



Indonesia's Global Accelerator Roadmap and Adaptive Social Protection

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OUTLINE

- **Indonesia Global Accelerator**
- **Indonesia's Green Jobs and Green Transition**
- **National Security Systems in Indonesia**

Indonesia Global Accelerator (GA)



Indonesia's Global Accelerator on Jobs and Social Protection for Just Transitions

A UN global initiative to accelerate the achievement of the SDGs through decent job creation, expanded adaptive social protection, and inclusive green and digital economic transitions.

Key Milestones



Policy Alignment:

- Long-Term National Development Plan (2025–2045)
- Medium-Term National Development Plan (2025–2029).

Cross-Institutional Leadership and Strategic Partnerships

General Lead



BAPPENAS
Kementerian Perencanaan Pembangunan Nasional/
Badan Perencanaan Pembangunan Nasional

Steering Group



Coordinating Ministry for
Economic Affairs



Ministry of Finance



Ministry of Home
Affairs



Coordinating Ministry for
Human Development and
Cultural Affairs



Ministry of
Manpower



Ministry of
Social
Affairs



Expected Impacts

- Social Protection: Comprehensive, adequate, and sustainable coverage.
- Decent Jobs: More productive jobs in green, care, and digital economies.
- SDG Acceleration: SDGs 1.3, 4.4, 5.C, 8.3, 8.5, 8.6, and 10.4 — social protection, skills, gender equality, decent work, youth employment, and reduced inequality.

Implementation of the GA in Supporting the Medium Term National Development Plan (RPJMN) 2025-2029



RPJMN 2025-2029

GA

Increasing Equality and Fulfilling the Rights of Persons with Disabilities and Older Persons

**Entry Point 1:
Social Protection
for All**

Output 1.1 An integrated social protection system

Activities: Policy dialogue, Interoperability of national data systems, Evidence-based impact evaluation

Output 1.2 Strengthening and expanding inclusive social, care, and employment services

Activities: Capacity building, Roadmap development, Increasing access to MSME financing



Adaptive and Inclusive Social Protection

**Entry Point 2:
Community
Empowerment**

Output 2.1 Expansion of skills development

Activities: Sectoral Skills Committees, Apprenticeships, Skills Development Fund, Skills for Just Transition

Output 2.2 Strengthening energy transition adaptation

Activities: Development of innovative financing schemes and pilots, Harmonization of policies and regulations, Capacity building

Green Jobs

Growth of Sustainable and Innovative Businesses

**Multistakeholder
Global
Accelerator
(M-GA)**

M-GA Output Social Protection and Access to Employment for Persons with Disabilities

Activities: Study on the cost of childcare for children with disabilities, employment services and skills training for PwDs, as well as social protection systems with a focus on vulnerable groups

Indonesia's Green Workforce Development Roadmap

Green Economy is a key economic transformation to achieve the objectives of Indonesia Long-Term National Development Plan 2025-2045

Green Transition: Indonesia is currently accelerating the transition to renewable energy and targeting NZE by 2060

Green Jobs: Green transition requires green job creation, green skills development, and protection for affected workers



Vision “The creation of quality, productive, and competitive green jobs and a green workforce to support the green economy in achieving Golden Indonesia 2045.”

8 Priority Sectors

Renewable energy, forestry, industry, waste, agriculture, transport, tourism, and marine and fisheries.

Core Strategy

Enabling Ecosystem

Skills Readiness

Collaboration

Source: Indonesia's Green Jobs Roadmap, launched in 2025

Just

Fair distribution of transition costs and benefits

Inclusive

Coverage reaches informal and vulnerable workers

Demand-driven

Skills and protection matched to real green-economy needs

Developing Green Skills for the Future Green Workforce



Two Pillars for Green Workforce Skills Development



Skilling and Upskilling (Green Start)

Develop new skills for existing and future workers to meet the renewable energy industry's needs.



Strengthening the transition from education to the workforce through vocational training and national internship programs.



Reskilling (Green Shift)

Support workers in coal, oil, and gas sectors to ensure inclusivity and a just transition.



Transferable Skills: Fossil fuel workers possess basic skills applicable to renewable energy jobs, including logistics and technical maintenance.

Direction of Demand-Driven Vocational Training Transformation



Mapping Industry Needs and Recruitment



Basic and Advanced Technical Training at Vocational Training Centres



Advanced industry-based training through sectoral partnerships



Certify competencies and facilitate job placement



Strengthening the Labor Market Information System (LMIS) to align workforce skills with industry demand



Social Protection

Is a form of policy intervention to ensure the entire population can meet their basic living needs adequately



Contribution Assistance Scheme (Non-Contributory)

- Designed for the poor and incapable to meet their basic needs.
- Contributions are paid by the Government.
- Participants who are no longer poor must become health insurance participants by paying contributions (contributory)
- Non-contributory participants used to receive social protection such as cash-in-kind benefits



Contribution Scheme (Contributory)

- Differentiated into: Wage Workers, Non-Wage Workers, and Non-Workers
- Contributions for Wage Workers are jointly borne by the worker and the employer and paid regularly by the employer.
- Contributions for Non-Wage Workers and Non-Workers are paid independently by the worker



National Health Insurance (JKN)



Health Protection

Employment Social Security



Work Accident Insurance (JKK)



Death Security (JKM)



Old Age Insurance (JHT)



Pension Insurance (JP)



Unemployment Insurance (JKP)

Current Conditions and Key Challenges of Social Security in Indonesia



Indonesia's social security system has significant potential to strengthen worker protection and facilitate a more inclusive and just labour market transition.

98.62%

Health Insurance (JKN) Coverage

Approximately 17.61% of the total population are inactive JKN participants

60.54%

34.45 million

Employment Social Security Coverage – Wage Workers

18.25%

14.19 million

Employment Social Security Coverage – Non-Wage Workers

44.29%

19.09 million

Old-Age Savings (JHT) Coverage – Wage Workers

1.11%

0.86 million

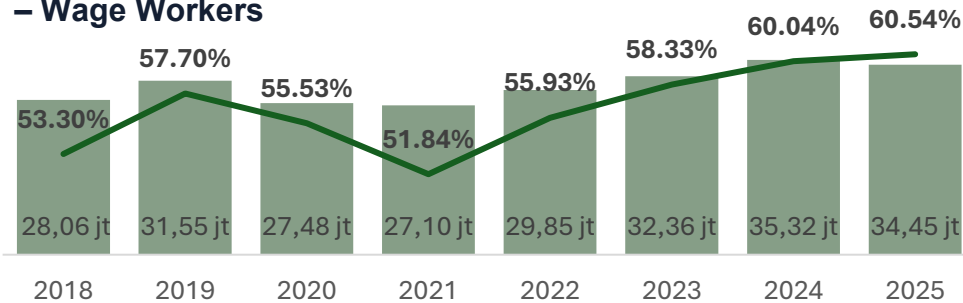
Old-Age Savings (JHT) Coverage – Non-Wage Workers

35.83%

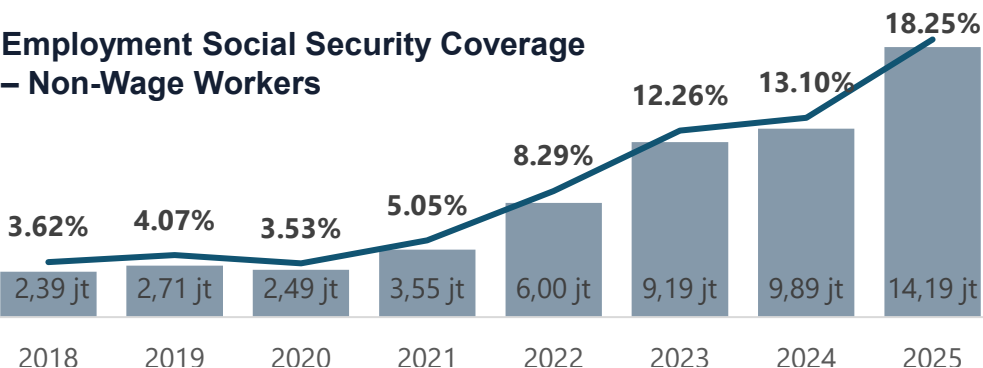
15.44 million

Pension Security (JP) Coverage – Wage Workers

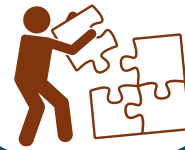
Employment Social Security Coverage – Wage Workers



Employment Social Security Coverage – Non-Wage Workers



Source: BPJS Ketenagakerjaan, BPJS Kesehatan and Bappenas (2025)



Key Challenges

- Low participation of informal workers in Employment Social Security programs.
- Employment Social Security remains biased toward formal workers/Wage Workers, with not all programs accessible to Non-Wage Workers.
- Limited awareness and understanding of social security benefits.
- Low compliance with contribution payments.
- Limited participation among older workers — *only around 13% of Wage Workers aged 56–60 remain active in the Old-Age Pension (JP) program, while only 0.85% of Non-Wage Workers participate in the Old-Age Security (JHT) program*

Unemployment Insurance Program in Indonesia (JKP)



Unemployment Insurance is a protection program given to workers/laborers who have been terminated. **This program is given to maintain a decent life while the participants are unemployed.**

The JKP Program covers **permanent and non-permanent workers** employed by **medium and large-scale enterprises, as well as micro and small enterprises**, subject to certain eligibility requirements, including enrollment in other social security programs.



Cash Benefit

60% of wages for a maximum period of 6 months.



Access to Job Market Information

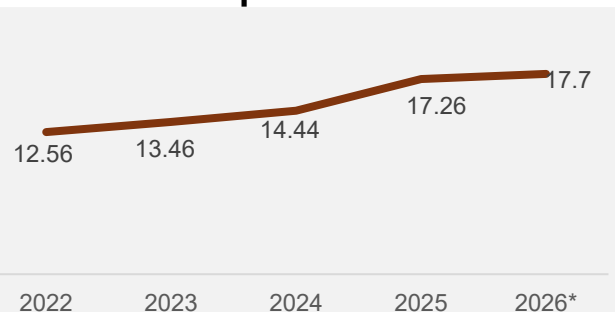
Labour market information services and/or career guidance.



Job Training

Competency-based Training delivered by government and private vocational training institutions

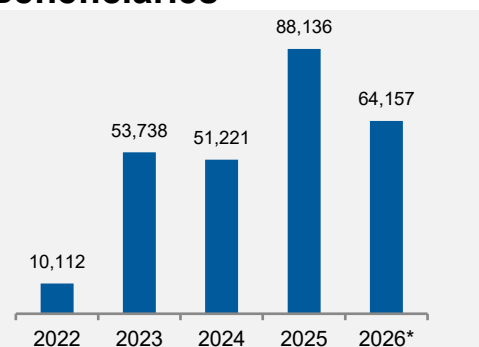
Active Participants



17.7 millions

active participants as of 2026

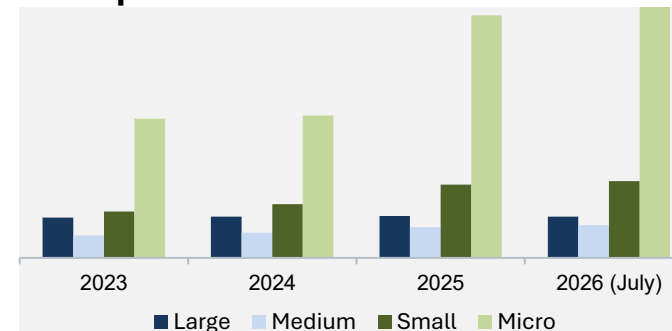
Beneficiaries



267.364 Workers

as beneficiaries as of 2026

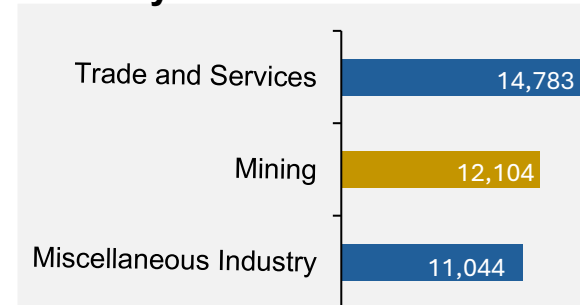
Enterprise Size



Micro-enterprise

account for the majority of JKP participants as of 2026

Industry Sector



The Mining Sector

accounts for one of the highest numbers of claims

Source: Ministry of Manpower and BPJS Ketenagakerjaan (*as of August 2026)

Integrating and expanding JKP coverage with employment services, skills development, and job matching can strengthen worker protection and support transitions into new and emerging jobs, including green jobs.

The Need for Adaptive Social Protection in Indonesia



Rising Risk Across The Life Cycle



infant



family



elderly

Economic/Natural Shock Risks

are increasingly evident with climate change and other disaster shocks

Adaptive Social Protection



responsive programs
& portable protection



**automatic
measurement**



measurable triggers
data-based

Indicators/Criteria for Economic/Natural Shocks

Initial steps toward Adaptive Social Protection



Accelerate claims and expand coverage for vulnerable groups

Accelerating post-disaster rehabilitation and reconstruction requires simplifying social protection claims processes through integrated disaster data and expanding social protection coverage to vulnerable populations not yet covered.



Protect workers affected by the energy transition

Protection for workers affected by the energy transition through social protection, especially the Unemployment Insurance (JKP).



Embed green jobs in protection design

The green jobs development strategy includes protection for green workers, including those in the informal sector.



Integrate MSME business insurance with membership

MSME business insurance needs arising from natural shocks could be integrated with social protection membership.

Social Security System Reform as the Foundation for an Adaptive and Inclusive Green Transition



Social Security Schemes to Ensure Adaptive Social Protection during the Green Transition

Adaptive Service Delivery

- Rapid response for transition-affected workers
- Proactive outreach in affected sectors/regions
- Stronger data coordination

Expanding Membership Segments

- Extend JP to non-wage workers
- Expand JKP to informal, gig, and transition-affected workers

Contribution Policy

- Temporary contribution relief
- Flexible payments during job transition

Program Modification toward Adaptiveness

- Recognize climate and transition shocks as benefit-triggering risks
- Adjust coverage, benefit levels, and duration to green transition

Indonesia's Long-Term Development Plan (2025–2045)

Strengthen the National Social Security System (SJSN) to be Effective and Achieve Universal Coverage

POLICY DIRECTION

Policy Directions and Interventions under the Medium-Term Development Plan (RPJMN 2025–2029)

Adaptive and Inclusive Social Protection through National Social Security System Reform

POLICY INTERVENTIONS

Expand membership coverage while strengthening national social security programs and institutions

- Improve social security literacy
- Actively expand membership coverage
- Strengthen social security programs and institutions
- Develop adaptive social security
- Social security schemes for poor and vulnerable workers
- Balance program contributions and benefits
- Strengthen governance and NIK-based social security data

A stronger and more adaptive National Social Security System is central to Indonesia's broader social protection reform—providing the resilience, flexibility, and coverage needed to navigate structural transformation, including the transition to a green economy.



Thank You



GA's Achievement Showcase



Policy Achievement



Recommendations for enforcement and compliance of disability employment quota

17 options in 4 reform areas: regulation, institutions, monitoring, inclusion



Tripartite Recommendations on Quality Apprenticeships

Submitted to the Ministry of Manpower on 5 May 2026

Programmatic Achievement



Family Capacity Building Module Review and Discussion

Improved the Family Capacity Building Program (P2K2) modules to enhance the effectiveness of the Family Hope Program (PKH).



Coaching and Assisting Beneficiary in Economic Empowerment Program for Just Energy Transition

Capacity building and ongoing support to strengthen poor and vulnerable groups' skills and capabilities in developing local resource-based businesses, including biomass utilization, to advance a just energy transition and economic self-reliance.

Programmatic Achievement



Capacity Building/Certification of Government Officials in Disability Management

44 officials certified (Jul 2025); 1,800+ officers trained via webinars (Jul 2026)



Launch of YUMEE and ESDF Programs

Bringing together government, CSOs, academia, and development partners



Joint Monitoring Visit of GA

Conducted to strengthen stakeholder engagement, assess emerging results & lessons learned, and develop recommendations

Highlight of GA Program Implementation



Strengthening Integrated Social Protection and Long-Term Care Services



- 1) National Tripartite Consultation on Strengthening Comprehensive Protection for Older Persons and Vulnerable Groups (including through a pension reform perspective)
- 2) Various meetings and discussions to formulate the direction for developing integrated Long Term Care (LTC) and the Indonesia LTC Roadmap.

Integration of Climate, Disaster, and Socio-Economic Data to Strengthen Social Protection



- 1) Integration of climate, disaster, and socio-economic data through strengthening interoperability of data systems between SIDIK (KLHK), SEPAKAT (Bappenas), and SIPD-RI (Kemdagri)
- 2) The integration of data is expected to capture geographical and socio-economic complexity, thereby strengthening the social protection system in Indonesia

Support for Green Livelihoods to Realize a Just Energy Transition



- 1) Scoping Missions on community needs and opportunities for local government support related to biomass co-firing (part of Just Energy Transition)
- 2) Development of a pilot skills development program for workers in the biomass co-firing supply chain, (focusing on women and persons with disabilities)
- 3) Identification of Innovative Financing schemes for financial sustainability

Highlight of GA Program Implementation



Strengthening Social Protection at the Village Level



- 1) Strengthening local government capacity in implementing Adaptive Social Protection, through the Climate Resilient Village and Disaster-Responsive Village Programs
- 2) Public Dialogue and Technical Guidance
- 3) Drafting the National Action Plan for Persons with Disabilities (RAN PD) 2025-2029

Sector Skills Committee and Apprenticeships



Tourism Sector Skills Committee (SSC)

- 1) Establishment of Tourism Sector Skills Committee (SSC) together with the Ministry of Tourism
- 2) 7 Workshops: coordination, dialogue, and other technical meetings related to SSC
- 3) Preparation of TOR and SOP, as well as development of SSC programs

Apprenticeships

- 1) National Workshop and 3 Tripartite Discussions
- 2) Preparation of tripartite recommendations for Minister of Manpower Regulation No. 6/2020 on the Implementation of Domestic Apprenticeships
- 3) 20 quality apprenticeship recommendations submitted to the Ministry of Manpower on 5 May 2026

Capacity Building/Certification of Government Officials in Disability Management



- 1) Strengthening the capacity of employment placement service officers to promote the inclusion of persons with disabilities in the workplace.
- 2) Training based on the standards of the National Institute of Disability Management and Research (NIDMAR), Canada, and participants obtained Certified Disability Management Professional (CDMP) certification.
- 3) Recommendation on quota for disabilities

Trade Union Collaboration in GA



AGENDA

Policy Dialogue with Trade Unions on Jobs, Social Protection and Just Energy Transition

13 May 2026 · Jakarta



TRADE UNION PARTICIPANTS

KSPSI

KSPSI-AGN

KSPSI Pembaruan

KSBSI

KSPN

K-Sarbumusi

KSPI

Role of Trade Unions:

Policy partner

Field input, position papers

Programme adviser

Skills and protection ideas

Outreach channel

Share results with members

Co-implementer, monitor

Drafting to oversight role

Results

Skills: training must follow real job needs; a Skills Development Fund was proposed; unions need research capacity.

Social protection: reform is urgent and must cover informal, platform and domestic workers; financing is still open.

Participation: involve unions early as active partners through evidence-based dialogue; 24 confederations are hard to coordinate.

Follow-up

ILO: keep supporting follow-up dialogues on skills, social protection and just transition through GA.

Unions: circulate results and position papers; prepare evidence-based proposals; seek capacity-building funds.

Bappenas: take union input into the SJSN/BPJS revision; engage unions on RUEN and sector committees.