



Recent Challenges on Labour Situation



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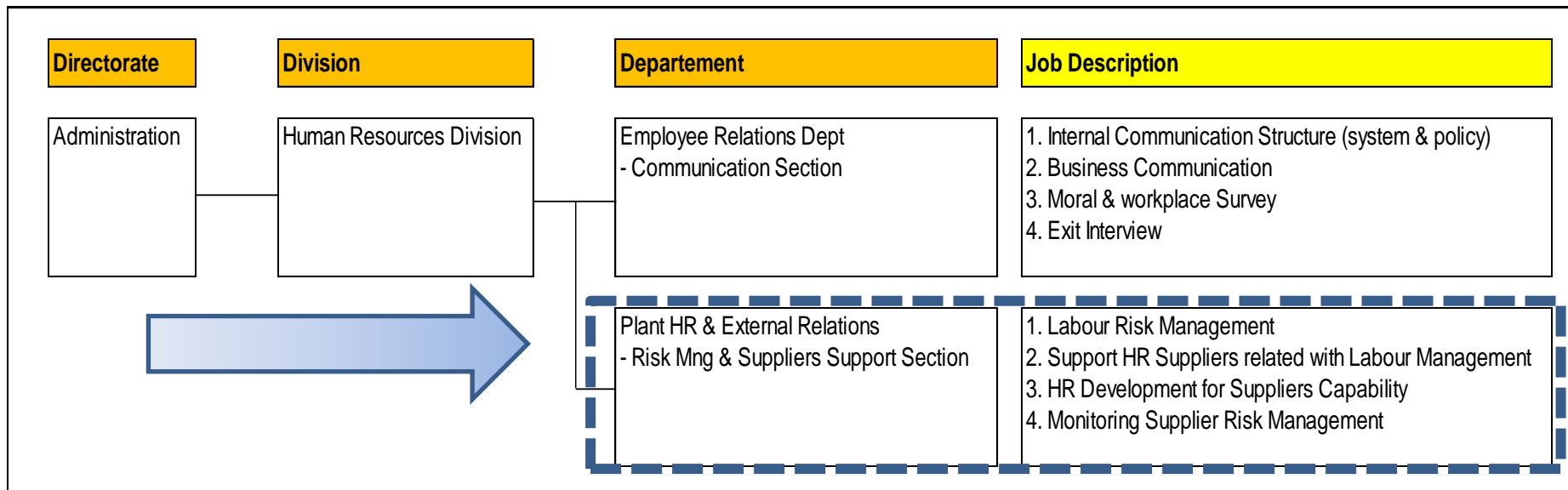
[2023 AOTS EREF] The Program for Leaders of Employers' Organizations and Successful Former Participants

Background - TOYOTA Motor Manufacturing Indonesia (TMMIN)

Business Area	Vehicle/ Parts Production
Investment Ratio	 TOYOTA 95%  ASTRA international 5%
Employees Number	8,240 MP (TMMIN) + 300,000 MP (all-tier supply chain)
Production Volume	(as of Oct 2023) Export : 149 K Units Domestic : 137 K Units

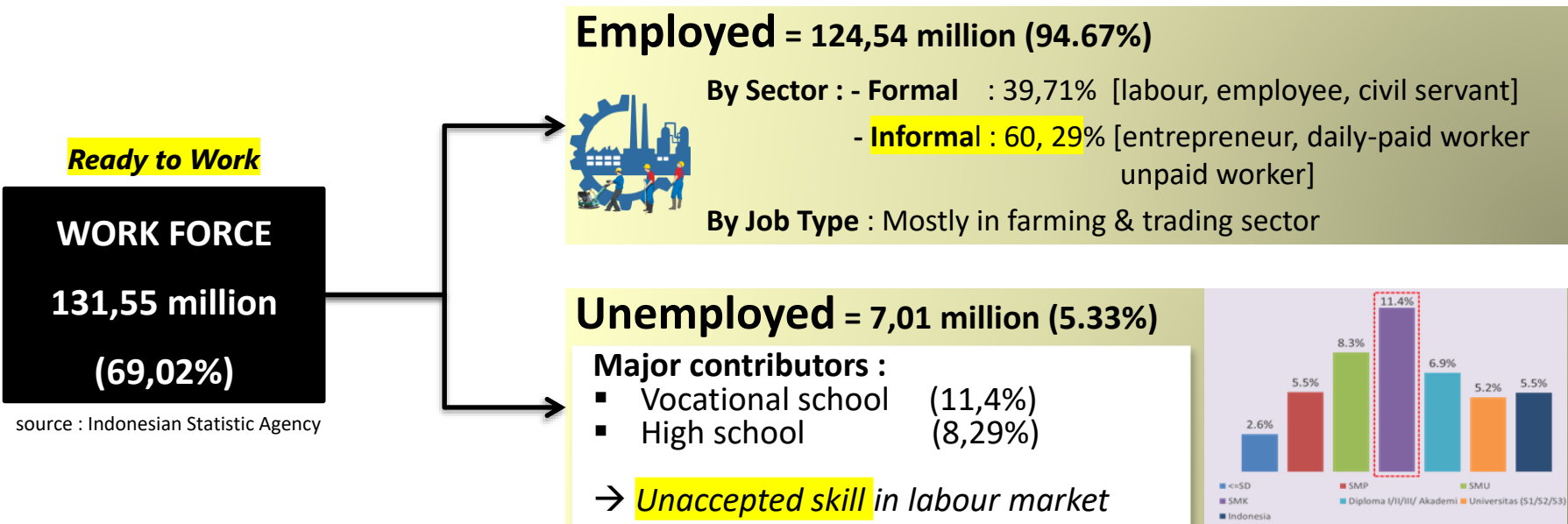
Directorate & Division

Responsibility Area



[COUNTRY Challenges] Productivity & Competitiveness

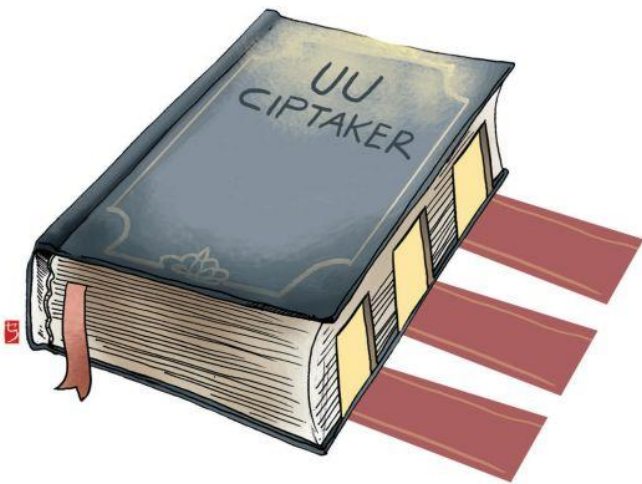
Most of the employed work force are working in the informal sector (60%). The unemployed number are mainly contributed from vocational school & high school (20%). Their **skills are not well-accepted** by labour market.



Major Issue :
Low productivity due to mismatch of work force skill & education

[REGULATION Challenges] New Employment Regulation

Being stipulated in 2022, Omnibus Law related to Job Creation raised some challenges in most of companies **in term of the adoption into company regulation.**



Omnibus Law



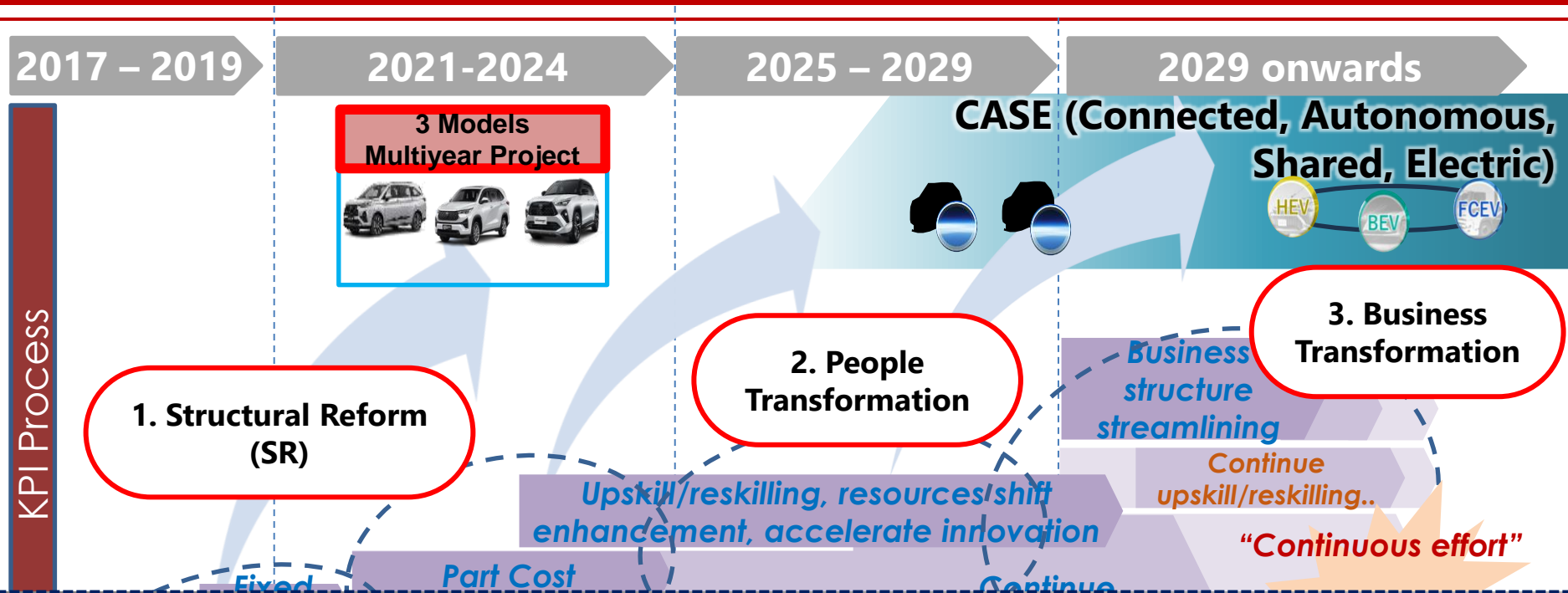
Company Regulation

Major Issue :

How to strengthen suppliers' bipartite management to stipulate well-accepted and proper company regulation (eg : compensation, termination, minimum wage)

[INDUSTRY Challenges] Enter Electrified Vehicle Era

Electrified Vehicle (EV) as the latest trend had enforced automotive companies to prepare the **business transformation** to be able to **have sustainable business**.



Major Issue :

To promote the business transformation into TMMIN supply chain in order to build productive & competitive automotive ecosystem in Indonesia

Benefit of AOTS Training

Understanding Japan Industrial Relations in term of **productivity enforcement and bipartite communication** combine with our experience, to share to TMMIN Supply Chain (Top Management, HR, & Union) **towards electrification era.**



Top Suppliers HR Gathering with MoL & APINDO



TMMIN-Suppliers Global Networking



Seminar for Suppliers' Union



Suppliers HR PiC Counselling & Consultation to TMMIN





どうもありがとうございます