

Mindset of overseas Indonesians

With regards to moving back



ROBERT WALTERS

Did you know only



In fact,



And



Top 5 factors influencing overseas Indonesians to return to Indonesia

To take care of aging parents/to be closer to family/spouse/partner in Indonesia

68%

(vs **30%** in 2021)

Emotional, social, and cultural connection to Indonesia

36%

(vs **13%** in 2021)

Attractive career opportunities in Indonesia

29%

(vs **42%** in 2021)

To give back to Indonesia

25%

Retirement

20%

(vs **10%** in 2021)

Top 5 factors hindering overseas Indonesians from returning to Indonesia

Compensation and benefit differences

68%

(vs **59%** in 2021)

Lower standard of living in Indonesia (e.g., public facilities, security, community...)

45%

Unfavourable social situation in Indonesia (e.g.: public safety, political stability, racism...)

39%

Unfavourable work circumstances in Indonesia (e.g., Less opportunities, working style)

36%

(vs **34%** in 2021)

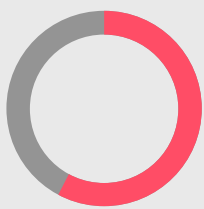
The immediate family has established happiness and adaptability to life overseas

24%

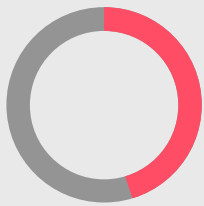
(vs **21%** in 2021)

The impact of economic factors on overseas Indonesians' desire to return home

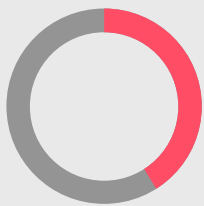
Encouraging economic factors



65%
Confidence in Indonesia's economic stability and growth



45%
Growing demand for skillsets in Indonesia

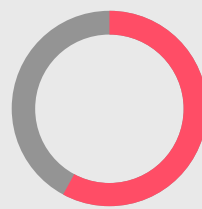


37%
Opportunities to develop entrepreneurship/business projects



29%
Emerging industries in Indonesia that match expertise

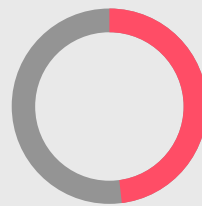
Discouraging economic factors



66%
Skillsets are better valued overseas



56%
Better salary to cost of living ratio overseas



49%
The economic is more stable overseas



35%
Better government initiatives and incentives in the foreign country

The impact of careers on overseas Indonesians' desire to come back

Reasons that would attract overseas Indonesians to take a job in Indonesia (in order of importance)

- 1 Salary and overall package
- 2 Company culture and management style
- 3 Scope of work and responsibilities
- 4 Career growth within the company
- 5 Company size and nature of the company/industry

The results are based on data collected from 810 respondents during July 2023, as part of the South East Asia Overseas Professionals survey conducted by Robert Walters.

