BCG THE NETWORK Global talent simplified JobStreet

DECODING GLOBAL TALENT

Indonesia Edition

Ultimate Guide to Work Trends 2021

REPORT 1 | WHERE

CONTENT

DECODING GLOBAL TALENT

The Post-COVID Job Market

We're proud to share with you the world's largest body of research on work trends, delivering global scale data with local depth. The results we are sharing with you are valid for a minimum of 2 years.

We present this to you as part of our ongoing commitment as your **No.1 Trusted Talent Partner** in Asia. These results have deep actionable insights for your market that will enable you to better connect jobseekers to #JobsThatMatter. Following COVID-19, in this 'New Normal' jobs truly do matter more than ever.

How these findings help you:

- Provide the ability to be more focused in the jobseekers you approach
- Understand how appealing your market is and therefore if additional benefits or compensation would be required to attract a candidate
- Know which nationalities are worth targeting based on your market
- Discover if there are remote working opportunities that can be leveraged

Presented by:

JobStreet seek

In partnership with:

BCG BOSTON CONSULTING GROUP

THE NETWORK
Global talent simplified

WHAT'S NEW?

Taking into consideration our ever-evolving employment landscape, and delivering on the commitment to provide the richest insights, additional areas have been explored across the 3 reports.

COVID-19

Assessment of direct impact on current working mode, employment, efficiency, engagement and career outlook

Sustainability

Evaluation of importance of sustainability & climate impact to jobseekers, status quo and room for improvement

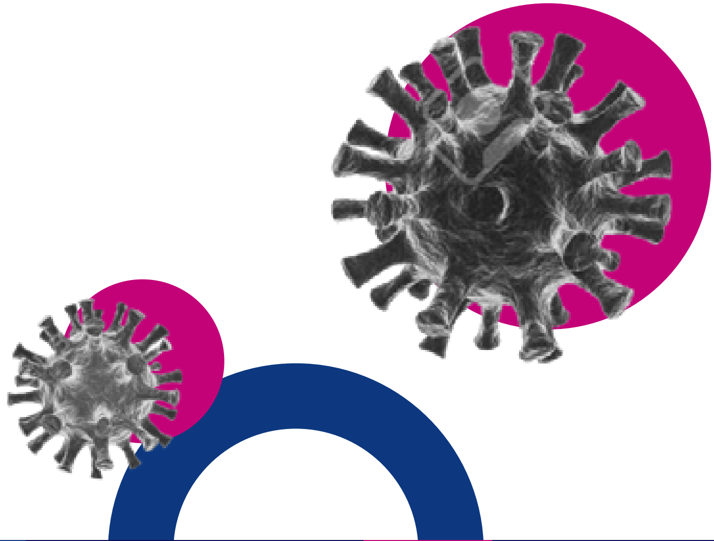
New Mobility

International Remote Hiring

Assessment of perception of mobility of work (versus mobility of workers) following surge in remote working and increased possibility of remote hiring

Diversity & Inclusion

Evaluation of importance of D&I to jobseekers, challenges faced, status quo and room for improvement



WHERE?
MOBILITY OVERVIEW

COVID has completely re-drawn the world map and the very definition of workforce mobility.

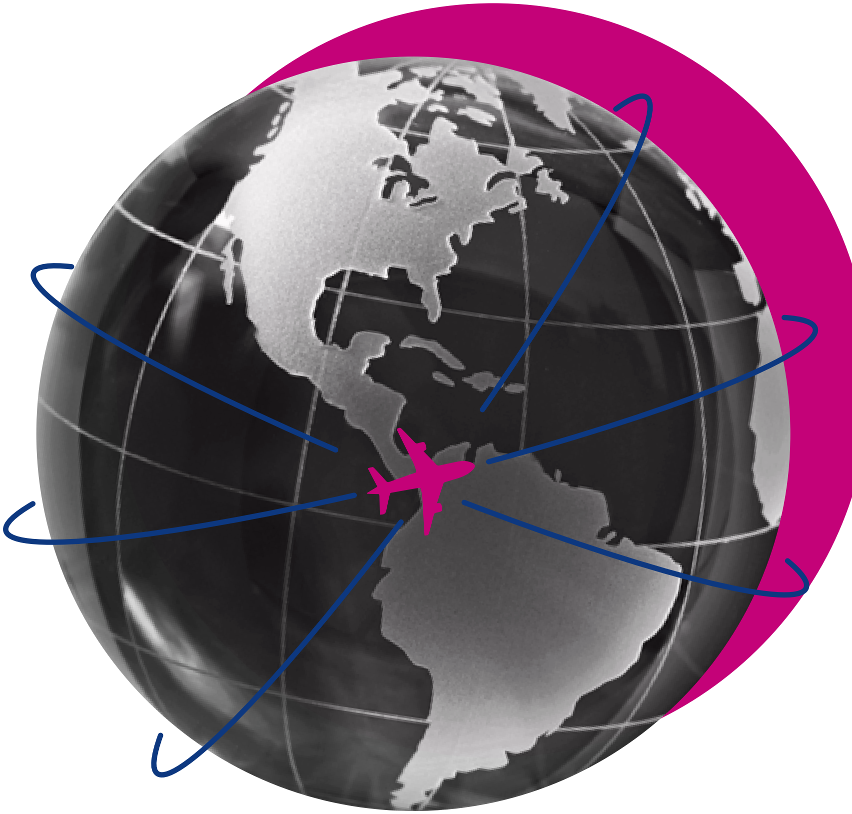
This report covers the following:

Willingness
to work abroad
local & global perspective

Emergence
of new mobility
local & global perspective

Top 10 countries
people wish to live in.

Top 10 cities
people wish to work in



Key findings globally:

- Willingness to move aboard has dropped significantly
- Top 10 countries and cities have changed due to impact and mismanagement of COVID
- Emergence of new mobility: work comes to you in the new world

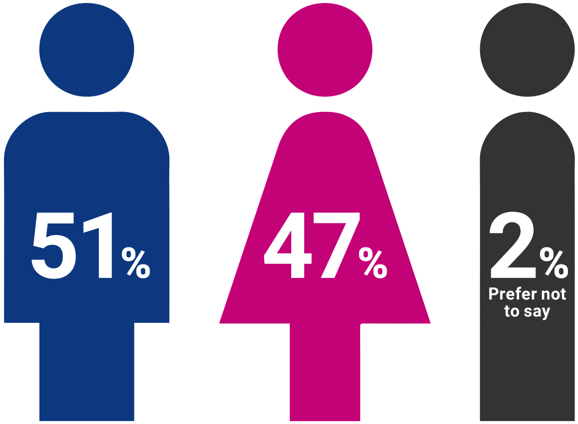
LOCATION

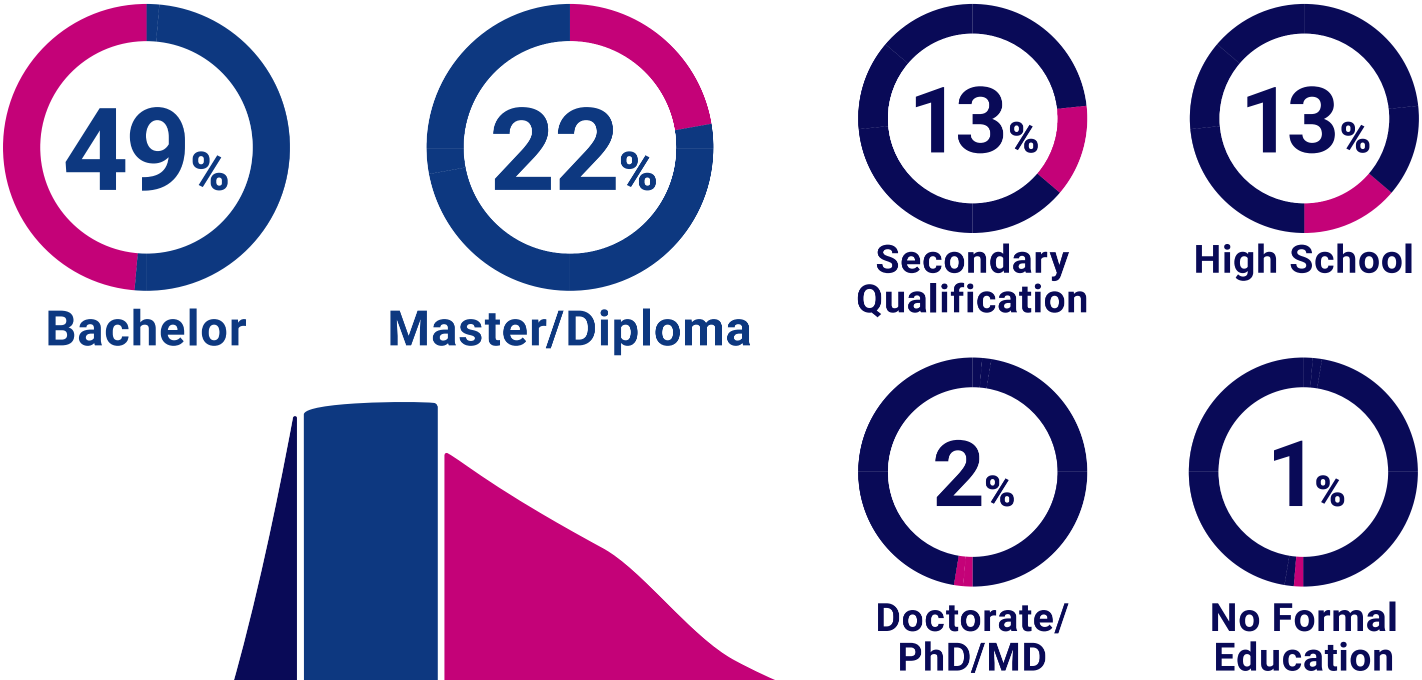
A great amount of time and care has gone into ensuring the scale of this report delivers deep and actionable insights.

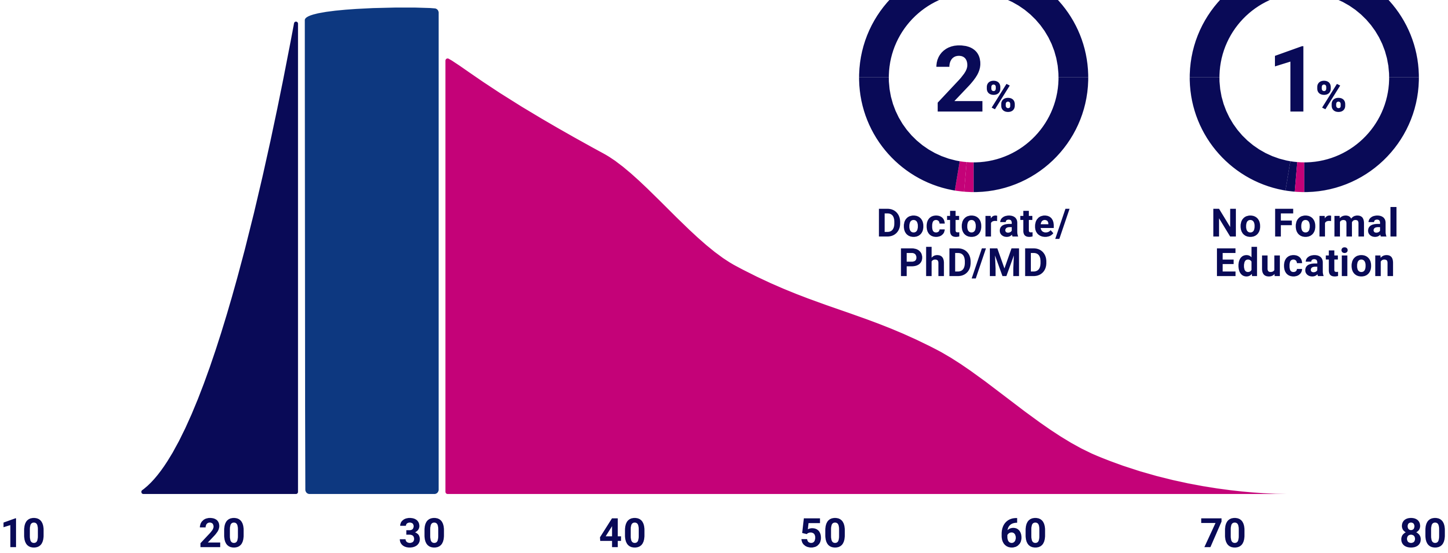
208,805 people in more than **190** countries.

	Americas	Middle East & Africa	Europe	Asia-Pacific
10, 000 or more respondents			Turkey Russia	Indonesia Philippines
5,000 - 9,999 respondents	US		Denmark France Germany Spain Switzerland	Singapore Malaysia
1,000 - 4,999 respondents	Mexico	Angola Algeria Egypt Ivory Coast Saudi Arabia South Africa	Hungary Kazakhstan Netherlands Poland Portugal Romania Serbia Slovenia UK	China (incl. Hong Kong) Thailand
500 - 999 respondents	Chile	Cameroon Democratic Republic of Congo Jordan Senegal United Arab Emirates Zambia	Albania Austria Belarus Bulgaria Finland Ireland Luxembourg	
50 - 499 respondents	Argentina Brazil Canada	Benin Gabon Iraq Iran Kenya Kuwait Lebanon Libya Morocco Nigeria Oman Qatar Sudan Syria Togo Tunisia Yemen	Azerbaijan Belgium Bosnia Herzegovina Cyprus Estonia Greece Italy Kosovo Kyrgyzstan Latvia Lithuania Sweden Ukraine Uzbekistan	Australia India Nepal Pakistan
Less than 50 respondents	Other Americas	Other Middle East & Africa	Other Europe	Other Asia & Pacific

AGE, GENDER & EDUCATION







Note: Percentage may not total 100 because of rounding | Source: 2020 BCG/The Network proprietary web survey and analysis

INDUSTRY & EXPERTISE

Most of them work in the Consumer Industry (14%), followed by Industrial Goods (8%) and Professional Services (7%).

Note: Percentage may not total 100 because of rounding
Source: 2020 BCG/The Network proprietary web survey and analysis

Consumer	14%
Industrial Goods	8%
Professional Services	7%
Retail	6%
Health Care	6%
Technology	6%
Financial Institutions	6%
Public Sector	5%
Travel & Tourism	4%
Energy	3%
Telecom	3%
Media	3%
Non-profit	2%
Insurance	1%
Legal	1%
Other	25%

Position

Owner or Senior Management	5%
Middle Management	19%
Lower Management	25%
No Management Responsibilities	52%

DECODING GLOBAL TALENT
INDONESIA

The value of this report is that it deep dives into your market to deliver excellent local insights.

Respondents:

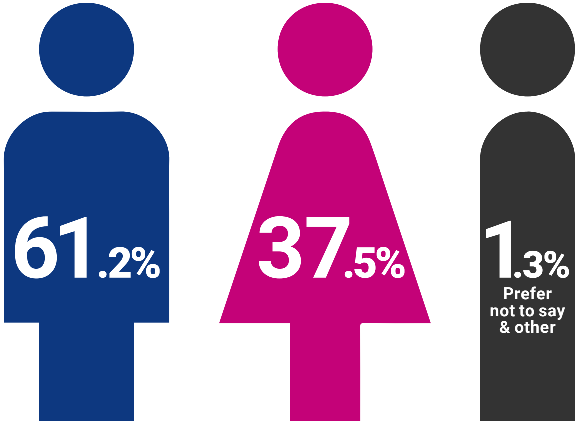
33,084

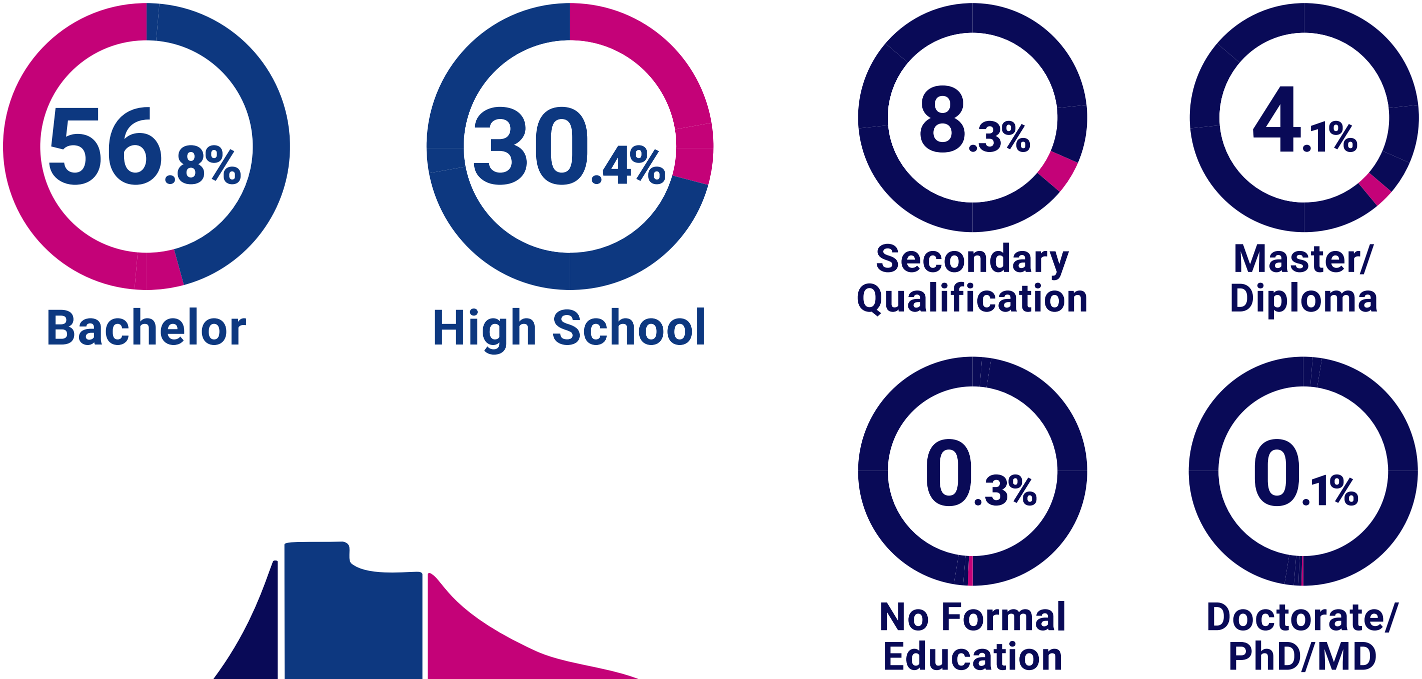
Key findings:
At 55%, Indonesians are the most willing among Thais, Hong Kongese, Singaporeans, Malaysians and Filipinos to work remotely, although it's still lower than the 57% global figure.

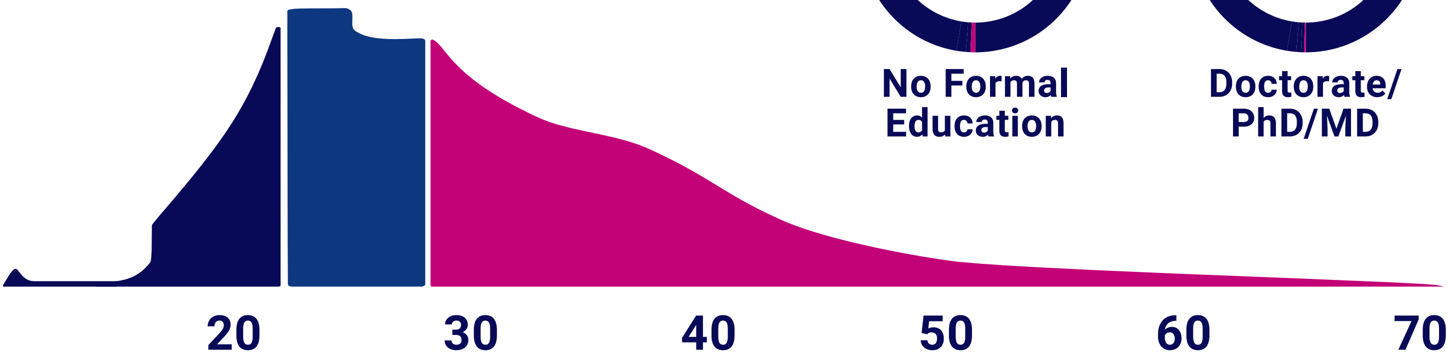
JobStreet BCG THE NETWORK Global talent simplified

THE DEMOGRAPHICS

AGE, GENDER & EDUCATION





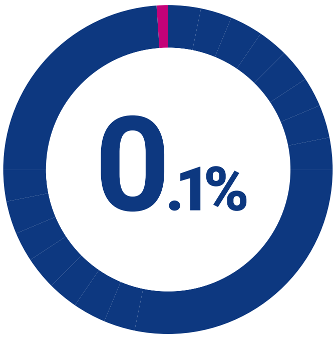


Note: Percentages may not total 100% due to rounding.
Source: 2020 BCG/The network proprietary web survey and analysis

THE DEMOGRAPHICS

INDUSTRY & LIVING SITUATION

Native



Expat.

Note: Percentage may not total 100 because of rounding | Source: 2020 BCG/The Network proprietary web survey and analysis

GLOBAL ATTRACTIVENESS OF INDONESIA

Neighbouring citizens from Singapore and Malaysia are most open to opportunities in Indonesia.

Country Rank

Rank	2018	2020
#1	Malaysia	Malaysia
#2	Singapore	Singapore
#3	Uzbekistan	Japan
#4	Saudi Arabia	Ghana
#5	Netherlands	Bulgaria
#6	Egypt	Hong Kong
#7	Qatar	Netherlands
#8	Yemen	Vietnam
#9	Kuwait	Australia
#10	Austria	Egypt

Countries from where people would like to come to Indonesia to work

Indonesia Rank

2014	2018	2020
#65	#51	#53

Jakarta Rank

2014	2018	2020
#72	#54	#56

Overall attractiveness of Indonesia to global workers

Source: 2020 BCG/The Network proprietary web survey and analysis

WILLINGNESS TO WORK ABROAD

Downward Global Trend

Indonesia

For talent segments in demand

2014	2018	2020	Young	Highly Educated
76%	51%	46%	47%	57%

Global

For talent segments in demand

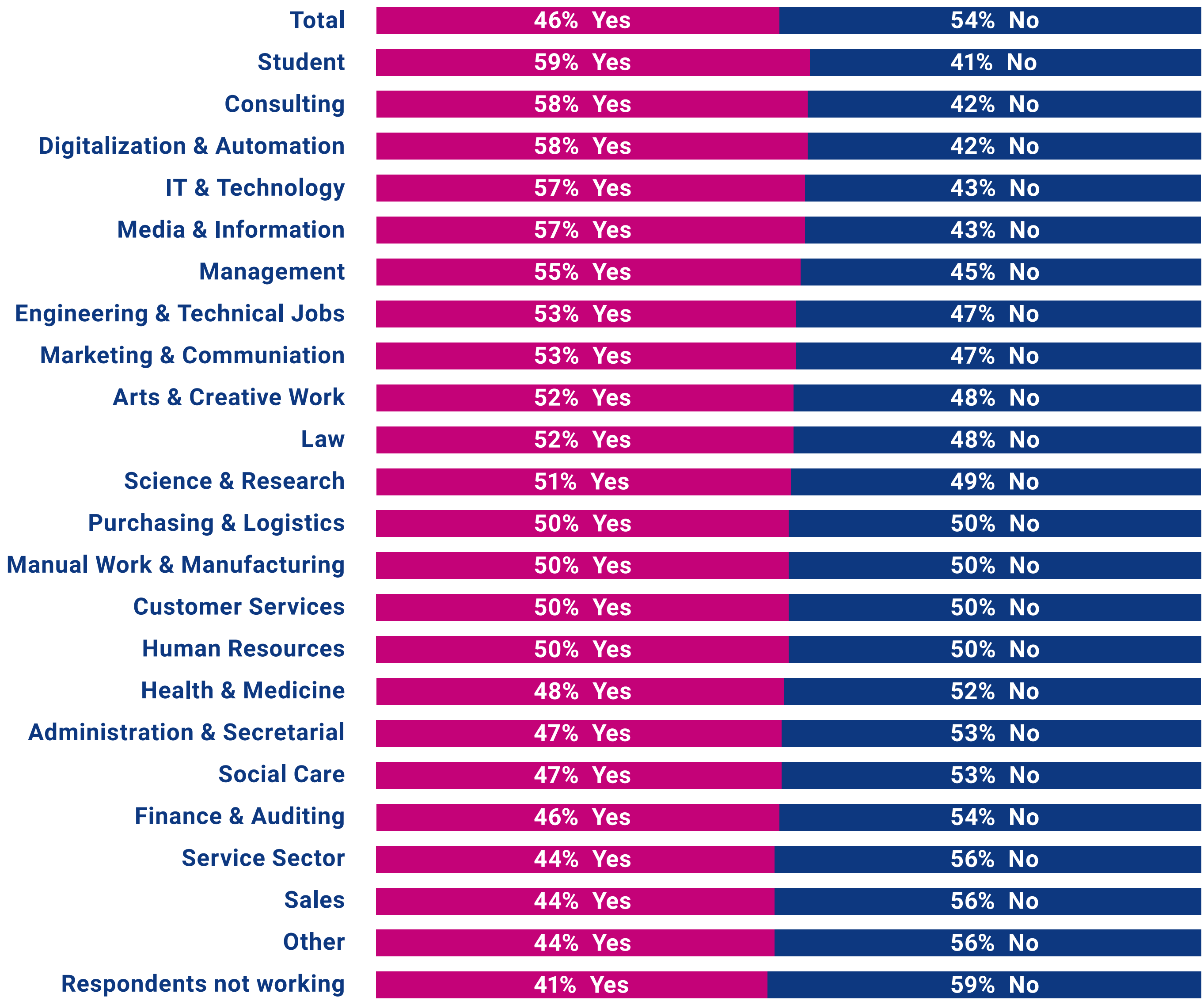
2014	2018	2020	Young	Highly Educated
64%	57%	50%	56%	54%

Note: Responses to questions “Please tell us to what extent you agree or disagree with this statement: “I'm willing to work abroad"". Percentage is calculated on the basis of responses of participants who consider moving abroad (answers “strongly agree” and “agree") and people already living abroad. “Young” classified as <30 years. “Highly educated” classified as Master, PhD, Doctorate or equivalent
Source: 2020 BCG/The network proprietary web survey and analysis

LEAVING INDONESIA

19 of 23 Surveyed Roles Are Willing

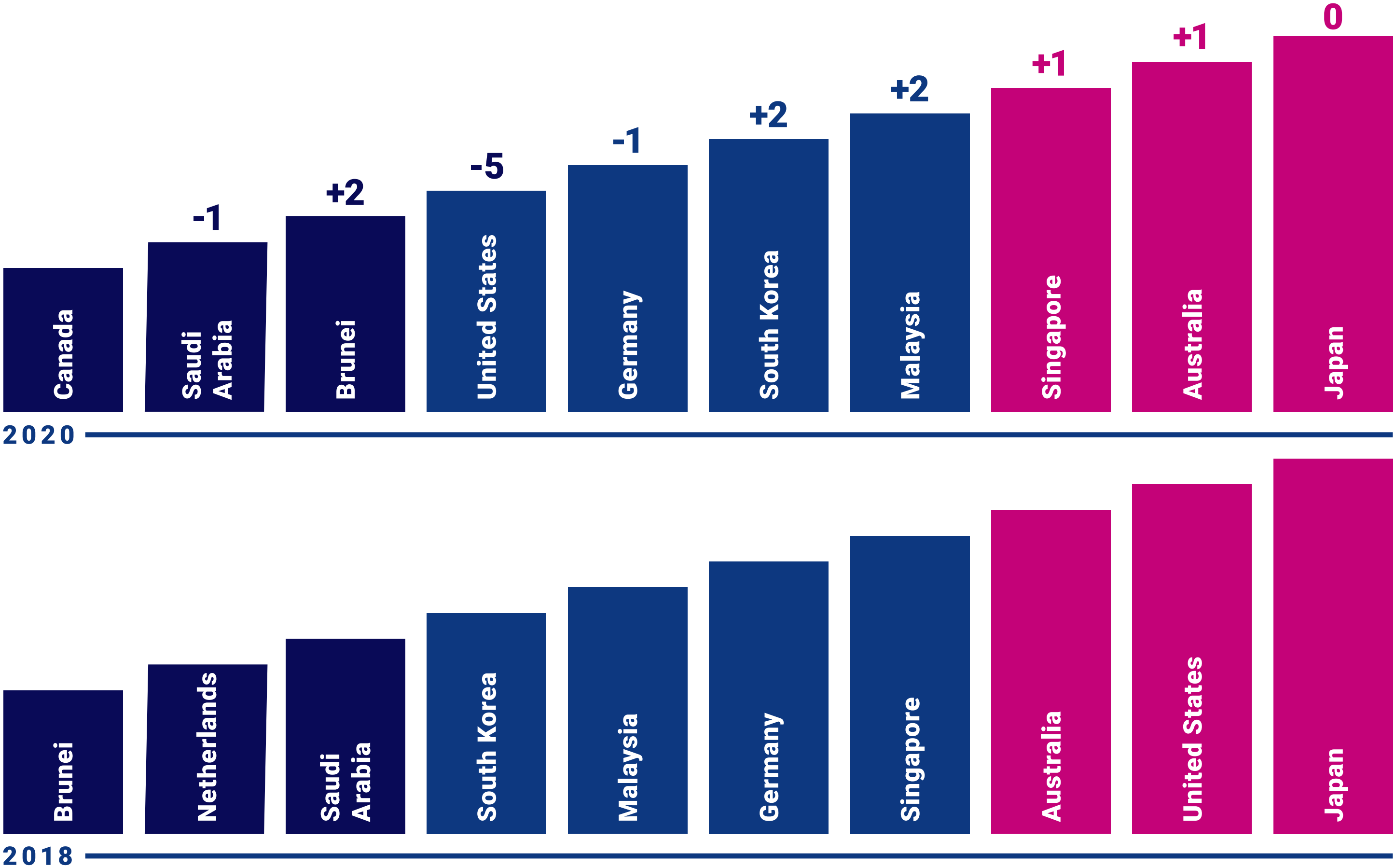
Majority of Indonesians unwilling to leave fall into Service, Sales, Unemployed & Others



Source: 2020 BCG/The network proprietary web survey and analysis

ATTRACTIVENESS OF WORKING ABROAD FOR INDONESIANS

Favoured Destinations: Japan & Australia, neighbours Singapore and Malaysia rose through ranks.

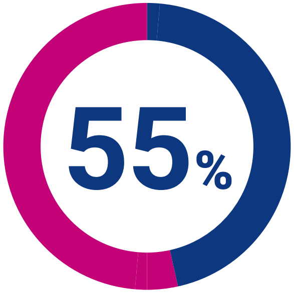


Source: 2020 BCG/The network proprietary web survey and analysis

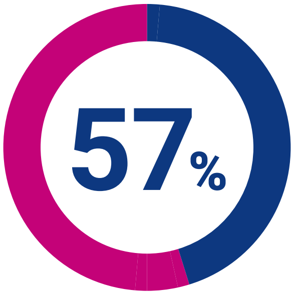
WORKING REMOTELY

2% Less Likely than Global Average

To attract global talent, companies should invest more in remote working infrastructure



Of Indonesians willing to work for a remote employer

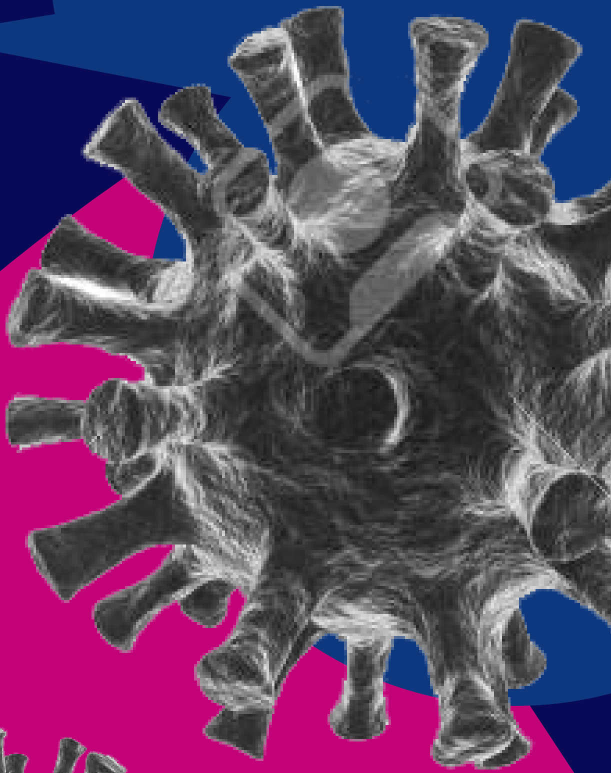


Of global workforce is willing to work for a remote employer

	Top 10 countries where Indonesians would look for remote employers	Top 10 countries that list Indonesia as a top pick for remote employment*
#1	Australia	Malaysia
#2	Japan	Singapore
#3	Singapore	Brazil
#4	Malaysia	Kuwait
#5	South Korea	Italy
#6	Germany	Netherlands
#7	United States	Egypt
#8	Brunei	Cyprus
#9	Canada	Yemen
#10	Hong Kong	Uzbekistan

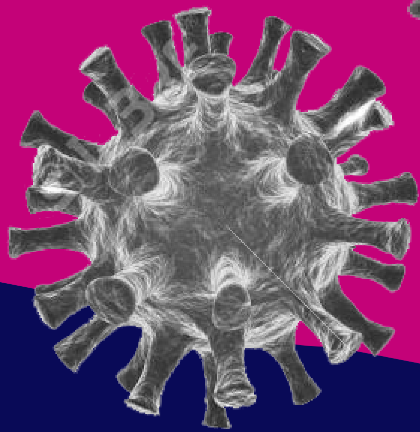
*Countries listed have more than 100 respondenst

GLOBAL POST-COVID JOB MARKET



Emergence of Virtual Talent Pool

This section will explore the impact of COVID-19 with there being a major shift in previously favoured destinations. This is likely due to travel restrictions limiting people's ability to visit loved ones. Cross-border hiring is an option that can be rewarding, but not without its challenges.

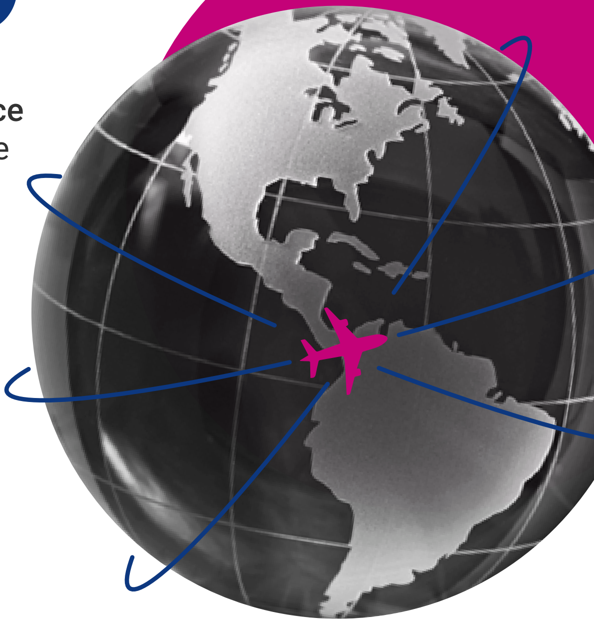


JobStreet BCG THE NETWORK
Global talent simplified

DECREASING WILLINGNESS TO WORK ABROAD

Willingness to move abroad for work has been on the **decline since 2014 in most countries**, with very few exceptions. We see multiple reasons for this:

- **Restrictions and uncertainty** due to the COVID-19 crisis and travelling being perceived as **not being safe.**
- Emergence of **nationalistic policies** and tighter immigration regulations across key economies (e.g. Brexit, US).
- **Virtual working** becoming the norm, people may not NEED to move abroad anymore to find work but can do so remotely.

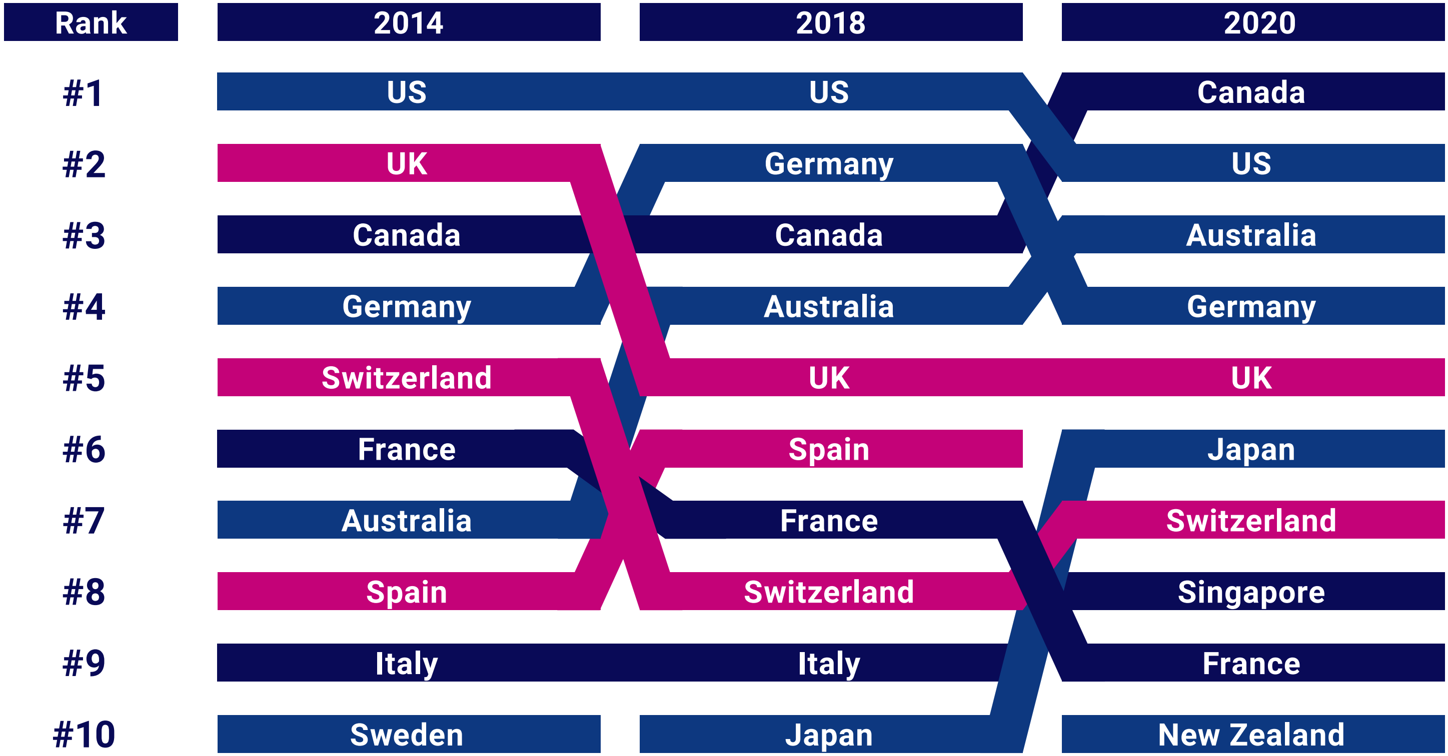


2014	2018	2020
63.8%	57.1%	50.3%

Willingness to move abroad has been on the decline

A REORDERING OF TOP DESTINATIONS

The 2020 crisis also reshaped which destinations people find attractive when moving abroad.

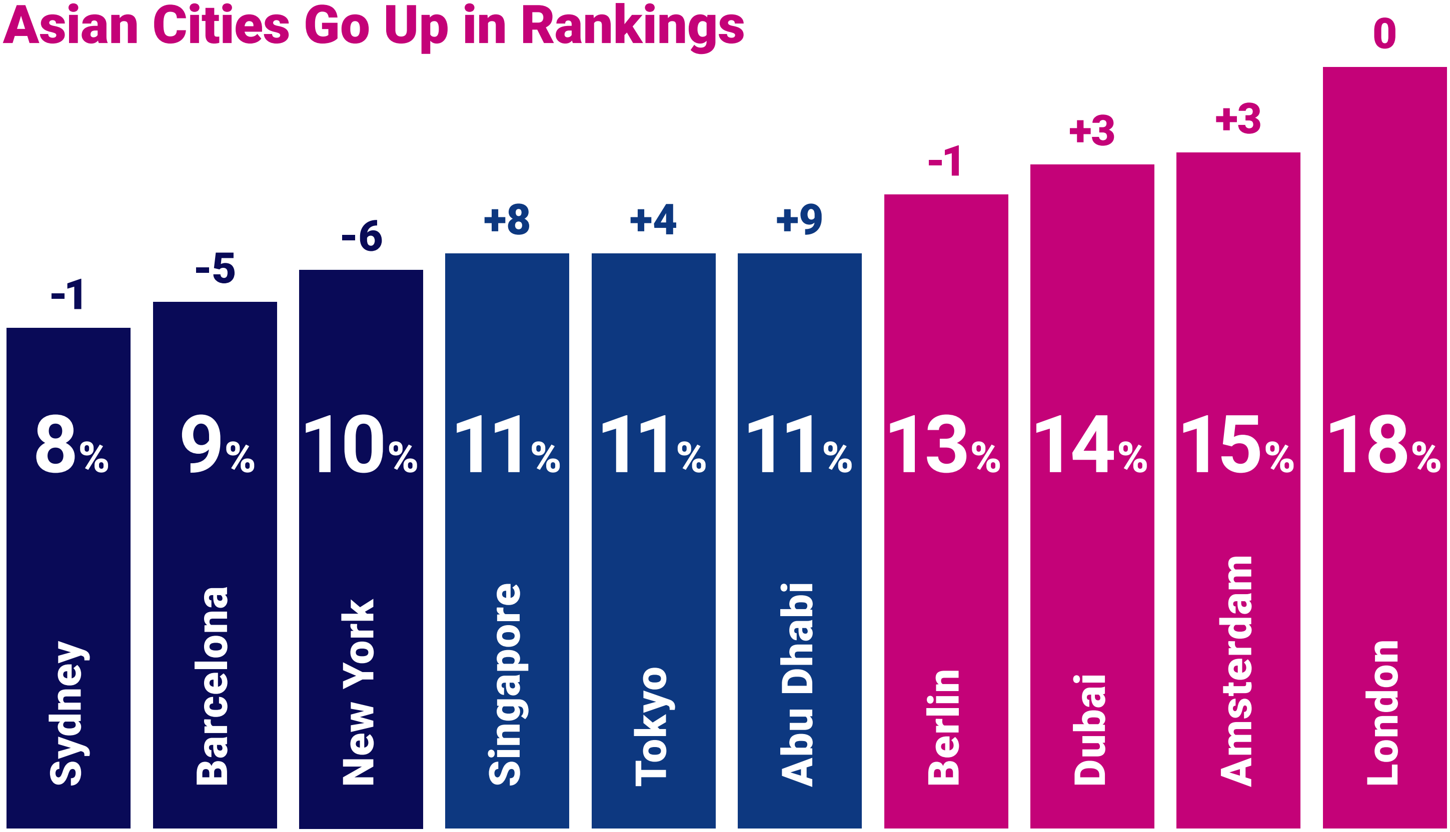


Key Findings:

- For the first time in 8 years, the **US is not the most desired destination** anymore. It's replaced by Canada, followed very closely by Australia. These countries are also **English speaking**, but are perceived as **safer**, with better **social systems**, having better managed COVID, and being **more welcoming to immigrants** (especially Canada).
- Many **Asian countries** (Singapore, Japan, New Zealand) have **grown in popularity**, likely due to **better management of COVID-19**.

TOP 10 CITIES TO WORK IN

Asian Cities Go Up in Rankings



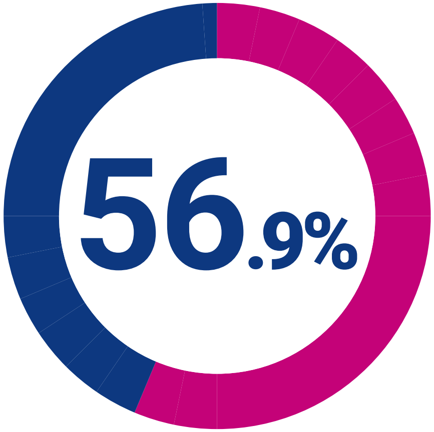
Key Findings:

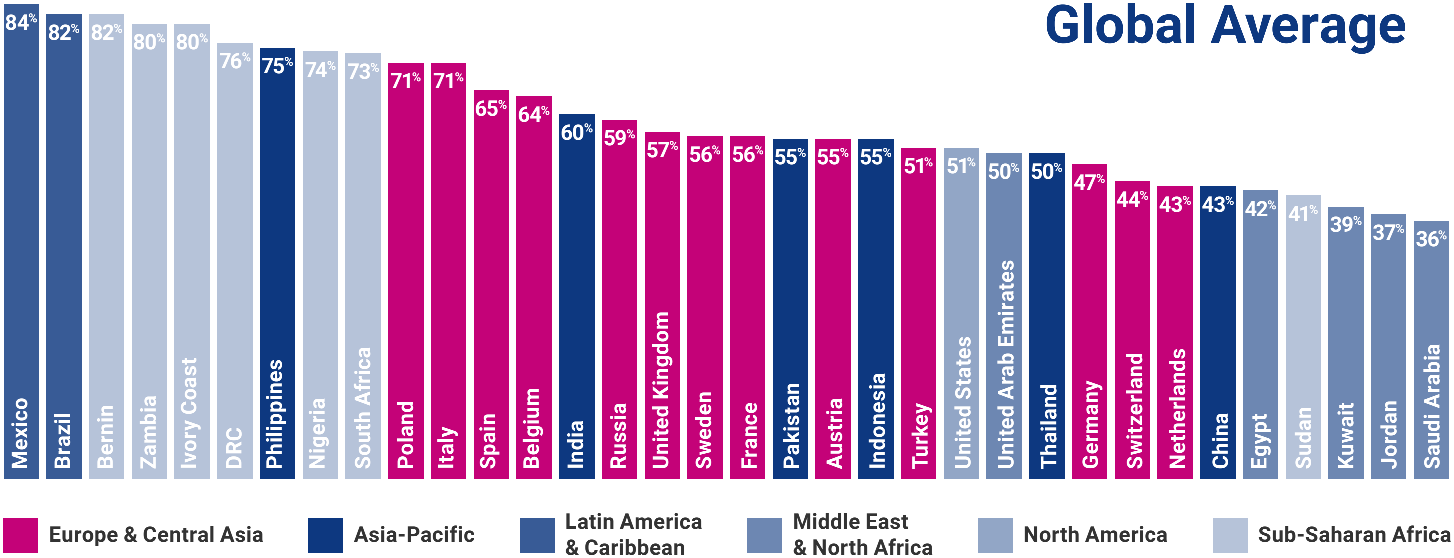
- Several **EU destinations (Germany, Spain, Italy, France)** have **lost their appeal**, but **London** is still the most desired city to move for work
- **Dubai, Abu Dhabi, Tokyo** and **Singapore** are much higher ranked in 2018, but **New York has dropped** in the list

A DIFFERENT KIND OF MOBILITY

With the emergence of remote working, people may not need to physically move abroad. **Working remotely** for a **foreign employer** could be a **valid alternative**.

57% of respondents are willing to **work remotely** for a foreign employer. Compared to **50% who are interested in physical mobility.**





Note: Countries displayed are top 30 by either GDP or working population, or top/bottom 5 outliers in percentages of respondents that would work for an international remote employer.
Source: 2020 BCG/The network proprietary web survey and analysis

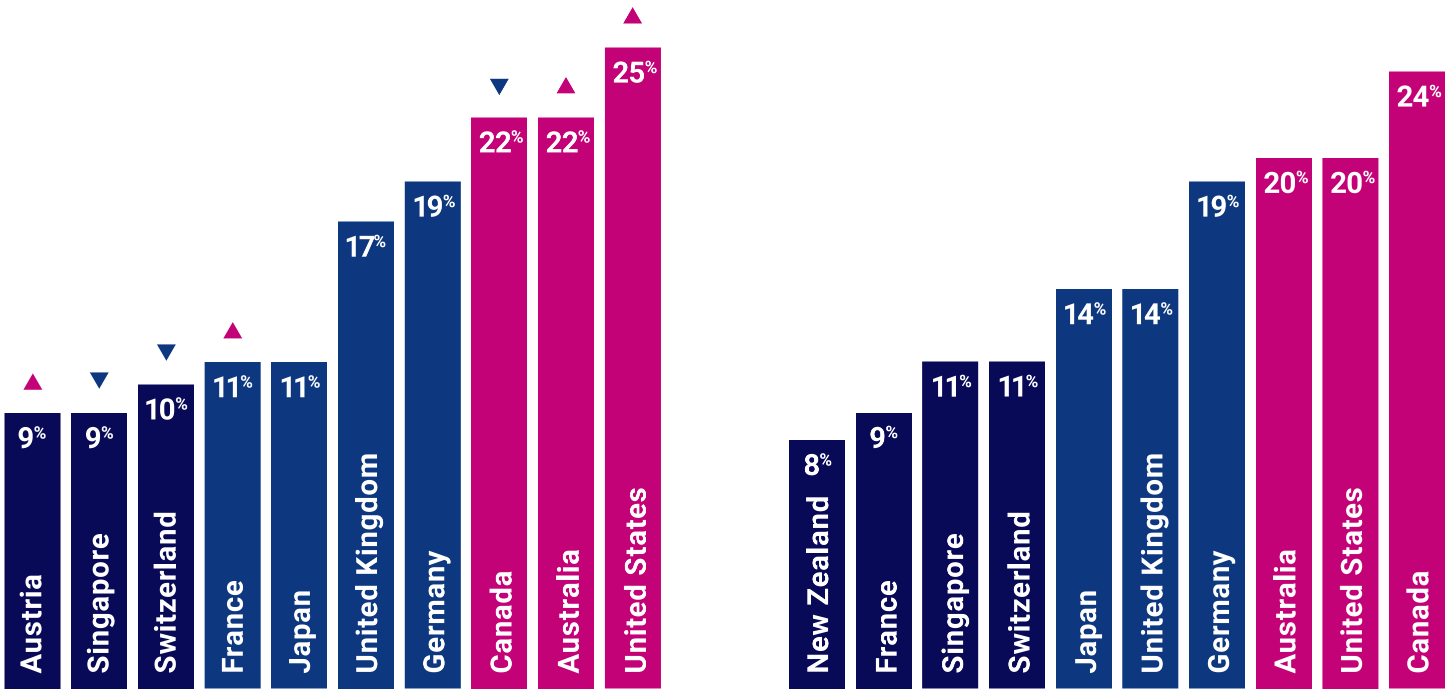
REGIONAL DIFFERENCES

However, there are regional differences. Respondents from **African, Latin American and CEE** are **more open** to working remotely. Respondents from **Middle East and Western Economies**, less so.

When looking at the **most attractive countries** for remote employment, the **US moves back to the top place**. People are **still excited to work for American companies**, but **not as interested to live in the US.**

▲ **Country ranked higher for remote work**

▼ **Country ranked lower for remote work**



Top destinations for international remote employment

Top destinations for physical relocation for work

CAPTURING THE BENEFITS OF VIRTUAL MOBILITY

Tapping into the emerging **virtual global talent pool** could have many benefits for **governments, employers,** and **workers**.

On a National Level

Virtual mobility could help to **reverse brain drain** and motivate people to move from **large cities to less frequented areas**.

For Employers

Hiring talent remotely will **open up new talent pools, reduce relocation** and **payroll costs**, and help **improve diversity**.

For Individuals

Remote international work is an opportunity to **offer their services to the highest bidder, without having to uproot their lives** and families.

SUMMARY

Post-COVID-19 Job Market

- COVID-19 has **reduced the willingness** to travel abroad for work.
- **The top 10 countries and cities** to work **have changed**. There are more Asian cities in the list now.
- A **virtual talent pool** has emerged, opening up possibilities for **governments, employers** and **workers**.

RECOMMENDATIONS

Legal & Regulatory Challenges

Set up a **specialised HR team** or use **special providers** for global insurance and payroll. Employ people as **gig workers**.

Cultural Differences

Enforce a **trial period** to ensure suitability of foreign employees. Plan periodically for **physical meets**.

Varying Time Zones

Shift towards **asynchronous communication**. Encourage the culture of **writing and documenting**.

Unequal Data Protection Standards

Review data handling practices and increase training in **cross-border data protection**.

Pay Disparity

Do away with a one-size-fits-all solution. Compensation should be in line with **company brand and values**.

Thank you for downloading this report.

We believe this will give you immense power as you move to fill positions in your companies.

For future insights a localised version of this report is also available in:

Malaysia	**jobstreet.com.my**
Singapore	**jobstreet.com.sg**
Philippines	**jobstreet.com.ph**
Hong Kong	**hk.jobsdb.com**
Thailand	**th.jobsdb.com/th**

JobStreet

THE NETWORK
Global talent simplified

BCG

COMING SOON

REPORT 2
How? Work Preferences
Several key shifts have emerged in what matters to people at work and what work model they prefer, driven by 2020 trends and crisis situations.

REPORT 3
What? Labour market shifts
Recent crisis had a significant employment impact on a set of job roles and career paths, and led to shifts in jobs people seek and high willingness to retrain.

DISCLAIMER