

Indonesia - Country Brief

Global Talent Competitiveness Index (GTCI) 2025

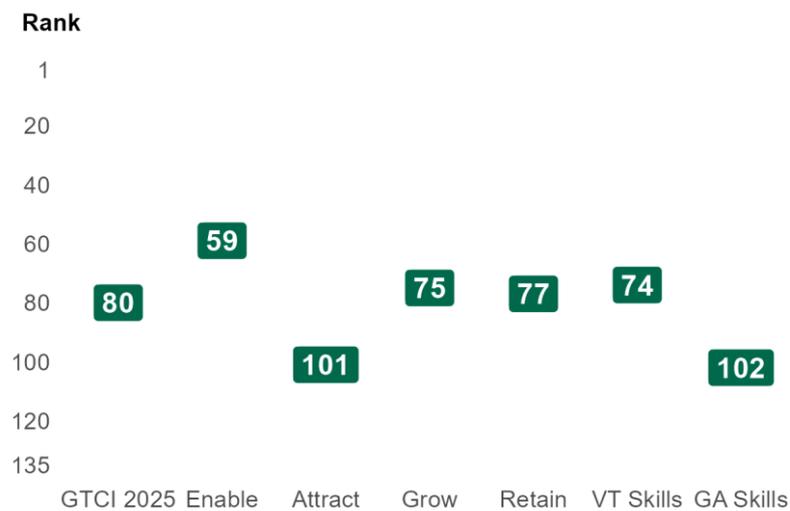


Total population:	283.49 million
GDP:	US\$ 1396.3 billion
GDP (PPP) per capita:	US\$ 16,558
	(81 out of 135 countries)
Country income level:	Upper-middle income
GTCI 2025 ranking:	80 (out of 135)

Global GTCI position

In GTCI 2025, Indonesia is ranked 80th out of a sample of 135 countries (Figure 1). When it comes to sub-pillars, the strongest showings of Indonesia relate to Employability, Market Landscape and Regulatory Landscape, among others. Still, more could be done to improve the economy's performances in the Mid-level Skills, External Openness and High-level Skills sub-pillars.

Figure 1: Indonesia global ranking (GTCI sample of 135 countries)



Note: VT Skills = Vocational and Technical Skills; GA Skills = Generalist Adaptive Skills.

Comparison with different groups of countries

Indonesia is situated in Eastern, Southeastern Asia and Oceania and is classified as Upper-middle income. Within its region, the country is ranked 13th out of 16 countries (Table 1).

Indonesia is ranked 24th within the group of Upper-middle income countries (implying that 31 percent of countries rank lower).

Table 1: Indonesia performance vs. income groups and regions

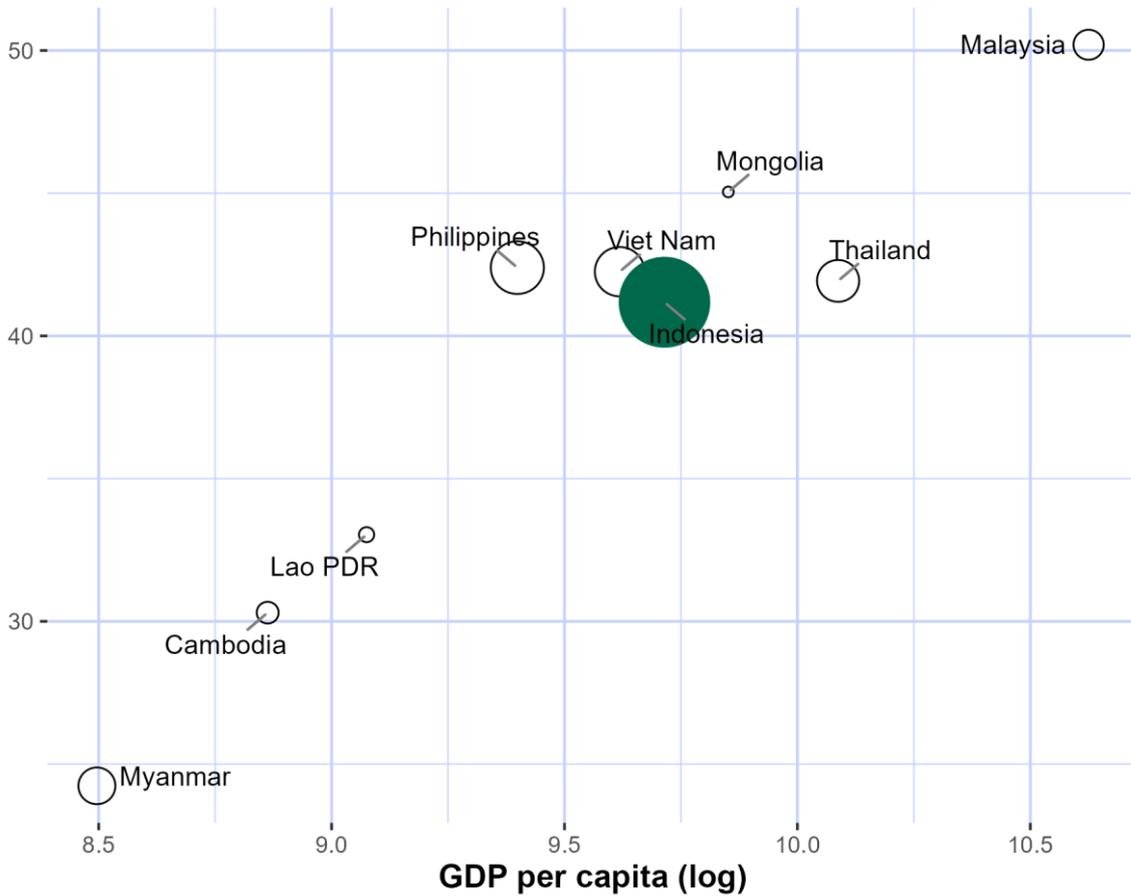
Comparison group	Top 3 scorers of the group	Score GAP: Indonesia score minus group highest score	Share of countries in the group ranked below Indonesia
Region			
Central and Southern Asia	Uzbekistan, Kazakhstan, Kyrgyzstan	-2.2	80%
Eastern, Southeastern Asia and Oceania	Singapore, Australia, New Zealand	-32.1	19%
Europe	Switzerland, Denmark, Finland	-32.0	0%
Latin America and the Caribbean	Chile, Uruguay, Costa Rica	-11.5	56%
Northern Africa and Western Asia	Israel, United Arab Emirates, Cyprus	-19.0	32%
Northern America	United States of America, Canada	-28.2	0%
Sub-Saharan Africa	Mauritius, Seychelles, South Africa	-8.5	90%
Income group			
High income	Singapore, Switzerland, Denmark	-32.1	2%
Upper-middle income	Georgia, Malaysia, Mauritius	-9.8	31%
Lower-middle income	Uzbekistan, Jordan, Philippines	-2.2	86%
Low income	Rwanda, Malawi, Gambia	7.3	100%

Comparison with group of competitors

Indonesia's group of competitors is defined as upper-middle-income and lower-middle-income countries located in Eastern, Southeastern Asia and Oceania. It comprises a group of 9 economies. Figure 2 plots how Indonesia fares against each competitor in terms of GTCI score and GDP per capita.

As can be seen, Indonesia's GTCI score and GDP per capita are, respectively, lower and higher than the corresponding medians of its group of competitors. Thus, Indonesia is underachieving against its group of competitors. Thus, the country's talent competitiveness is below what would be expected given its income level.

Figure 2: GTCI score and GDP per capita (log) of Indonesia and its identified competitors



Note: Bubble size indicates country population.

Performance against its income group and region

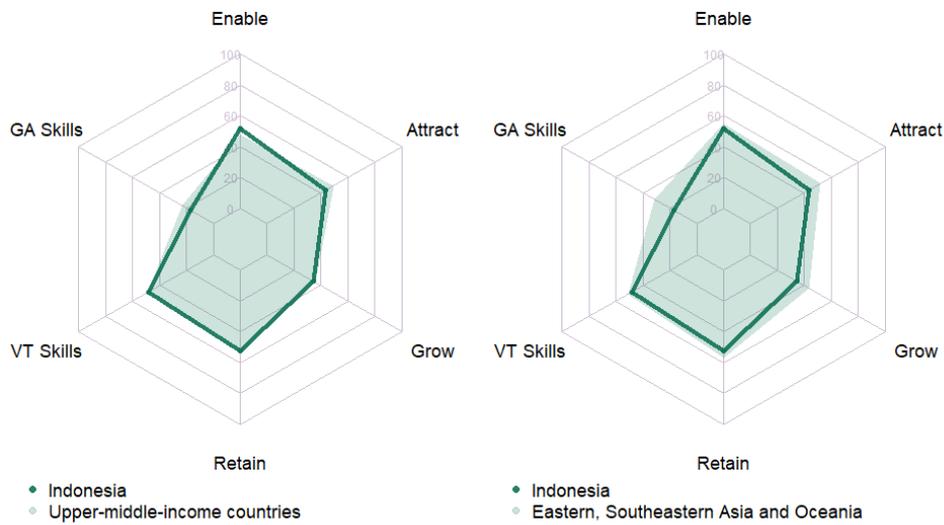
Upper-middle-income countries

Indonesia is ranked 24th in the group of upper-middle-income countries (Figure 3, left panel). In terms of pillar performance, it has a higher score than the income group average in one of the six pillars: Enable. At the sub-pillar level, it outperforms upper-middle-income countries in six of the fourteen sub-pillars: Regulatory Landscape, Market Landscape, Business Labour Landscape, Formal Education, Sustainability and Employability.

Eastern, Southeastern Asia and Oceania

Indonesia is ranked 13th within Eastern, Southeastern Asia and Oceania (Figure 3, right panel). It lags behind its region in each of the six pillars. With regard to sub-pillars, it outperforms the average in Eastern, Southeastern Asia and Oceania in two of the fourteen sub-pillars: Business Labour Landscape and Employability.

Figure 3: Indonesia pillar scores vs. averages of relevant income group and region



Note: VT Skills = Vocational and Technical Skills; GA Skills = Generalist Adaptive Skills.

Longer-term trends in talent competitiveness

Across all GTCI editions from 2015 to 2025, Indonesia’s ranking ranges from 65th to 90th place (see Figure 4). During GTCI 2020-GTCI 2025, Indonesia ranks 77 out of a total 134 countries (on average), which is better than the average rank of 82 in GTCI 2015-GTCI 2019.

Figure 4: Evolution of GTCI rank for Indonesia, 2015-2025





Sources

- Berry, B. (2019). *berryFunctions: Function Collection Related to Plotting and Hydrology*. R package version 1.18.2. URL: <https://CRAN.R-project.org/package=berryFunctions>
- Gohel, D. (2019). *officer: Manipulation of Microsoft Word and PowerPoint Documents*. R package version 0.3.6. URL: <https://CRAN.R-project.org/package=officer>
- Gohel, D. (2019). *flextable: Functions for Tabular Reporting*. R package version 0.5.6. URL: <https://CRAN.R-project.org/package=flextable>
- Lanvin, B., & Monteiro, F. (eds.) (2020). *The Global Talent Competitiveness Index 2020: Global Talent in the Age of Artificial Intelligence*. Fontainebleau: INSEAD.
- Lanvin, B., & Monteiro, F. (eds.) (2021). *The Global Talent Competitiveness Index 2021: Talent Competitiveness in Times of COVID*. Fontainebleau: INSEAD.
- Lanvin, B., & Monteiro, F. (eds.) (2022). *The Global Talent Competitiveness Index 2022: The Tectonics of Talent: Is the World Drifting Towards Increased Talent Inequalities?* Fontainebleau: INSEAD.
- Lanvin, B., & Monteiro, F. (eds.) (2023). *The Global Talent Competitiveness Index 2023: What a Difference Ten Years Make What to Expect for the Next Decade*. Fontainebleau: INSEAD.
- Milton Bache, S. & Wickham, H. (2014). *magrittr: A Forward-Pipe Operator for R*. R package version 1.5. URL: <https://CRAN.R-project.org/package=magrittr>
- Nakazawa, M. (2019). *fmsb: Functions for Medical Statistics Book with some Demographic Data*. R package version 0.7.0. URL: <https://CRAN.R-project.org/package=fmsb>
- R Core Team (2018). *R: A language and environment for statistical computing*. R Foundation for Statistical Computing, Vienna, Austria. URL: <https://www.R-project.org/>.
- Slowikowski, K. (2019). *ggrepel: Automatically Position Non-Overlapping Text Labels with 'ggplot2'*. R package version 0.8.1. URL: <https://CRAN.R-project.org/package=ggrepel>
- Wickham, H. (2007). Reshaping Data with the reshape Package. *Journal of Statistical Software*, 21(12), 1-20. URL: <http://www.jstatsoft.org/v21/i12/>.
- Wickham, H. (2016). *ggplot2: Elegant Graphics for Data Analysis*. Springer-Verlag. New York.
- Wickham et al., (2019). Welcome to the tidyverse. *Journal of Open Source Software*, 4(43), 1686, URL: <https://doi.org/10.21105/joss.01686>