

Indonesia

Workforce Resilience Profile

Digital confidence
and social connection
are Indonesia's key
opportunities to
strengthen resilience.
Physical health is a
strong force behind it.



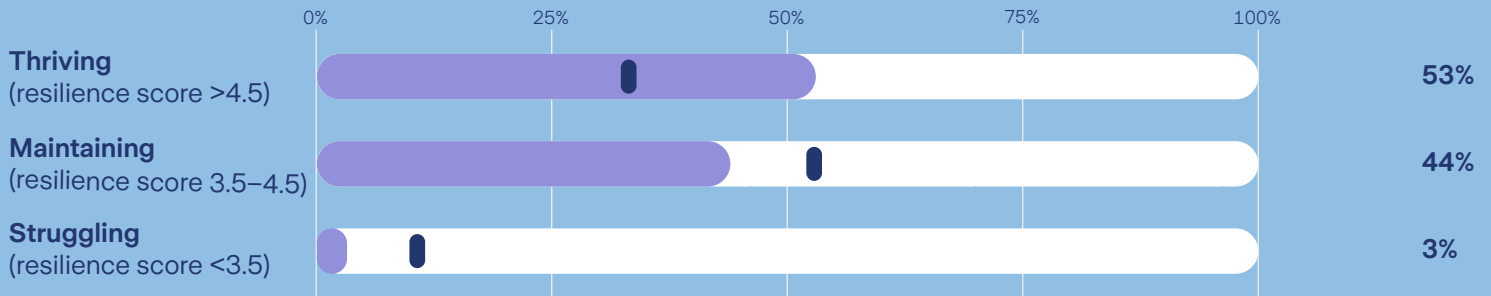
AI generated

Overall resilience

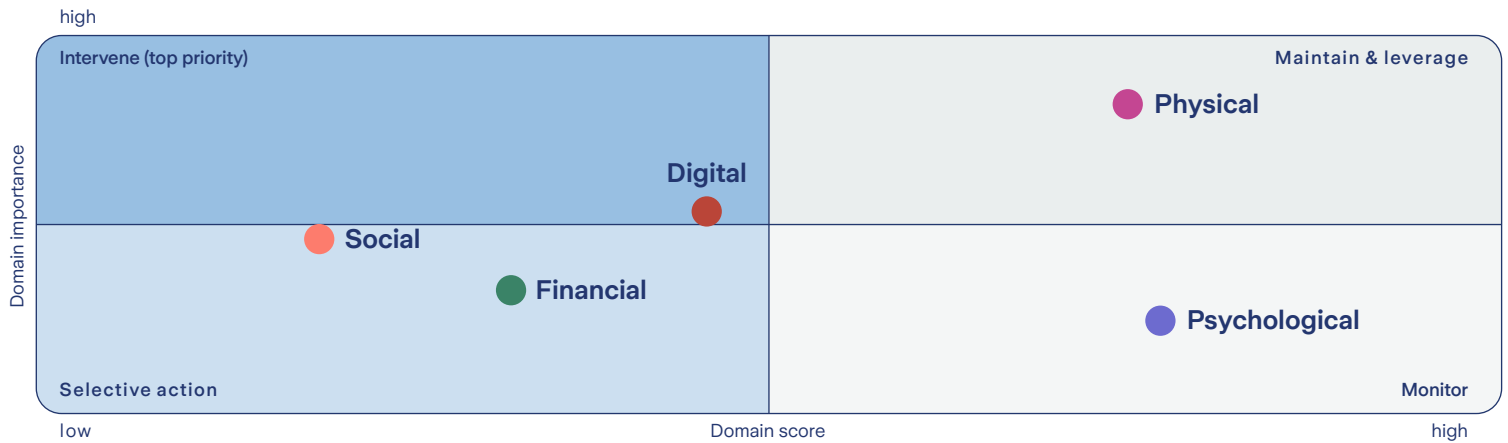


Split by resilience band

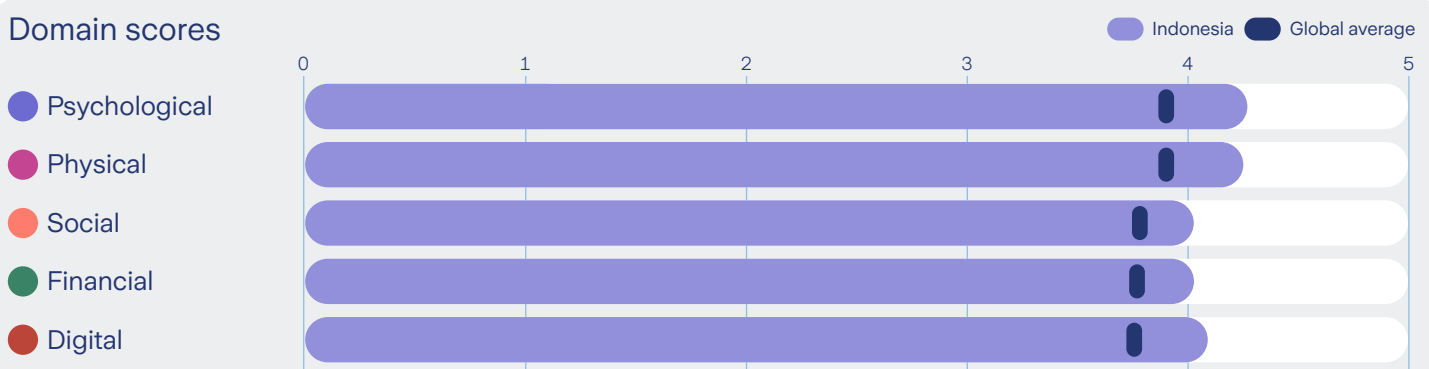
Share of workers in each band.



What drives resilience — and where to act



Domain scores



What this means for businesses and leaders

Resilience pays off at work.

89% of highly resilient employees (score >4.5) report good or excellent performance, compared to just 50% of those with low resilience (score <3.5).

Digital is an opportunity.

It is an important driver for overall resilience, yet scores among the weaker domains.

Social is the weakest link.

It scores lowest of all domains, while having an important impact on overall resilience.

How's Indonesia looking?

Income is the sharpest demographic divide

Top earners score 4.59, against 4.25 for the lowest earners.

Highest scoring items

Drive to learn new skills and ability to re-evaluate approach score highest.

Lowest scoring items

Savings buffer and confidence in insurance meeting needs score lowest.



Four emerging catalysts of resilience

Financial resilience



do not have a savings buffer (vs. 49% globally)

Digital fluency



use generative AI daily (vs. 32% globally)

Caregiving



of workers are caregivers (vs. 63% globally)

Sleep



report poor sleep quality (vs. 17% globally)

Forward, into action

Our recommendations for businesses and leaders in Indonesia



Build digital confidence first.

Put digital literacy training and stronger security habits on the agenda.



Strengthen social connection.

Add peer-support, team trust and community-building programs.



Target the income gap directly.

Lower earners score lowest. Target this group, rather than using a one-size-fits-all approach.