

Bagaimana Bertahan di Tengah Badai?

Webinar Session



Tax Academy
Indonesia

Jakarta, 21 May, 2025

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Professional Profile



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Founder at Kerja Cer-Dias | Coach | Trainer | Consultant | Sportscaster | Content Creator [@Kerjacerdias](https://www.instagram.com/kerjacerdias)

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Be Ready For The Session

To obtain an optimum learning result, let's follow these ground rules!



Raise Hand if there's
concern/questions
along the way



Actively participate
throughout the session
(reciprocal approach)



Focused during session
to ensure the learning
journey landed in safe
and sound experience

Can anyone explain...

"Anyone knows what **topic**
we will discover
today?"

*Write down in chat box



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Kc!

Let's take a look at the **following**
video



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Edisi #533: Korban PHK Tembus 26.455 Per Mei 2025

<https://20.detik.com/detik-pagi/20250521-250521102/edisi-533-korban-phk-tembus-26-455-per-mei-2025>

Menaker: Desain Satgas PHK dirancang dari hulu ke hilir

<https://www.antaranews.com/berita/4846377/menaker-desain-satgas-phk-dirancang-dari-hulu-ke-hilir>

Bisnis

TEMPO

Korban PHK Tahun Ini Diprediksi Mencapai 280 Ribu Orang

BPJS Ketenagakerjaan memprediksi jumlah pekerja yang terkena PHK tahun ini akan mencapai 280 ribu orang. Apa penyebabnya?

<https://www.tempo.co/ekonomi/korban-phk-tahun-ini-diprediksi-mencapai-280-ribu-orang-1503704>

MEDIA
INDONESIA

Marak PHK, Risiko Perusahaan Pinjol Meningkat

Sel, 20 Mei 2025

<https://epaper.mediaindonesia.com/detail/marak-phk-risiko-perusahaan-pinjol-meningkat>

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khusus kili

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We've seen enough, aren't we?

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Can anyone explain...

“How do the **employee**
feels after suddenly (without noticed)
losing their job?”



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Ain't no point of sugarcoating.

The potential negative thoughts await to conquer!

Tired Sad Quit Angry

Disappointed Failure Lost

Demotivation Paint

Drama Disbelief Underestimated

Unmotivated Quitting
Thought

These feelings above perhaps are undenied and inevitable, but
always remember there are factors that hard to control

Can anyone explain...

**“What should the employee
had done to prepare themselves
for ~~YOU'RE FIRED~~?
Laid off?**

*Write down in chat box



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Can anyone explain...

“What about you?
Do you have a **back-up plan** if someday
you got layoff?”

*Say “Yes” or “No”



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Today's Discussion



Indonesia's Labor Market Overview



Understanding Your Personal Risk



If Facing Layoff: Navigating the Transition



Analysis of Layoff Trends and Statistics



If Currently Employed: Strengthening Position



Actively Seeking New Opportunities

Indonesia's Labor Market Overview

General Labor Force Statistics

@Kerjacerdias:
Growth Beyond Mindset

Even though the %
decreased

Total labor force in
February 2025

153.05
million people

↑ 3.67M yoy Feb 2024

The number of employed
persons Feb 2025

145.77
million people

↑ 3.59M yoy Feb 2024

Unemployment Rate
Feb 2025

4.76%

(4.82% observed in
February 2024)

The actual
number
increased

The absolute number of
unemployed Feb 2025

7.28
million people

↑ 80K yoy Feb 2024

The avg employees
wage in February 2025

IDR 3.09
million

↑ 1.78% yoy Feb 2024

KEY FINDINGS

More people joined the workforce and got jobs,
but since the workforce grew faster than
employment, **the total number of unemployed**
rose even as the unemployment rate fell.

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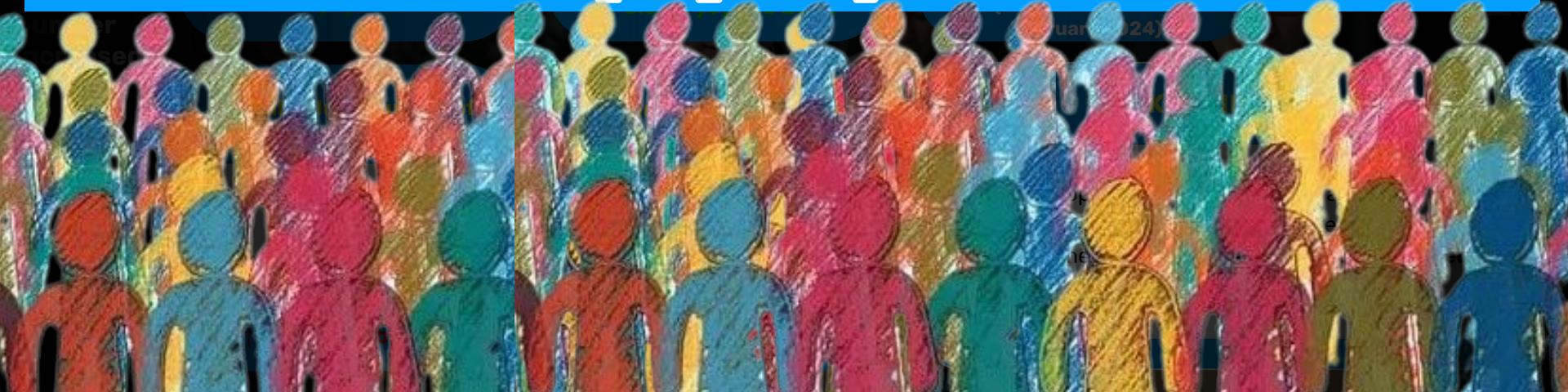
Total labor force in
February 2025

In short, we are...

persons Feb 2025

Unemployment Rate
Feb 2025

Oversupply Talents



Indonesia's Labor Market Overview National Labor Force Statistics

@Kerjacerdias:
Growth Beyond Mindset

Total
Population
2023

In short, we are...
Oversupply

with 260 million people

Too Much Talent, Too Few Jobs



Indonesia's Labor Market Overview

Key Economic Indicators

Influencing the Labor Market

@Kerjacerdias:
Growth Beyond Mindset

The Gross Domestic Product (GDP) 2024

5.0%

Projection: similar growth rate of 5.0% in 2025

Q1 GDP 2025

4.87%

year-on-year

Inflation Rate 2023

2.61%

Projection: averaging 2.0% in 2025 and 2026

Inflation Rate April 2025

1.17%

**KEY
FINDINGS**

Indonesian GDP and Inflation is stable

(Badan Pusat Statistik, 2025)

Indonesia's Labor Market Overview

Formal vs. Informal Sector

- Reduced job security
- Lower and more volatile earnings
- Limited access to social protection

Worked in formal activities

59.19 million people (40.60%)

↓ 0.23% yoy Feb 2024

Informal Workers (freelancer, part time)

59.17%

↑ from 55.88% in August 2019

Indonesia's middle - class population

Declined from **57.3M to 47.8M people**

2019 vs 2024

KEY FINDINGS

- Increased formal work YOY
- Increased informal work since 2019
- Shrinking middle-class population



(Badan Pusat Statistik, 2025)

Today's Discussion



Indonesia's Labor Market Overview



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Analysis of Layoff Trends and Statistics



If Currently Employed: Strengthening Position



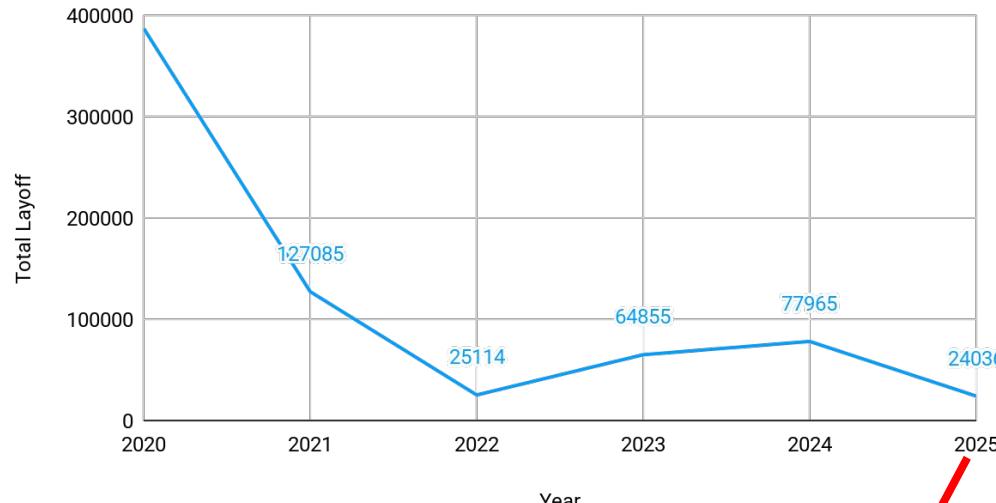
Actively Seeking New Opportunities

Analysis of Layoff Trends and Statistics

National Layoff Figures

Kc!

Layoff Trend in Indonesia



April 2025

KEY INSIGHTS

Sharp Decline from 2020 to 2022:

A recovery or stabilization phase after COVID 19 in 2020

Gradual Increase from 2022 to 2024:

This indicates a slight resurgence in layoff activities after the initial recovery.

Significant Drop in Early 2025:

Significantly lower than the preceding years (2023 and 2024) and is even lower than the 2022 figure, suggesting a potential positive shift in the employment landscape in early 2025

Combined data from DPR, Satu Data, Kementerian Tenaga Kerja, etc.

Analysis of Layoff Trends and Statistics

Pandemic vs Post Pandemic

Period	Pandemic	Post Pandemic
Highest sector affected	Construction, trade, restaurants	Textile, manufacturing, retail
Main causes of layoffs	Lockdown, decreased economic activity, mobility restrictions	Cheap imports, global demand decline, relocation for cost efficiency

Analysis of Layoff Trends and Statistics

Most Affected Industries

Economic Sector	Number/Percentage of Layoffs (Period)	Key Contributing Factors/Notes
Manufacturing	16,801 (69.9%) of 24,036 total (April 23, 2025)	<ul style="list-style-type: none">• Hardest-hit. Includes electronic.• Declining demand, import competition, technological lag, and efficiency measures.• Top sector for layoffs in 2024.
Textile & Textile Products (TPT)	<ul style="list-style-type: none">• 11,025 (Sritex, early 2025)• 10,800 (Jan-Mar 2024)• 7,200 (2023)	<ul style="list-style-type: none">• Factory closures (62 from 2023-2025).• Bankruptcy, import pressure, uncompetitiveness.• Predicted 280,000 layoffs in 2025 from 60 companies.
Wholesale and Retail Trade	3,622 (by April 23, 2025)	<ul style="list-style-type: none">• Declining domestic demand• Sluggish purchasing power• Efficiency measures.

Analysis of Layoff Trends and Statistics

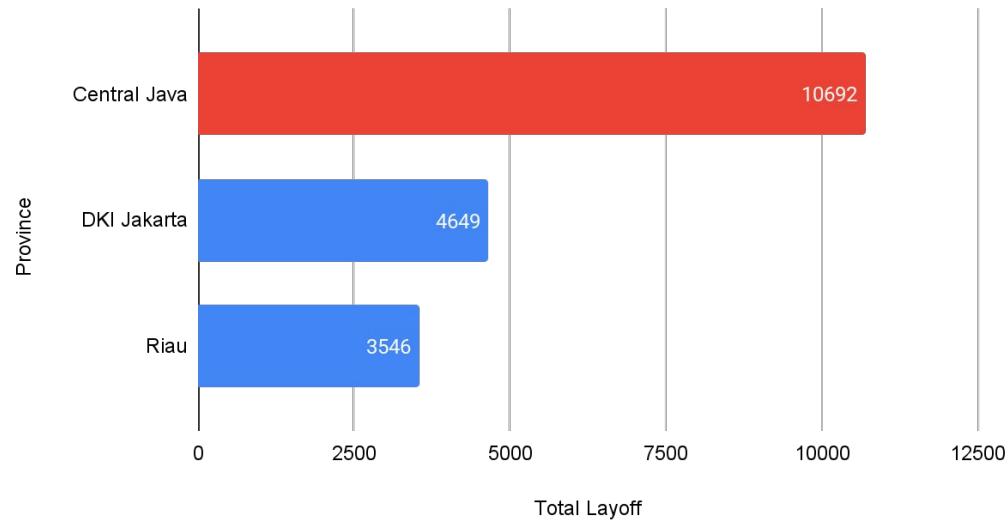
Most Affected Industries

Economic Sector	Number/Percentage of Layoffs (Period)	Key Contributing Factors/Notes
Media	~750 (CNN Indonesia, Kompas TV, MNC Group, by May 2025)	<ul style="list-style-type: none">Technological disruption (e.g., AI)Changing media consumption (social media)Declining ad revenue (brand ads consumption)
Agriculture, Forestry, & Fisheries	3,997 (2024)	<ul style="list-style-type: none">Market conditions.Potential policy impacts (e.g. <i>minimum wage increases, and tax hikes causing higher costs and leading to layoffs</i>).
Other Service Activities	<ul style="list-style-type: none">2,012 (by April 23, 2025)12,853 (2024)	Broad category, likely includes various services impacted (e.g. education, health, otomotif, etc.) by economic slowdown and restructuring.

Analysis of Layoff Trends and Statistics

Geographical Concentration

Central Java has the highest Layoff in 2025 so far



KEY INSIGHTS

Central Java Leads in Layoffs: Central Java has the highest layoffs number in Indonesia per April 2025 (**10,692 layoffs**)

DKI Jakarta in Second Place: DKI Jakarta follows Central Java with **4,649 layoffs**.

Riau Third: Riau has the lowest number of layoffs among the three provinces depicted, with **3,546 layoffs**.

Combined data from DPR, Satu Data, Kementerian Tenaga Kerja, etc.

Analysis of Layoff Trends and Statistics

Key Drivers and Causes of Layoffs

@Kerjacerdias:
Growth Beyond Mindset

Macroeconomic Factors

- Declining domestic and international market demand.
- Sluggish public purchasing power (e.g. Lack of job opportunities, Increase in taxes)
- Weakening global economy (e.g. global inflation and price fluctuations)
- Impact of **global conflicts** (e.g., China vs USA trade market war)

Company-Specific Reasons

- Losing money or might have to close the business
- Relocation in search of cheaper labor or lower minimum wage environments (e.g., Shopee)
- **Company restructuring** or transformation efforts (e.g., XL and Smartfren merger)
- Employers' actions in response to employee strikes

Policy and Regulatory Environment

- **Job Creation Law (UU Cipta Kerja)** + Government Regulation No. 35 of 2021
- Import policies (e.g. illegal import phenomena, thrifting, etc.)
- Increases in **Value Added Tax (VAT) / PPH**
- Restrictions on government subsidies (e.g. BBM Subsidies, or Hotel subsidies, etc.)

Technological Advancements and Automation

- Late in **anticipating technological developments** (e.g., Tupperware's case)
- **Artificial Intelligence (AI)** and automation (e.g., Duolingo's efficiency)

Quick Question

“What do you think of this phenomena?”

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QnA Is there any questions?

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Understanding Your Personal Risk



If Facing Layoff: Navigating the Transition



Analysis of Layoff Trends and Statistics



If Currently Employed: Strengthening Position



Actively Seeking New Opportunities

Understanding Your Personal Risk

Assess Your
Company's
Vulnerability

Evaluate Your
Personal Skill Set
and Marketability

Know Your Rights
as a Worker

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Assess Your Company's Vulnerability

Evaluate company's financial health

Check for reports of **financial losses, declining sales, or restructuring** (e.g., IPO-based company)

Pay attention to **internal communications, industry news, and founder's dispute** if available (e.g., E-Fishery)

Sudden changes in policy, especially regarding **budgeting and cost-cutting**, are also warning signs (e.g., B2G-focused)

Physical indicators like **shrinking office space** are clear signs (e.g. closed franchises, closed factories, etc.)

Thinning profit margins also indicate potential issues/**Runway budget** for startups

Accumulation of company debt is another warning sign

Understanding Your Personal Risk

Assess Your
Company's
Vulnerability



Evaluate Your
Personal Skill Set
and Marketability

Know Your Rights
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Evaluate Your Personal Skill Set and Marketability

Check if your skills are still relevant

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Top Technical Skills 2025

Digital Literacy
and Fluency

Data Literacy and
Analytics

AI and Machine
Learning

Software
Development

Cybersecurity
Skills

Cloud Computing

AutoCAD and SAP
ERP (Manufacturer)

Google Analytics 4
and SEMrush (Digital
Marketing)

Python for Credit Risk
Analysis (Fintech)

Blockchain Basics
(Fintech)

Renewable
Energy

Healthcare

Sources:

Future of Jobs Report 2025 + Robert Half Technology's 2024 IT Salary Report + other sources

Can anyone explain...

“Which ones of these **hard skills** you
already **equipped yourself** or at least **you interest to explore deeper?**”



Evaluate Your Personal Skill Set and Marketability

Check if your skills are still relevant

Top Soft Skills 2025

Communication
Skills

Adaptability and
Resilience

Problem-Solving and
Critical Thinking

Emotional
Intelligence and
Empathy

Teamwork and
Collaboration

Leadership Skills

Creativity and
Innovation

Continuous Learning
and Growth Mindset

Interpersonal
Skills

Ethical Judgment
and Integrity

Sources:

Future of Jobs Report 2025 + Robert Half Technology's 2024 IT Salary Report + other sources

Can anyone explain...

“Which ones of these **soft skills** you feel
extremely confident or at least **people**
noticed you interpersonal
capacities?”



Evaluate Your Personal Skill Set and Marketability

Assess your adaptability to new roles

Can I **adjust to new jobs or different daily routine?**
(**Career Switching**)

Am I willing to **consider part-time or freelance work?** (**Gig Economy**)

Are my **current skills still needed or might become obsolete?** (**Publish or Perish**)

Do I step **outside my comfort zone?**

Am I open to **working in new sectors/industries?**
(**Industry Hopping**)

Can I **adjust my thoughts, feelings, and actions** to new situations? (**VUCA**)

Can I consider **different types of business model?**
(**B2B to B2C/B2G**)

Do I **network with different kinds** of people?
(**Finding Insiders**)

Make your objective self-asking checklist

Understanding Your Personal Risk

Assess Your
Company's
Vulnerability

Evaluate Your
Personal Skill Set
and Marketability

Know Your Rights
as a Worker

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Quick Question

“Do you know your rights according to Law?”

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Know Your Rights as a Worker

Understand laws regarding layoffs

**Job Creation Law
(UU Cipta Kerja)**

**Government Regulation
No. 35 of 2021**

**PP (Peraturan President)
No. 35 of 2021**

Under the law, laid-off employees can receive several benefits:

Uang Pesangon (UP)

**Uang Penghargaan Masa
Kerja (UPMK)**

Uang Penggantian Hak (UPH)

Know Your Rights as a Worker

Understand laws regarding layoffs

Uang Pesangon (UP) is calculated based on the length of service.
Here are the details of the calculation (PP No. 35 of 2021):

Masa Kerja	< 1 tahun	1 – <2 tahun	2 – <3 tahun	3 – <4 tahun	4 – <5 tahun
Besaran Uang Pesangon	1 bulan upah	2 bulan upah	3 bulan upah	4 bulan upah	5 bulan upah
Masa Kerja	5 – <6 tahun	6 – <7 tahun	7 – <8 tahun	≥ 8 tahun	
Besaran Uang Pesangon	6 bulan upah	7 bulan upah	8 bulan upah	9 bulan upah	

Know Your Rights as a Worker

Understand laws regarding layoffs

Uang Penghargaan Masa Kerja (UPMK) is additional compensation for loyalty and service, also based on length of service (PP No. 35 of 2021).

Masa Kerja

3 – <6 tahun

6 – <9 tahun

9 – <12 tahun

12 – <15 tahun

15 – <18 tahun

Besaran UPMK

2 bulan upah

3 bulan upah

4 bulan upah

5 bulan upah

6 bulan upah

Masa Kerja

18 – <21 tahun

≥ 21 tahun

Besaran UPMK

7 bulan upah

8 bulan upah

Know Your Rights as a Worker

Understand laws regarding layoffs

Uang Penggantian Hak (UPH) covers **the remaining untaken annual leave, return transportation costs to the hometown (if applicable), and other entitlements such as housing reimbursement, maternal leave, and medical treatment and care**, if stipulated in the employment agreement or company regulations.

UPH calculation (especially untaken leave):

(JUMLAH HARI CUTI BELUM DIAMBIL / 20 HARI) X UPAH BULANAN

assuming a 5-day work week, or adjusted for a 6-day work week.

NOTE:

"Upah" untuk menghitung UP dan UPMK termasuk **gaji pokok** dan **tunjangan tetap**.

Know Your Rights as a Worker

Understand laws regarding layoffs

Kc!

'Pengali' UP dan UPMK bisa sangat berbeda tergantung alasan pemutusan hubungan kerja.

Alasan PHK	Pengali UP	Pengganda UPMK	UPH
Efisiensi (perusahaan merugi)	0.5x	1x	Ya
Efisiensi (mencegah kerugian, perusahaan tidak merugi)	1x	1x	Ya
Perusahaan Pailit (Bangkrut)	0.5x	1x	Ya
Merger/Akuisisi (pekerja tidak bersedia melanjutkan karena syarat berubah)	0.5x	1x	Ya
Pensiun	1.75	1x	Ya

Know Your Rights as a Worker

Understand laws regarding layoffs

UP is subject to income tax PPh 21, which is applied progressively.

Gross income	<Rp 50M	Rp50M - Rp100M	Rp100M - Rp500M	>Rp500M
Tax	0%	5%	15%	25%

Understanding Your Personal Risk



Today's Discussion



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Understanding Your Personal Risk



If Facing Layoff: Navigating the Transition



Analysis of Layoff Trends and Statistics



If Currently Employed: Strengthening Position



Actively Seeking New Opportunities

If Currently Employed: Strengthening Position

Enhance Value to
Current Employer

Build Financial
Safety Net

Expand
Professional
Network

Stay Informed and
Mentally Prepared

Enhance Value to Current Employer

Always produce good quality work

Focus on **high performance** and **exceeding expectations** in your role

Proactively seek opportunities to **learn new skills relevant to your company** and industry (upskilling/reskilling)

Demonstrate **initiative, adaptability, and collaborative** attitude

Make your contributions **visible** and **document your achievements**

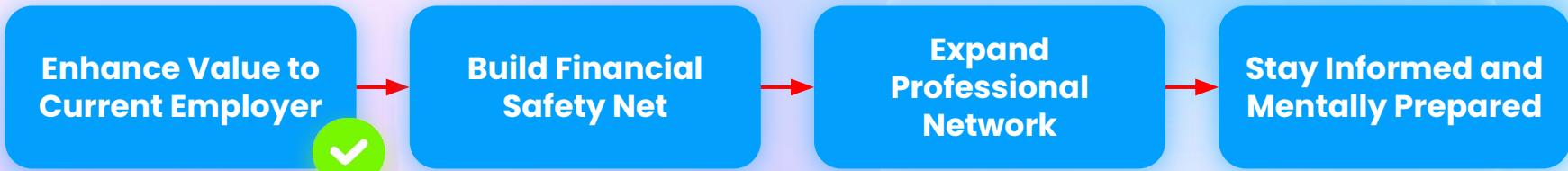
Identify problems and propose solutions

Build strong professional relationships with colleagues and superiors

Communicate effectively with people you work with

Show you can **adjust to new things**

If Currently Employed: Strengthening Position



Quick Question

“Do you currently have an emergency fund?”

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Build Financial Safety Net

Create an emergency fund

**Saved cash for unexpected costs
like job loss, medical bills, or
repairs.**

An emergency fund helps you
**avoid debt or tapping into
retirement savings** when
unexpected costs arise.



Build Financial Safety Net Create an emergency fund

Status

Lajang (Single)

Menikah, Tanpa Anak

Menikah, Dengan Anak

Pengganda Ideal dari Pengeluaran Bulanan

3-6 X

6-9 X

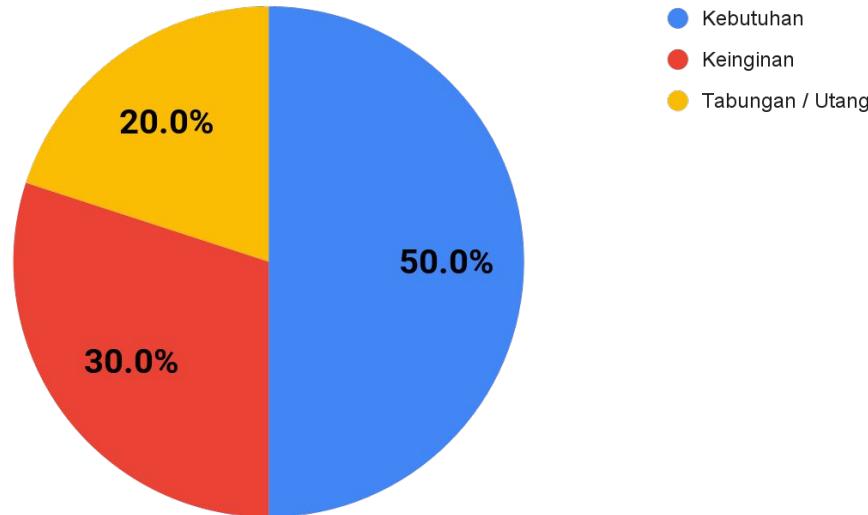
9-12 X

Build Financial Safety Net

Review your personal budget

Kc!

Use budgeting method such as 50/30/20



KEY INSIGHTS

You should spend
50% of your income on needs

Thirty percent
(30%) is for things you want

The remaining
20% is for saving or debt payment

**In tough times, focus more on needs
and paying off debt**

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Build Financial Safety Net Explore additional income streams

Freelance or project-based work can be viable options

Starting your own small business (UMKM) is a path to consider

Part-time work is another option

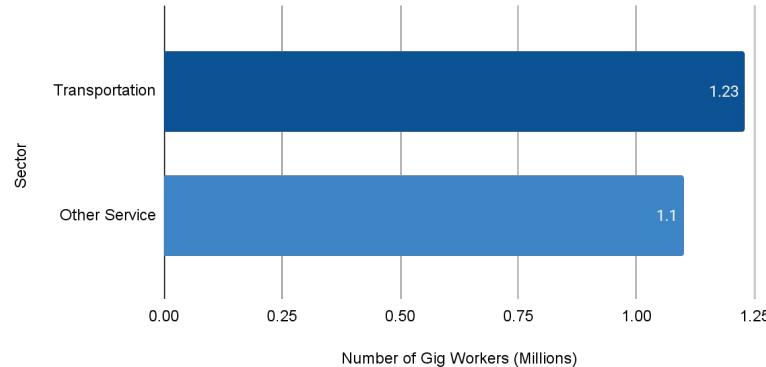


Build Financial Safety Net

Freelance is Popular in Indonesia

Kc!

Most Gig Workers (Millions) in Indonesia are in Transportation Sector



Number of Worker

2.3M

1.7% of 140 Million workforce

Contribution to GDP

\$7 Billion

Rp99 Trillion

yearly

Permana and Izzati using Sakernas (National Labor Force Survey) data in 2019

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Understudying the facts...

Raise your hand

If you have started your side hustle by now?

What is yours?

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How to Start Your Side Hustle

Identify Your Skills & Niche

Build a Portfolio

Set Your Rates

Find Your Platform

Network & Promote

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If Currently Employed: Strengthening Position



Expand Professional Network Benefit

78% employers stated they **HIRE**D someone through a social network—notably a person **they found on LinkedIn** (Jobvite Survey on Forbes)

70% Professionals **GET HIRED** at company where **they have professional connections** (LinkedIn Research on VICE)

63% of all jobs are found through contacts. **NETWORKING** can be **the most effective way you'll land the best job** (Forbes)

Expand Professional Network

How to Start Message

1. Start Friendly (Say Hi and Who You Are):

Say who you are and what you do briefly. Mention your work to show credibility.

Example: "Hi Andi, I'm Rina, a marketing agency owner with 10 years of experience."

3. Make a Clear, Easy Ask:

Ask for something specific but not pushy—like advice, a quick call, or a small favor.

Example: "I'm launching a IG Ads Performance Boost on affordable marketing plans. Could I get your thoughts on it over a 10-minute call?"

2. Say Why You're Messaging Them:

Connect it to them—why they're a good fit. Show you know their work.

Example: "I saw your recent post about struggling with Instagram ads, and it's something I specialize in."

4. End with Gratitude and an Open Door:

Thank them and offer something back if it fits.

Example: "Thanks for your time! Happy to share a free tip for your ads in return."

Expand Professional Network

How to Start Message

Kc!

"Hi Dika, I'm Arif, a **video editor** with 8 years of experience **making ads and vlogs**. I love your YouTube content—your latest video was hilarious! I'm starting a side hustle editing videos for creators like you. **Could I send you a 30-second sample edit of your last vid to get your thoughts?** Thanks a ton—I'd be happy to share a quick tip for smoother cuts too!"

"Hi Budi, I'm Nia, a **career coach** with 12 years in **HR and mentoring**. It was great meeting you at the event last week—your work with new grads is inspiring! I'm starting a side hustle coaching young pros on job skills. **Could I get your take on what they struggle with most?** Thanks for your time—I'd be glad to share a quick resume tip for your team!"

"Hi Maya, I'm Lisa, a **graphic designer** with 10 years **creating logos and branding** for companies. I saw your LinkedIn post about needing a fresh look for your startup—totally my expertise! I'm launching a side hustle for affordable logo designs. **Could we hop on a 10-minute call to chat about your vision?** Thanks so much—I'd love to toss in a free color scheme idea for you!"

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There are two types of Networking

ONLINE

Forum

Social Media

Referral

OFFLINE

Community

Volunteering

Events

If Currently Employed: Strengthening Position



Stay Informed and Mentally Prepared

Stay Updated on Industry Trends

You should pay attention to **company news** (e.g., @lifeatgojek)

Follow **industry trends** by listening podcast

Look at **economic forecasts** (follow Bloomberg News)

Monitor **economic indicators**

Check **sources like Satu Data** from the Ministry of Manpower (Kemnaker)

The **Badan Pusat Statistik (BPS)** is another source

Stay Informed and Mentally Prepared **Mentally prepare for possible job loss**

- Being mentally prepared helps **you react more effectively if it happens.**
- **Consider potential next steps** and coping strategies.
- **Being in a good mood** helps you prepare and plan well

If Currently Employed: Strengthening Position



QnA Is there any questions?

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Today's Discussion



Indonesia's Labor Market Overview



Understanding Your Personal Risk



If Facing Layoff: Navigating the Transition



Analysis of Layoff Trends and Statistics

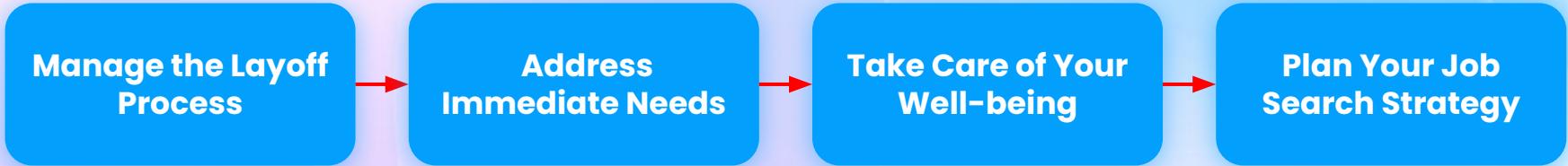


If Currently Employed: Strengthening Position



Actively Seeking New Opportunities

If Facing Layoff: Navigating the Transition



Manage the Layoff Process

Understand the terms of your separation

You should carefully **review your severance package terms**

The reason for the layoff can **significantly impact your severance pay amount**

If your company paid for **BPJS Kesehatan**, you might need to **change to self-payment status**

Understand the official reason given for your layoff

Check for any continuation of your benefits, like health insurance

Ensure you receive all entitled payments, including your **final salary and severance pay** (as discussed previously)

Manage the Layoff Process

Why the 'layoff reasoning' matters



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After witnessing this video...

What do you think of **corporate mass layoff** with
'low performance' reason
phenomena?

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Manage the Layoff Process

Documents Received

Official layoff letter

- Your layoff letter should **state the reason, effective date, and legal basis**
- The letter must **detail your rights, like severance pay, and your obligations**

Certificate of Employment (Paklaring)

- This certificate is **essential proof of your work history** for future job searches
- Make sure the **separation terms align with your employment contract and legal rights**



Manage the Layoff Process

Maintain professionalism during your exit

Cooperate with the **job handover process**

This involves **creating training frameworks** for your replacement

Compile Standard Operating Procedures (SOPs) if they are missing

Detail your daily tasks, work schedule, priorities, and important files

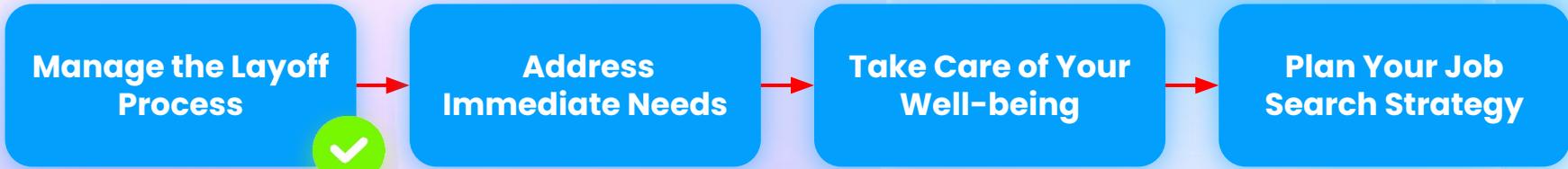
Include **system access information** and **key contacts**

Provide necessary **login details**

Stay calm and professional during difficult layoff discussions

Avoid burning bridges, even if you feel wronged

If Facing Layoff: Navigating the Transition



Address Immediate Needs

Apply for any eligible government support



Indonesia has a **Jaminan Kehilangan Pekerjaan (JKP)** program for eligible laid-off workers. JKP benefits can include **cash aid equal to 60% of your wage for the first six months.**

REQUIREMENTS

Have official proof of layoff from the company

Can't have started working elsewhere yet

Actively looking for a new job

The claim must be submitted within a maximum of 6 months from layoff date

Start the claim process through the [SIAPkerja Kemnaker](#) portal

Follow a potential work assessment on SIAPkerja

BPJS Ketenagakerjaan validates your data and transfers funds if approved

You need to apply to at least 5 companies or have 1 interview monthly

Address Immediate Needs

Apply for any eligible government support

Kc!



However, some people have to attend local office if:

- Data peserta yang tidak sinkron antara KTP, KK, dan data BPJS
- Dokumen persyaratan yang belum lengkap atau perlu verifikasi fisik
- Saldo JHT di atas Rp 10 juta

Address Immediate Needs

Adjust your budget immediately

Prioritize saving a portion of income immediately

Shop wisely by comparing prices and
differentiating needs from wants

Avoid consumer debt

Allocate severance pay for a personal **emergency fund first**

Address Immediate Needs

Inform relevant parties

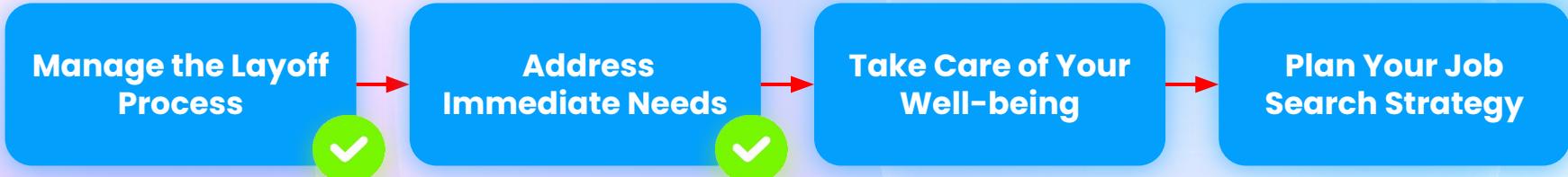
Inform your family about the layoff

Call your bank or lender early if you can't pay debts like mortgages, loans, or credit cards.

Call your (private) insurer right away if you can't pay your premiums

Delaying communication can worsen financial and emotional stress

If Facing Layoff: Navigating the Transition



Take Care of Your Well-being **Acknowledge the emotional impact**

**Layoff can cause stress,
anxiety, and sadness**

**Allow yourself time to
process these feelings**

**Focus on activities that
support your well-being**

**Engage in positive hobbies
like reading, writing, or art**

**Keep in touch with family,
friends, and old coworkers**

**See a psychologist if you're
feeling overwhelmed**



Take Care of Your Well-being **Maintain a new routine**

**Set a regular time to start
your day**

**Put job search time in your
schedule**

**Make time for your
Well-being**

Plan your day

Include time for learning

Deal with your finances

If Facing Layoff: Navigating the Transition



Plan Your Job Search Strategy **Figure Out What's Next**

Career planning means **deciding your work goals and how to achieve them.**

Set career goals for **now, later, and the future**, then **plan how to reach them.**

Plan Your Job Search Strategy

Update Your CV / Resume

Kc!

Make sure it's easy for those **Applicant Tracking Systems (ATS)** computers to read

Tailor your resume for each job application

Use action verbs to describe your achievements and show results that can be measured

Use **simple fonts, clear sections** (like "Work Experience"), and **avoid fancy tables or graphics**

Put the job title in your summary and **use keywords** from the job description in your experience sections



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Plan Your Job Search Strategy

Get Your Network Working For You

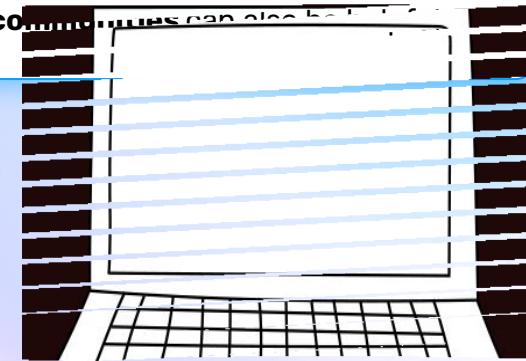
Stay connected with people you know professionally.

Tell your contacts that you're looking for a new opportunity.

Don't forget going to **virtual events** (connect directly with speakers or attendees)

Reach out online (LinkedIn is great for this) and maybe going to industry events if you can.

Finding online co... can also help.



If Facing Layoff: Navigating the Transition



Today's Discussion



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If Facing Layoff: Navigating the Transition



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If Currently Employed: Strengthening Position



Actively Seeking New Opportunities

Actively Seeking New Opportunities



Enhance Your Skills

Education Types for Reskill / Upskill

@Kerjacerdias:
Growth Beyond Mindset

Formal

Structured learning in schools or colleges with a set plan, leading to official certificates or degrees.

Think classrooms and diplomas! 

Non-Formal

Organized learning outside traditional schools, flexible and fun, often without official degrees.

It's skill-building with a specific purpose! 

Informal

Learning by doing, exploring, or living life—no plan needed!

It's picking up skills from everyday adventures. 

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Enhance Your Skills

Examples

Kc!

Formal

Undergraduate Degree Programs

Graduate Degree Programs

Vocational Training at Accredited Institutions

Military Academy Training

Non-Formal

Online Certificate Courses

Entrepreneurship Bootcamps

Corporate Training Workshops

Sports Coaching Programs

Informal

Reading Books for Knowledge

Watching Educational Videos

Observation

Peer Teaching

Actively Seeking New Opportunities



Conduct an Effective Job Search

Utilize Online Job Portal



Platform	Main Feature
LinkedIn	Professional networking, global & local jobs, Easy Apply, company research
JobStreet	Large database, career advice, company reviews, various industries
Glints	Community, expert classes, local & regional employment
Karir.com	Indonesia's pioneer portal, graduate trainee program, development test

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Conduct an Effective Job Search

Utilize Online Job Portal



Platform	Main Feature
Indeed	Aggregator, wide variety, GPS-based search, company reviews
Cake	ATS-friendly CV builder, focus international (Asia), read/unread status
Kalibrr	User experience focus, personalized recommendations, AI for profiles
TopKarir	Focus on entry level, startup/SME jobs, interest/talent test

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Conduct an Effective Job Search

Getting Ready for Interviews

Research the companies you're interviewing with

Do not speak negatively about your former employer or colleagues

Quickly pivot to highlighting your skills, achievements, & how you can help new company

Explain the Layoff: Say something simple like the company restructured or your role was eliminated due to economic conditions

Focus on what you learned and how you've grown, or what you're looking for next

当事人



Actively Seeking New Opportunities



Leverage Support Systems

Use Available Support

Kemnaker Help:

The Ministry of Manpower (Kemnaker) has services like the Karirhub portal for job listings and job fair info

Connect with Others:

Reach out to alumni networks, professional groups, or community organizations

Kartu Prakerja Program:

This program gives training funds to boost skills and provides incentives

Professional Guidance:

Career counselors or mentors can give you valuable advice on your transition



YOU NEED
A MENTOR

QnA Is there any questions?

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Today's Discussion



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Actively Seeking New Opportunities



***"When one door closes,
another opens; but we
often look so long and
regretfully upon the
closed door that we do
not see the one which
has opened for us."***

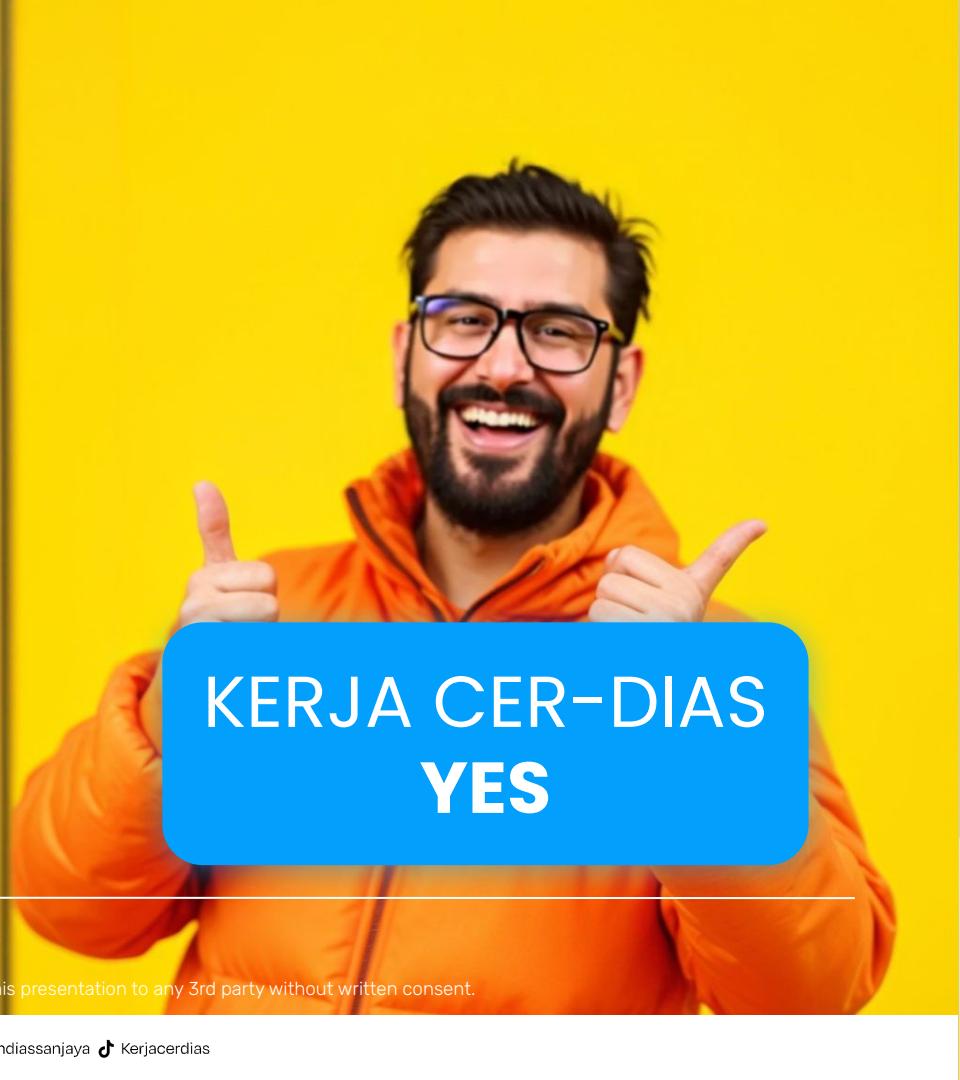
~ Alexander Graham Bell ~

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A photograph of a man with dark hair and a beard, wearing an orange hoodie. He is shouting with his mouth wide open, showing his teeth. The background is a solid yellow.

KERJA KERAS
NO

A photograph of the same man from the first image, now wearing glasses and smiling broadly. He is giving two thumbs up. The background is a solid yellow.

KERJA CER-DIAS
YES

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