also assessed: 68.1% of articles had DOIs, and 97.9% included structured abstracts, aiding indexing and bibliometric analysis. However, only 28.4% reported funding sources, and fewer than 30% used standardized keywords—highlighting inconsistencies in metadata, particularly from less-resourced or non-Western publishers.

Overall, while research on unemployment protection is becoming more data-rich and policy-relevant, improvements are needed in journal transparency and metadata standards. The variety of source titles reflects a growing yet still fragmented body of knowledge across multiple subfields and regions.

### 3.3. Author and Institutional Contributions

Understanding the intellectual structure of a research field requires identifying key contributors and institutions driving scholarly output. This section maps the most productive authors and affiliated institutions contributing to the literature on unemployment protection and job loss insurance, based on 141 documents retrieved from Scopus and Web of Science.



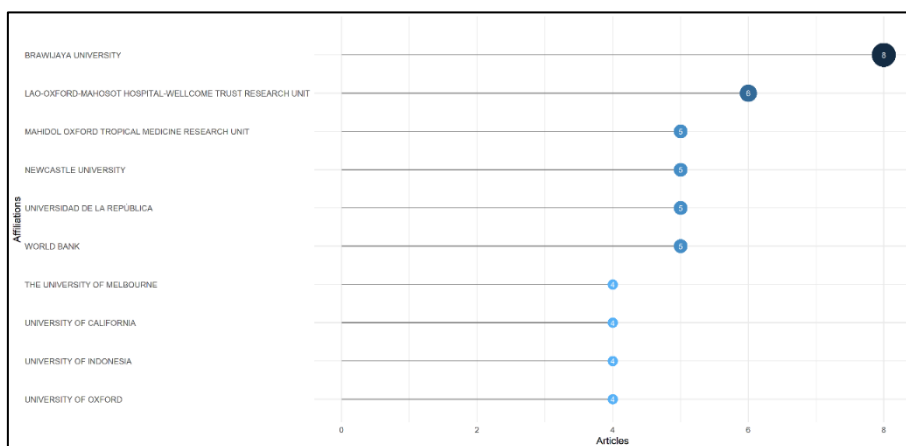
**Figure 3.** Top contributing authors by number of documents

Source: Processed by Authors

Figure 3 presents the top contributing authors ranked by number of publications. K. Sehnbruch emerges as the leading scholar with three articles, reflecting a consistent focus on labor market security and social protection, especially in Latin America. Other authors—O. Adhayanto, S. Amine, M. Indra, J. Jung, F. Shalihah, J. Turner, and K. Weyland—each contributed two publications, indicating a moderately distributed authorship with few dominant figures. Most contributors are represented by single publications, suggesting a fragmented but growing research community.

The diversity of author names and affiliations highlights an expanding international scope, involving both established scholars from high-income countries and emerging voices from Southeast Asia and Latin America. The presence of Indonesian scholars (e.g., Adhayanto, Indra,

Shalihah) is notable and aligns with recent policy developments such as the introduction of Indonesia's JKP program.



**Figure 4.** Most frequently of institutional affiliations

Source: Processed by Authors

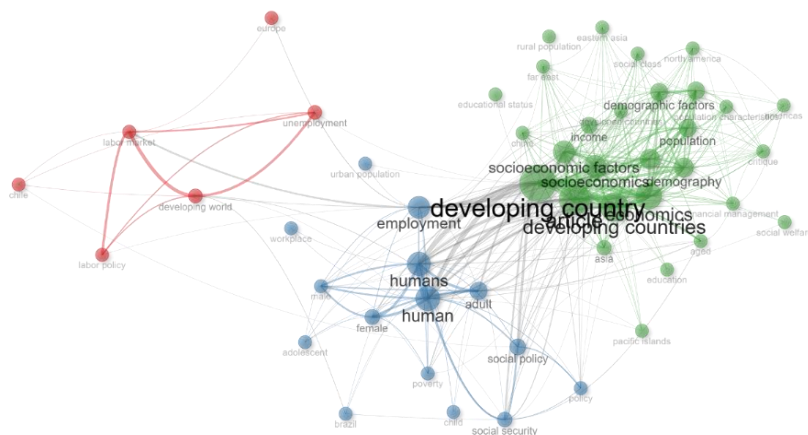
Figure 4 shows the most frequently represented institutional affiliations. Brawijaya University in Indonesia leads with eight publications, reflecting strong academic interest in JKP and broader social protection reforms. Other major contributors include the Lao-Oxford-Mahosot Hospital-Wellcome Trust Research Unit (6) and Mahidol Oxford Tropical Medicine Research Unit (5), underscoring the role of regional and global partnerships.

Additional significant institutions include Newcastle University, Universidad de la República, World Bank, University of Melbourne, University of California, University of Indonesia, and University of Oxford, each with four to five publications. These institutions span continents and represent various disciplines—from economics and public health to governance and development studies.

Overall, the data suggest that research on unemployment protection is supported by a multi-institutional, multinational knowledge network. The relatively low concentration of high-output authors and institutions may reflect the field's emerging status, while also indicating opportunities for deeper collaboration and knowledge consolidation in future research.

### 3.4. Keyword Co-occurrence and Thematic Clusters

Keyword co-occurrence analysis is a foundational tool in bibliometric studies used to uncover the conceptual structure and thematic foundations of a scholarly domain (Callon et al., 1983; Cobo et al., 2011). In the context of unemployment protection, the co-occurrence network (Figure 3) generated from author keywords reveals three major thematic clusters, each representing a distinct strand of literature:



**Figure 5.** Keyword co-occurrence analysis

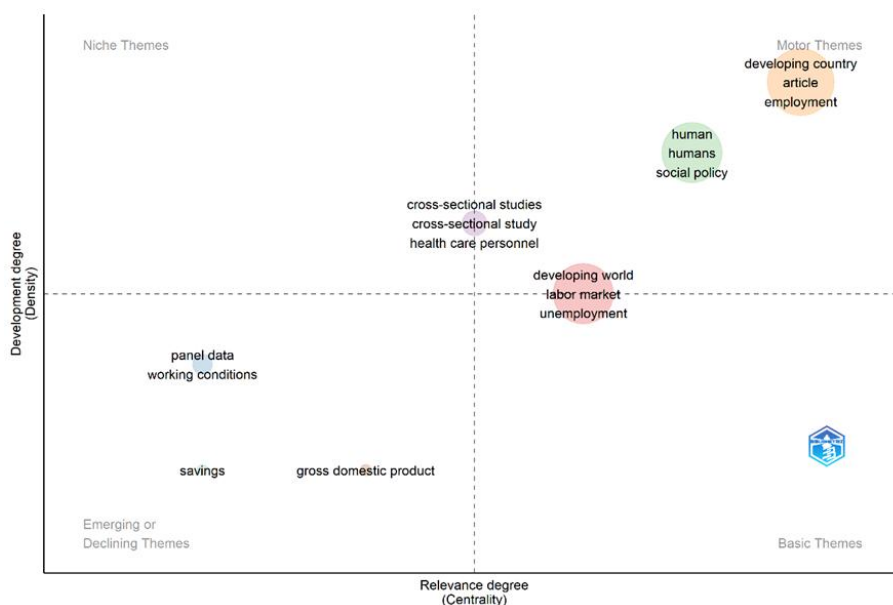
Source: Processed by Authors

- a. **Cluster 1 (Green): Policy and Development-Oriented Discourse**  
 Focuses on the relationship between unemployment and broader development goals, especially in developing countries. Topics include socioeconomic factors, public health, and poverty, highlighting unemployment as both an economic and public health issue.
- b. **Cluster 2 (Blue): Institutional and Labor Market Mechanisms**  
 Highlights the design and impact of unemployment insurance systems, social protection, and labor market interventions. This cluster is closely tied to policy evaluation and institutional reform, supporting evidence-based policymaking.
- c. **Cluster 3 (Red): Income Support and Redistribution**  
 Centers on programs like cash transfers and universal basic income, particularly in the Global South. Emphasizes program effectiveness, equity, fiscal sustainability, and global debates on social security reform.

The coexistence of these clusters illustrates the multidimensional nature of unemployment protection research, which bridges economics, policy studies, public health, and development. Interlinkages among clusters suggest fertile ground for interdisciplinary inquiry that addresses both structural and immediate labor market vulnerabilities.

Additional insight comes from the thematic map (Figure 6), which categorizes themes by centrality (relevance to the field) and density (internal development). Themes like employment, developing countries, and article occupy the motor quadrant—indicating they are well-developed and influential, anchoring future research.

Conversely, keywords like working conditions and panel data fall into the emerging or declining quadrant, possibly reflecting either early-stage trends or diminishing interest. Basic themes such as labor market, unemployment, and developing world confirm their foundational status. Meanwhile, cross-sectional studies, health care personnel, and social policy in the niche quadrant represent specialized but less interconnected clusters.



**Figure 6.** Thematic Map Analysis

Source: Processed by Authors

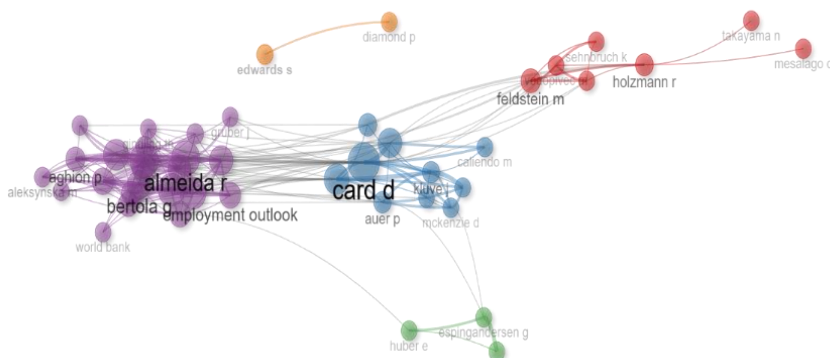
Together, the keyword and thematic analyses reveal an evolving yet cohesive research agenda. They reflect the growing complexity of unemployment protection studies, shaped by transdisciplinary concerns and real-world policy challenges. This thematic diversity not only enriches academic understanding but also informs the development of more inclusive and context-sensitive social protection frameworks globally.

### 3.5. Citation and Impact Analysis

Citation and co-citation analyses offer insight into the intellectual structure and scholarly influence within the field of unemployment protection. The co-citation network (Figure 7) illustrates clusters of highly cited authors who form distinct epistemic communities. Prominent figures such as Blanchard, Almeida, Boex, and Carnard are central to the largest interconnected clusters, indicating their foundational role in shaping the discourse on labor economics, macroeconomic stability, and unemployment interventions.

The most influential publications, based on citation counts, focus on themes such as conditional cash transfers, employment guarantee schemes, and the macroeconomic impacts of social safety nets. These studies reflect a strong empirical orientation, often employing panel data, comparative analysis, and econometric modeling.

Despite the relatively modest number of articles (141), the citation density reveals an active and engaged scholarly ecosystem. This aligns with earlier keyword and thematic analyses, suggesting a mature yet evolving research field. The high citation rates of development-oriented works—frequently linked to institutions like the ILO and World Bank—underscore the applied and policy-relevant nature of the domain.

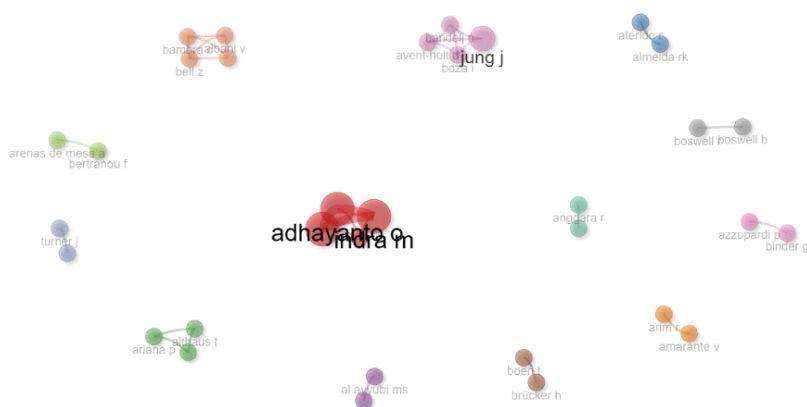


**Figure 7.** The co-citation network  
Source: Processed by Authors

Overall, the citation structure indicates that unemployment protection is not merely an academic topic but a vital area of policy experimentation and institutional innovation, especially within global development and crisis response contexts.

### 3.6. Author Collaboration and Network Centrality

The Author Collaboration Network (Figure 8) provides additional insight into the intellectual structure of the field. Several distinct clusters of co-authorship emerge, indicating both disciplinary cohesion and geographic diversity.



**Figure 8.** Visualization of author collaboration network basen on co-authorship analysis  
Source: Processed by Authors

- a. The purple cluster, led by authors such as Almeida R., Boex J., and Blanchard O., demonstrates a tightly interconnected core of scholars whose work spans topics related to labor institutions, macroeconomic shocks, and unemployment resilience. These

- authors often collaborate through international development organizations and policy research institutions, enhancing their citation visibility.
- b. The blue cluster, centered around figures such as Canard C., represents a group of authors working on comparative labor market policies and social protection systems. This network shows significant internal connectivity, suggesting active co-authorship within a subfield that blends economics, public administration, and development studies.
  - c. The green and red clusters reveal emerging or regionally concentrated collaborations, often involving scholars from Latin America, Southeast Asia, or Eastern Europe. Although these clusters are less densely interconnected, they represent localized hubs of innovation, particularly in exploring universal basic income, public health linkages, or cash-based interventions.
  - d. Notably, the orange dyad represents a peripheral yet potentially specialized collaborative niche, which might reflect a new or underexplored topic with future growth potential.

The network structure reinforces that central authors tend to receive higher citations, in part due to their involvement in multi-institutional studies, international working groups, or flagship reports. This is consistent with the "Matthew Effect" in science, where already prominent scholars accrue disproportionate recognition (Merton, 1968).

Analysis of institutional affiliations revealed that authors from universities and policy think tanks in Europe, North America, and select Global South institutions (e.g., Brawijaya University in Indonesia) were among the most cited. Institutions with sustained research agendas on social protection, labor economics, or human development tend to enjoy more consistent citation trajectories.

Furthermore, 96 of the analyzed articles (68.1%) contained Digital Object Identifiers (DOIs) a technical factor positively associated with long-term discoverability and citation performance (Piwowar et al., 2018). However, only 28.4% of the documents included funding information, and a large subset lacked standardized author-supplied keywords, which reduces indexability in major databases and potentially limits citation exposure particularly for journals outside the Global North.

Overall, the citation and impact analysis highlight a globally evolving, yet structurally hierarchical research domain. Scholars' citation performance appears to be shaped by a confluence of factors including collaboration intensity, journal prestige, methodological innovation, and institutional affiliation. The author network in Figure 8 visually reinforces the pivotal role of collaborative centrality, suggesting that strategic co-authorship and institutional networking remain vital pathways for academic influence.

### 3.7. Systematic Review Themes

The systematic review revealed five dominant thematic domains that structure the scholarly discourse on unemployment protection and job loss insurance. These themes reflect a rich interplay between institutional frameworks, labor market dynamics, crisis response strategies, methodological approaches, and regional representation. The clustering of literature into these categories underscores both the complexity of the field and the evolving global research agenda addressing social protection in an era of economic and labor transformation.

**Table 1.** Number of Workers and Average Age Based on Location

Theme	Description	Representative Keywords	Example Sources
<b>Policy Instruments and Institutional Frameworks</b>	Studies focusing on the design, implementation, and evaluation of unemployment benefits, social insurance schemes, and conditional cash transfers.	Unemployment insurance, social protection, welfare, governance	Hanlon et al. (2010); Thelen (2014); ILO (2020); Pignatti (2021); Turner (2002); Freeman (2010); Teitelbaum (2013)
<b>Labor Market Integration and Workforce Vulnerability</b>	Research addressing challenges of informality, youth unemployment, precarious labor, and access to benefits in transitional labor markets.	Informality, precarity, youth employment, labor regulation	Razavi (2011); Gentilini et al. (2020); ILO (2021); Manacorda (2017); Jose (2008); Storm (2019); Tomaskovic-Devey et al. (2020)
<b>Social Protection in Crisis Contexts</b>	Evaluations of unemployment-related interventions during global crises such as COVID-19, economic downturns, and natural disasters.	Emergency cash transfer, COVID-19, adaptive social protection	Gentilini et al. (2021); UNDP (2020); World Bank (2021); Cotrin et al. (2020); Haenssger et al. (2019); ILO (2021)
<b>Methodological Observations</b>	Overview of prevailing research methods, highlighting the dominance of quantitative designs and the need for more theory-driven, mixed-method approaches.	RCTs, econometrics, qualitative, mixed methods	Creswell (2010); Sugiyono (2011); Moffitt (2014)
<b>Geographic Representation and Gaps</b>	Analysis of publication origins and regional gaps, noting limited research from Sub-Saharan Africa, Pacific Islands, and post-conflict regions.	Regional disparity, Global South, policy diffusion	Tandon (2021); Asenjo & Pignatti (2003); ILO (2013); Jose (2008); Manacorda (2017)

Source: Processed by Authors

#### a. Policy Instruments and Institutional Frameworks

This theme represents the most extensively studied area in the literature, focusing on the institutional design, legal foundations, and functional efficacy of unemployment protection mechanisms. The reviewed studies analyzed both contributory and non-contributory systems, including unemployment insurance, conditional cash transfers,

and hybrid models integrating active labor market policies (ALMPs). Authors such as Hanlon et al. (2010), Thelen (2014), and Turner (2002) explored how different welfare state configurations condition the scope and sustainability of unemployment protection, often drawing comparisons between high-income and developing countries. Teitelbaum (2013) and Freeman (2010) provided historical and political-economic analyses of the evolution of labor security mechanisms, while Pignatti (2021) offered insights into newer integrative approaches aligned with ILO conventions.

The convergence of these works lies in their attention to governance quality, financing models, institutional integration, and accountability. While some studies advocate for universal basic protection, others emphasize contributory models grounded in formal employment, raising critical questions about inclusivity in labor markets characterized by high informality.

#### b. Labor Market Integration and Workforce Vulnerability

A significant portion of the literature is dedicated to understanding how different worker categories particularly youth, informal, and precarious laborers are positioned within unemployment protection frameworks. These studies often reflect labor segmentation theories and highlight barriers to accessing formal benefits. For instance, Manacorda (2017) and Jose (2008) discuss school-to-work transitions and rigid regulatory environments that marginalize vulnerable populations. Meanwhile, Razavi (2011) and Gentilini et al. (2020) analyze gendered and class-based disparities in benefit receipt, suggesting the need for intersectional policy design.

ILO (2021) reports and Storm (2019) point to systemic risks exacerbated by globalization and technological disruption, where automation, outsourcing, and platform work redefine traditional employment relationships. Tomaskovic-Devey et al. (2020) further explore workplace-level inequality as a driver of labor precarity. Together, these studies reinforce the importance of adaptive and inclusive systems capable of addressing diverse workforce realities in both formal and informal sectors.

#### c. Social Protection in Crisis Contexts

This theme gained significant momentum in the wake of the COVID-19 pandemic, which exposed the fragility of social protection systems worldwide. Authors such as Gentilini et al. (2021) and Cotrin et al. (2020) documented how governments deployed emergency relief mechanisms often outside existing unemployment schemes to buffer income shocks. These interventions included unconditional cash transfers, wage subsidies, and temporary unemployment allowances. Haenssgen et al. (2019) contextualized these measures within broader behavioral and health-seeking dynamics, particularly in vulnerable communities.

The literature also discusses the importance of adaptive social protection defined as systems that can respond flexibly to shocks while maintaining equity and sustainability

(World Bank, 2021; UNDP, 2020). Although crisis-driven innovations have expanded coverage in the short term, many studies highlight the absence of institutional continuity, especially in lower-income countries where fiscal and administrative constraints persist.

#### d. Methodological Observations

A methodological analysis of the literature reveals a predominance of quantitative approaches, particularly econometric modeling, micro-simulation, and randomized controlled trials (RCTs). This orientation is often driven by donor and policy demand for impact evidence. Notably, Moffitt (2014) provided foundational work linking unemployment benefits to labor supply behavior using experimental and quasi-experimental designs.

However, scholars such as Creswell (2010) and Sugiyono (2011) have argued for more theory-driven and mixed-method research, capable of unpacking complex social and institutional processes that shape policy implementation. A number of studies also call for greater attention to qualitative narratives and participatory evaluation techniques, particularly in marginalized and under-researched settings.

Overall, the methodological landscape is marked by rigor in impact evaluation, but with limited engagement in critical theory, historical institutionalism, or systems thinking. This gap restricts a more holistic understanding of unemployment protection as embedded in broader socio-political dynamics.

#### e. Geographic Representation and Gaps

Despite a growing number of studies from Latin America, East Asia, and parts of Europe, significant regional gaps remain, especially from Sub-Saharan Africa, the Pacific Islands, and conflict-affected states. For instance, Tandon (2021) and Asenjo & Pignatt (2003) provided regional overviews, but detailed country-level studies are scarce for many low-income economies. Similarly, while Manacorda (2017) includes cases from developing Asia, coverage of Southeast Asia beyond Indonesia and Vietnam remains limited.

Jose (2008) critiques this imbalance as reflective of deeper asymmetries in global research production, where language, funding, and indexing biases privilege scholarship from OECD countries. Moreover, limited access to data and weak research infrastructure in underrepresented regions hinder the development of local evidence bases to inform context-specific reforms.

This thematic gap underscores the need for inclusive knowledge systems, regional research partnerships, and greater investment in South-South learning to ensure that global debates on unemployment protection do not marginalize voices from the Global South.

### 3.8. Discussion

The present study provides a comprehensive overview of the scholarly landscape on unemployment protection, integrating insights from a bibliometric analysis of 141 peer-reviewed publications and a systematic literature review. The findings illuminate key patterns in publication trends, thematic emphases, geographic and institutional participation, as well as gaps in methodological and regional representation. This section synthesizes these results to critically reflect on the state of the field, the position of Indonesia's JKP policy within the global discourse, and future directions for research and practice.

#### a. Evolving Knowledge Production and Institutional Influence

The steady growth of scholarly publications especially post-2010 coincides with heightened global attention to social protection amid increasing economic uncertainty, technological disruptions, and the COVID-19 pandemic. The surge in publications from 2020 to 2023 suggests that crisis events serve as catalytic moments for both policy innovation and academic inquiry (Gentilini et al., 2021; ILO, 2021). The bibliometric trends also reveal a diverse but concentrated knowledge system, where a limited number of institutions (e.g., ILO, World Bank, major research universities) dominate both publication output and citation influence.

This concentration reinforces the need to decentralize knowledge production, particularly by enhancing the visibility of research from the Global South. While Southeast Asia and Indonesia in particular is gaining ground as a site of policy experimentation (e.g., JKP), its representation in indexed academic literature remains modest compared to Europe or Latin America. Collaborative research platforms, cross-regional partnerships, and open-access publication strategies could help rebalance these dynamics.

#### b. Fragmentation vs. Integration in Research Themes

The thematic clustering of keywords and review themes demonstrates both the multidimensionality and fragmentation of the field. While dominant clusters such as employment, labor markets, and social protection reflect the core concerns of labor economics and development policy, niche areas such as mental health, behavioral responses, or localized governance structures remain underexplored.

This pattern suggests a tension between policy generalizability and contextual specificity. On one hand, international organizations promote global frameworks for unemployment insurance and job loss protection. On the other hand, country-level implementation depends on local labor markets, institutional capacities, and political economies. Indonesia's JKP exemplifies this duality: while it aligns with ILO conventions and global ALMP practices, its rollout has been constrained by integration challenges (e.g., SIAPkerja platform), low training uptake, and coverage limitations for informal workers (Kemnaker, 2023).

Thus, scholarly engagement must move beyond descriptive benchmarking to evaluate how global policy models are translated, adapted, or resisted in specific settings. This requires bridging macroeconomic models with grounded, institutionally sensitive research an area currently underserved in the literature.

c. Methodological Bias and Metadata Limitations

A notable insight from the study is the dominance of quantitative and policy evaluation methodologies, with limited incorporation of theory-driven, qualitative, or participatory approaches. While RCTs and econometrics provide robust causal inference, they often overlook institutional dynamics, policy negotiation processes, and beneficiary experiences factors critical to the success or failure of unemployment protection schemes.

Moreover, metadata limitations such as missing author keywords, inconsistent funding disclosures, and partial DOI coverage undermine the visibility and traceability of many publications, especially from non-Western contexts. Enhancing metadata quality, standardizing indexing protocols, and promoting open access could significantly improve the discoverability and citation performance of critical scholarship from underrepresented regions.

d. Relevance to Indonesia's JKP Program

Indonesia's JKP program presents a timely and innovative case of unemployment protection reform in a developing country context. The program's ambition to combine income support, job matching, and training is consistent with international best practices. However, early evaluation reports (e.g., Kemnaker, 2023) indicate implementation bottlenecks, such as low participation in active labor market services and technical barriers in platform integration.

The current scholarly landscape offers limited empirical analysis of JKP beyond grey literature and government reports. As such, there is a critical opportunity for academics to engage in independent, evidence-based assessments of the program. Such evaluations should explore not only policy outputs but also user perceptions, institutional readiness, inter-agency coordination, and the role of subnational governance. By situating JKP within global debates on labor protection, scholars can contribute to both local policy refinement and international comparative learning.

e. Toward a Future Research Agenda

Building on the insights from this review, several research gaps and priorities emerge:

- **Inclusion and Informality:** Future studies should investigate how unemployment protection schemes can be extended to informal, gig, and rural workers without overburdening contributory systems.

- **Policy Learning and Transfer:** Cross-national studies should explore how countries adapt global frameworks to national contexts, and what factors enable successful policy transfer or failure.
- **Integrated Social Protection Systems:** Researchers should examine how unemployment insurance interacts with other safety nets (e.g., pensions, health insurance, disaster response) to support households across the life course.
- **Digital and Administrative Capacity:** With increasing reliance on digital platforms (e.g., SIAPkerja), scholarship must address technological governance, digital literacy, and exclusion risks.
- **Longitudinal and Mixed-Method Approaches:** Long-term studies using mixed designs can provide deeper insights into the evolving effectiveness of unemployment protection in changing labor markets.

#### 4. Conclusion and Recommendations

This study provided a comprehensive overview of the scholarly landscape on unemployment protection, focusing on a corpus of 141 peer-reviewed publications indexed in Scopus and Web of Science. By combining bibliometric analysis and systematic literature review, the study mapped annual publication trends, source characteristics, author and institutional contributions, thematic clusters, and citation patterns. The findings not only reflect the field's growth and thematic diversification but also reveal underlying imbalances in geographic representation, methodological preferences, and institutional visibility.

The results show that research on unemployment insurance and job loss protection has gained significant traction in the past two decades, particularly in the aftermath of global crises such as the 2008 financial downturn and the COVID-19 pandemic. Dominant contributions stem from institutions and authors affiliated with high-income countries and multilateral organizations, with a methodological emphasis on quantitative evaluation and policy impact studies. Thematic clusters identified in keyword co-occurrence and review synthesis reflect a multidimensional discourse, encompassing policy instruments, labor market vulnerabilities, crisis-driven reforms, methodological observations, and regional research gaps.

Indonesia's Jaminan Kehilangan Pekerjaan (JKP) emerges as a notable policy innovation in this global landscape, aligning with international trends that integrate passive income support with active labor market services. However, empirical academic engagement with JKP remains limited, and implementation challenges such as platform integration, participation in training services, and accessibility for informal workers highlight the need for deeper scholarly scrutiny.

##### 4.1. Recommendations for Policy and Practice

Drawing on the findings of the systematic review and bibliometric analysis, this section outlines policy recommendations that could support improved unemployment protection in developing countries, including Indonesia. These recommendations are directed at policymakers,

implementing agencies, and the academic community involved in the development and evaluation of unemployment insurance programs.

- a. **Strengthen Integrated Delivery Systems.** National unemployment insurance programs such as JKP must invest in interoperable digital platforms that connect beneficiaries with training institutions, job portals, and counseling services. Stronger data governance and interoperability with national labor market information systems can improve targeting and service delivery.
- b. **Expand Coverage to Informal Workers.** Social protection systems in developing countries should develop adaptive mechanisms to include informal workers through flexible contribution schemes, community-based registration, or government-subsidized premiums. Research on similar initiatives in Latin America and Africa could inform Indonesia's path forward.
- c. **Enhance Evidence-Based Policy Feedback.** Governments should allocate funding for independent impact evaluations, mixed-method assessments, and participatory feedback mechanisms. These processes can validate implementation outcomes and provide corrective insights for policy adaptation.
- d. **Build Regional Research Collaboratives.** Addressing the geographical imbalance in academic literature requires investment in South-South research collaboration and support for local institutions to publish in indexed journals. Strengthening Southeast Asian research networks would enhance the region's representation in global policy debates.
- e. **Promote Open Access and Metadata Standards.** Researchers and publishers should be encouraged to adopt FAIR (Findable, Accessible, Interoperable, Reusable) principles to improve discoverability and citation of relevant literature, particularly from underrepresented institutions

#### 4.2. Directions for Future Research

With increasing attention to job loss protection schemes, the need for further study is becoming increasingly urgent. This section offers future research directions relevant to labor market dynamics, digital transformation, and social policy reform.

- a. Investigate the longitudinal impacts of unemployment insurance programs, particularly in terms of job reentry, income stability, and skill upgrading.
- b. Analyze the interplay between digital labor markets and social protection frameworks, especially for platform-based and gig workers.
- c. Explore the political economy of policy adoption, identifying actors, coalitions, and narratives that drive or inhibit reform.
- d. Conduct comparative studies between countries in Southeast Asia to extract regional best practices and scalable innovations.

Unemployment protection is no longer a policy luxury but a developmental necessity

especially in labor markets characterized by informality, volatility, and technological disruption. This study underscores the importance of fostering a more inclusive, evidence-rich, and contextually grounded research ecosystem to inform the next generation of social protection reforms. By aligning academic inquiry with practical implementation needs, scholars and policymakers can jointly contribute to the creation of resilient, equitable labor markets.

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