

IMD World Talent Ranking 2025

Talent competitiveness profile

INDONESIA



Indonesia

World Talent Ranking 2025

OVERALL PERFORMANCE (69 economies)

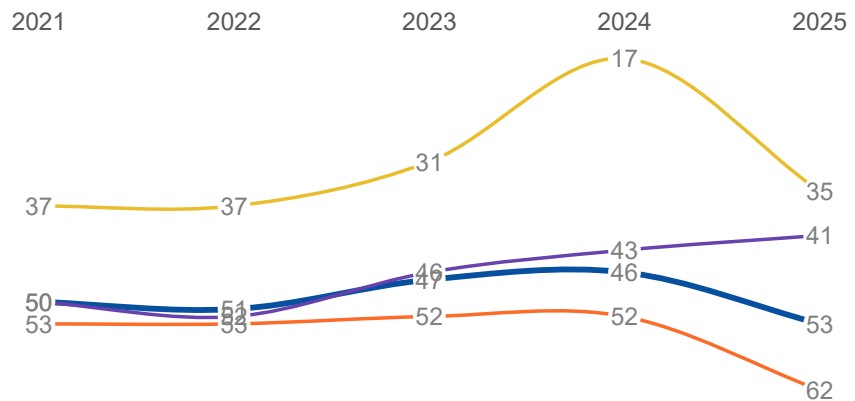
Rank 2025

53 Overall

62 Investment & Development

35 Appeal

41 Readiness



► Overall top strengths
▷ Overall top weaknesses

INVESTMENT & DEVELOPMENT

		Value	2025 Rank
► Total public expenditure on education	Percentage of GDP	1.3 %	66
► Total public exp. on education per student	Spending per enrolled pupil/student, all levels	262 US\$	64
► Pupil-teacher ratio (primary education)	Ratio of students to teaching staff	21.03 ratio	56
► Pupil-teacher ratio (secondary education)	Ratio of students to teaching staff	21.25 ratio	60
Apprenticeships	are sufficiently implemented	5.90 survey [0-10]	23
Employee training	is a high priority in companies	6.47 survey [0-10]	29
► Female labor force	Percentage of total labor force	39.71 %	58
Health infrastructure	meets the needs of society	5.60 survey [0-10]	38

APPEAL

		Value	2025 Rank
► Cost-of-living index	Index of a basket of goods & services in the main city	60.02 index	14
Attracting and retaining talent	is a priority in companies	6.63 survey [0-10]	32
► Worker motivation	in companies is high	6.67 survey [0-10]	18
Brain drain	does not hinder competitiveness in your economy	5.36 survey [0-10]	28
Quality of life	is high	5.30 survey [0-10]	53
Foreign highly skilled personnel	are attracted to your country's business environment	5.90 survey [0-10]	27
Remuneration of management	Total base salary plus bonuses and long-term incentives, US\$	84,341 US\$	53
► Collected personal income tax	On profits, income and capital gains, as a percentage of GDP	0.96 %	7
Justice	is fairly administered	4.33 survey [0-10]	52
Exposure to particle pollution	Mean population exposure to PM2.5, Micrograms per cubic meter	18.07 micrograms	46
Statutory minimum wage	Statutory gross monthly minimum wage US\$	319.60 US\$	41

READINESS

		Value	2025 Rank
► Labor force growth	Percentage change	2.98 %	12
Skilled labor	is readily available	5.97 survey [0-10]	26
Finance skills	are readily available	6.50 survey [0-10]	25
International experience	of senior managers is generally significant	5.97 survey [0-10]	27
► Competent senior managers	are readily available	6.43 survey [0-10]	19
Primary and secondary education	meets the needs of a competitive economy	6.07 survey [0-10]	35
Graduates in Sciences	STEM graduates, % of all graduates	- %	-
University education	meets the needs of a competitive economy	6.10 survey [0-10]	38
Management education	meets the needs of the business community	5.93 survey [0-10]	49
Language skills	are meeting the needs of enterprises	5.42 survey [0-10]	51
Student mobility inbound	Foreign tertiary-level students per 1000 inhabitants	- number	-
Educational assessment - PISA	PISA survey of 15-year olds	369 Average	55

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