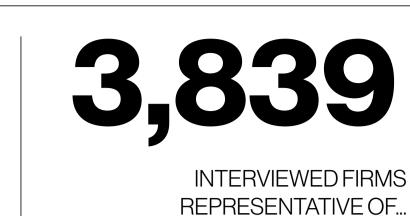
Indonesia's Occupational **Employment Outlook**

SHORT-TERM OCCUPATIONAL PROSPECTS

Occupational demand short-term predictions based on a new pilot

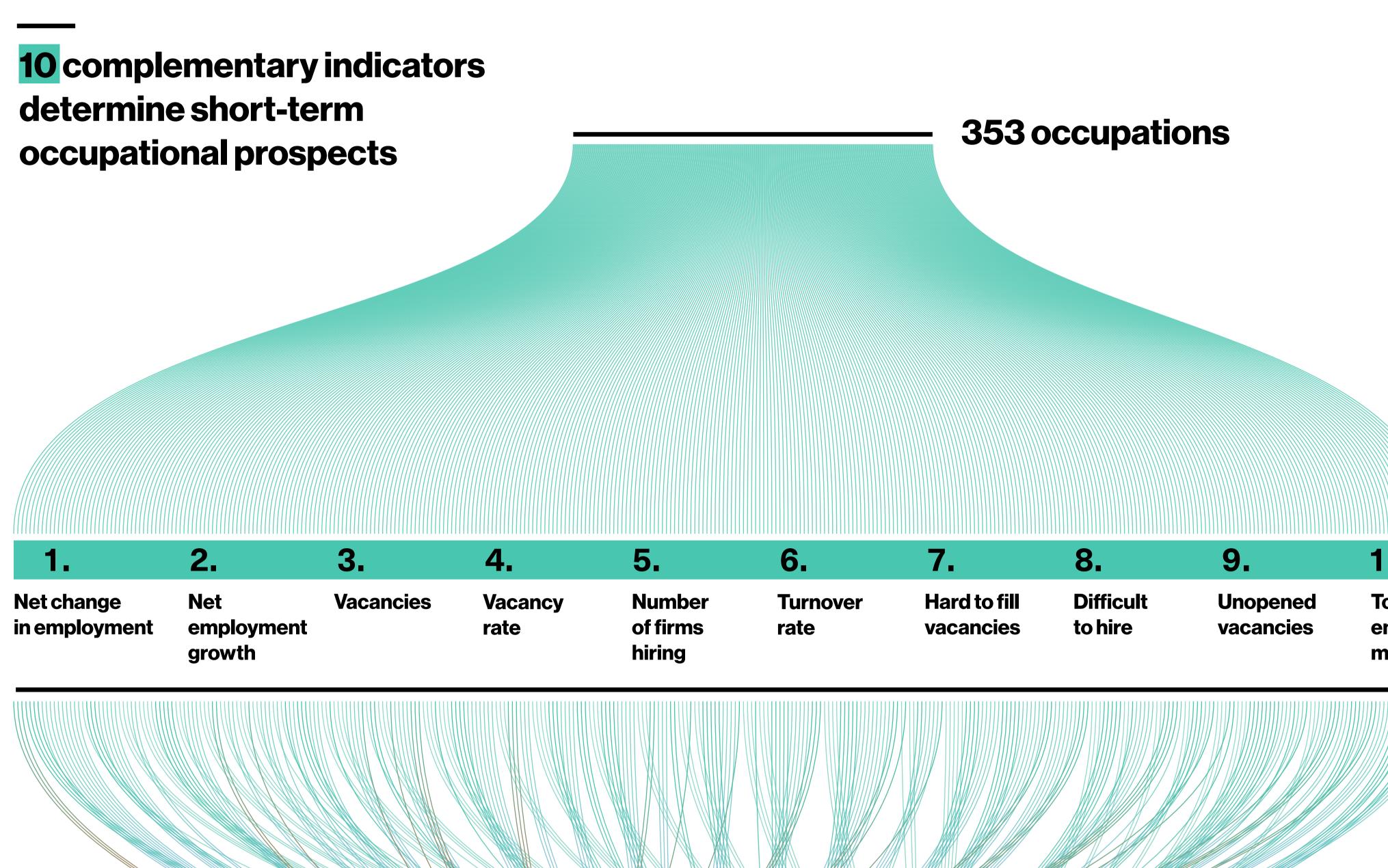
survey retrieving occupational employment and vacancy data.





SUBGROUPS





10. **Total** employment **Prospects Bright Stable** Dim Flagged 129 occupations occupations

of employment

These are occupations in high

demand. Employers are hiring workers. There is high employment growth with low turnover or skills shortages indicating that the demand is growing faster than the supply of labor.

of employment

These are occupations where the demand and the supply of labor

are aligned. Employment can be growing but there are no significant shortages.

2% of employment

These are occupations that either have no demand or are shrinking.

68% of employment

data is insufficient to classify them in bright, dim and stable, and hence should be monitored. These occupations might have seasonal labor demand, undergo structural changes, or show inconsistent results across the 10 indicators.

These are occupations for which

Wages Bright occupations pay higher wages, and are most likely demanded in high-value-added services, manufacturing

sectors, and by large firms. of Bright occupations pay on average wages higher than the overall



median wage

In 15 out of the 42 Bright occupations, 75% of

workers earn above the overall median wage.

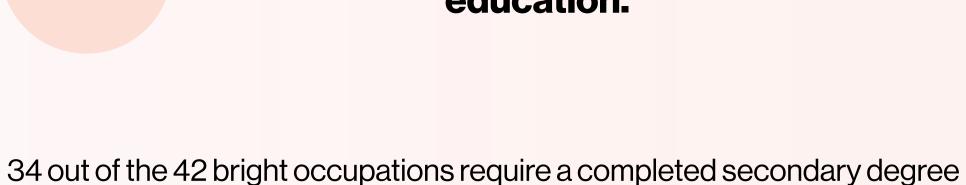
are still relatively low with only...

Skill level

21% demanding post-secondary education.

Jobs in Bright occupations are likely to require

higher education qualifications, yet requirements



Firm Size

at a minimum; only 6 out of 42 occupations require tertiary diplomas.

also substantial variation across them

While bright occupations show

desirable features, there is

occupations with low education requirements in small low-value-added firms.

People in these occupations work at small and medium firms, two-thirds of employees work at low-value-added services firms and

Educational requirements and wages are the lowest within the bright occupations and towards the bottom distribution of all wages.

a quarter at high-value-added ones.

Wages & Skills

Medium

High

of workers in bright occupations

7%

of all workers

Low

Graphic and multimedia designers

high-value-added firms. People in these occupations work at medium firms; over half of

occupations

employees work in high-value-added services, and almost a third in low-value-added

with medium education

requirements in

services. Minimum educational requirements and wages compared with other bright occupations or to the average worker.

Wages & Skills High Medium Low

6% of all workers

40%

occupations

of workers in bright

Advertising and marketing professionals Journalists

manufacturing firms. People in these occupations work

Low

10%

of workers in bright

occupations

at large firms; they mostly work at high-value-added services and some at manufacturing firms. Minimum educational

with medium education

requirements in large

requirements and wages are medium-to-high when compared to other bright occupations and to the average worker. Wages Skills

Medium

occupations 2% of all workers

Engineering professionals not

elsewhere classified

Manufacturing supervisors

Power production plant

Agricultural and industrial

with high education requirements in high-value-added firms. People in these occupations work

occupations

firms and some at high-value-added services firms. Minimum educational requirements and wages compared with other bright occupations or to the

at medium-to-large firms; most

employees work at manufacturing

average worker. Wages & Skills Medium High Low

3%

of all workers

Civil engineers

Building architects

Environmental and

Financial analysts

and associates

of workers in bright occupations 0.5%

Industrial and production Financial and insurance services branch managers engineers

High

Sales workers not elsewhere classified Assemblers not elsewhere classified

Cleaning and housekeeping

supervisors in offices, hotels,

and other establishments

Door-to-door salespersons

- Car, taxi, and van drivers Garden and horticultural
- Manufacturing laborer not elsewhere classified Messengers, package

deliverers, and luggage porters

laborer

representatives Clearing and forwarding agents

Office supervisors

Commercial sales

Civil engineering technicians

Construction supervisors

Computer network and systems technicians General office clerks

Secretaries

- Data entry clerks Contact center information clerks
- Personnel clerks Clerical support workers not

elsewhere classified

- Contact center salespersons Air conditioning and refrigeration mechanics
- Chemical products plant and machine operators Shelf fillers
- machinery mechanics and repairers Rubber products machine operators

assemblers

operators

Mechanical machinery

Lifting truck operators

- Software developers Environmental and occupational health inspectors

occupational health and

hygiene professionals

Devided into four groups according to the employment and skills levels observed in the labor market.

List of Dim occupations

 Service station attendants • Child care workers • Personal care workers in health services not elsewhere classified Protective services workers not elsewhere classified • Gardeners, horticultural, and nursery growers

• Building frame and related trades workers not elsewhere classified

Other arts teachers Policy administration professionals Software and applications developers, and analysts not elsewhere classified Database designers and administrators

Higher skill level-Lower

Traditional chiefs and heads of village

Senior officials of special-interest organizations

Aquaculture and fisheries production managers

• Sports, recreation, and cultural centre managers

• Farming, forestry, and fisheries advisers

• Professional services managers not elsewhere classified

employment level

Health services managers

Physicists and astronomers

Education managers

Landscape architects

Veterinarians

Town and traffic planners

Paramedical practitioners

Other language teachers

Mining supervisors

Generalist medical practitioners

Vocational education teachers

- Database and network professionals not elsewhere classified Archivists and curators Social work and counselling professionals Religious professionals • Physical and engineering science technicians not elsewhere classified
- Petroleum and natural gas refining plant operators Forestry technicians Ships' deck officers and pilots • Air traffic safety electronics technicians Pharmaceutical technicians and assistants
- Nursing associate professionals • Traditional and complementary medicine associate professionals Veterinary technicians and assistants Medical records and health information technicians Medical assistants
- Employment agents and contractors Medical secretaries Customs and border inspectors
- Government tax and excise officials Government social benefits officials Religious associate professionals • Other artistic and cultural associate professionals
- Lower skill level-Higher employment level
- Shoemakers and related workers

Locomotive engine drivers Railway brake, signal, and switch operators Mobile farm and forestry plant operators Crane, hoist, and related plant operators

• Well drillers and borers, and related workers Paper products machine operators • Fur and leather preparing machine operators Shoemaking and related machine operators

Lower skill level-Lower

Scribes and related workers

• Travel attendants and travel stewards

Mixed crop and animal producers

Toolmakers and related workers

• Bicycle and related repairers

Dairy-products makers

Underwater divers

Miners and quarriers

• Structural-metal preparers and erectors

Aircraft engine mechanics and repairers

Musical instrument makers and tuners

Cabinet-makers and related workers

• Pelt dressers, tanners, and fellmongers

Precision-instrument makers and repairers

Glass makers, cutters, grinders, and finishers

Woodworking-machine tool setters and operators

employment level

Poultry producers

Insulation workers

Aquaculture workers

 Mining and quarrying laborers Street and related service workers Street vendors (excluding food) Garbage and recycling collectors Sweepers and related laborers

Fishery and aquaculture labourers

employment level Hotel managers Secondary education teachers

Higher skill level-Higher

There are 5 channels that lead to shifts in occupational dynamics

According to in-depth interviews with key informant firms

Technology-induced labor market disruption and the effect of

adopting technology

on employment.

firms' reaction to meet this demand.

Changes in product and

service demand and the

and its implications for labor demand.

market of a good or service

The effects of new labor market policies and The restructuring of the

regulations.

The COVID-19 triggered crisis is exacerbating

the shifts observed through these channels

Globalization.

for scale-up and further innovations. Ministry of Manpower will develop. The platform will be used by and training investments, hiring, and beyond. The IOEO is one of four

The IOEO 2020 report includes recommendations

Labor Market Information Platform Search

The Indonesia's Occupational Employment Outlook (IOEO) 2020 could be part of the labor market information platform that the students, job seekers, workers and firms for making decisions on education workforce monitoring data tools that the World Bank is piloting to feed the labor market information platform.