



COORDINATING MINISTRY FOR
HUMAN DEVELOPMENT AND CULTURE

Ensuring Equitable Access to Technology and Its Benefits for All

Pratikno

Coordinating Minister for Human Development and Cultural Affairs
Republic of Indonesia

ILO Policy Dialogue: Artificial Intelligence and
Non-Discrimination in the World of Work

Jakarta, November 20th, 2025





Steering AI Responsibly

A Call to Learn, Adapt, and Safeguard Equality in the Workplace



The Airplane Analogy:

AI can speed up our journey, but **we need skilled pilots** to keep everyone safe.

1

Like any technology, **AI brings both opportunities and risks.**

2

What matters is not AI itself, but **how we balance those opportunities and risks.**

3

AI must **serve humanity** through careful, ethical, and culturally sensitive governance, including in the world of work.

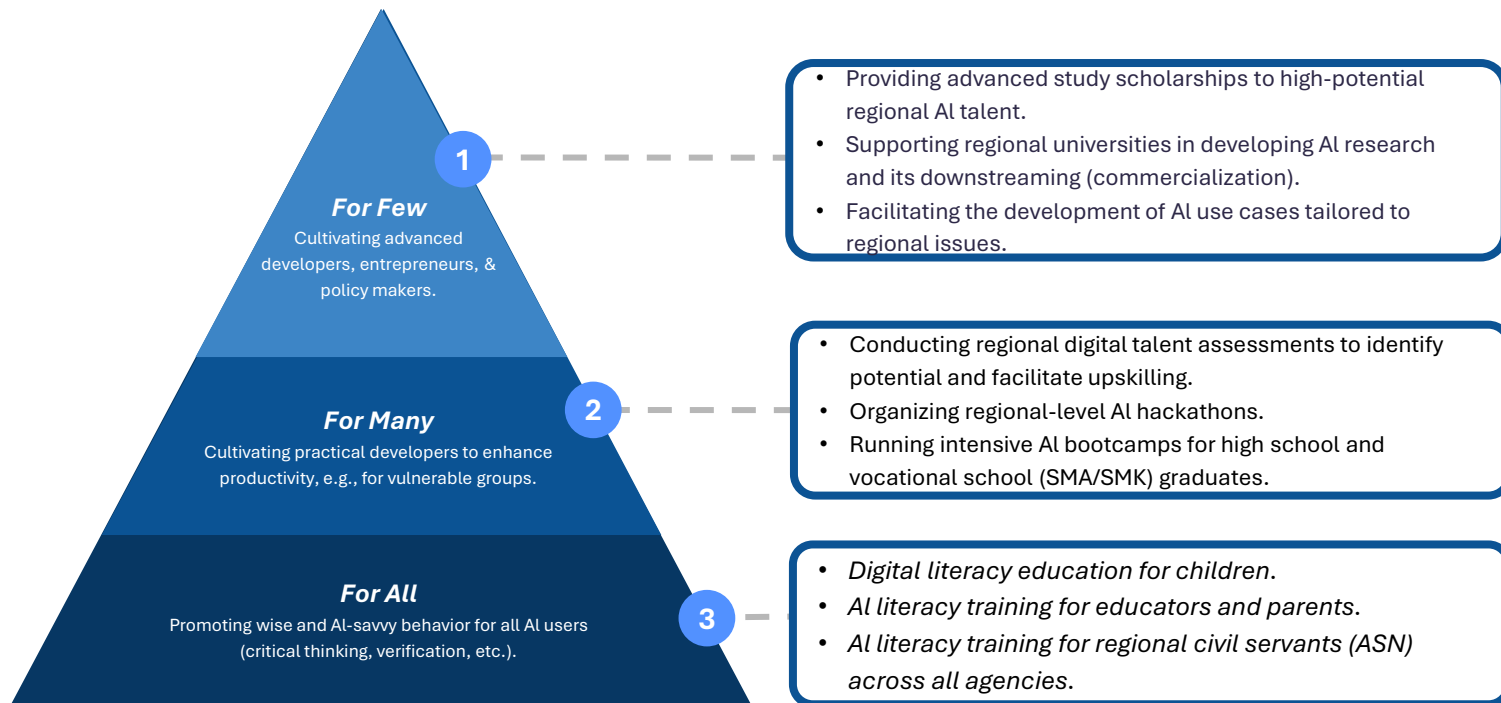


Three Tier National Strategy: Smart and Wise AI

Wise: because technology must be understood.

Smart: because it must be used responsibly.

Skill is important, but character is essential.





AI for Inclusion and Dignity

For Persons with Disabilities



AI must not widen the gap. AI must help us close it. AI as a Tool for Inclusion.

- Real-time captioning
- Speech-to-text
- AI sign-language
- Computer vision for navigation

Fair Recruitment



AI for fair recruitment.

- Anonymized applications
- Bias detection

Skill Development



AI for skill development.

- Personalized learning pathways at scale enable workers to acquire relevant competencies

If designed responsibly, AI becomes a bridge, A tool for dignity.



National Human Development Integrated Dashboard



An AI-based integrated dashboard serves **as the backbone for integrating all priority programs** in human development and culture into **a single ecosystem**.



National Human Development Integrated Dashboard
strengthens cross-agency data synergy, supporting data-driven policy design.

INTEGRATING DATA FROM SECTORS:

- *Family, Woman, and Children;*
- *Education;*
- *Health;*
- *Character Development; and*
- *Disasters and Social Conflicts*

DASHBOARD FEATURES



AI-driven insights:
Automate cross-sector data analysis and recommendations.



Data Lakehouse & API:
Real-time integration, management and access of cross-sector data.



Governance & Security: Standardized and secure data governance.



Addressing Basic Human Development Issue

Human Development Collaboration

Stunting Prevention Dashboard



We are strengthening the **Stunting Prevention Dashboard**, using AI to map, predict, and target vulnerable households

Tuberculosis Dashboard



We are upgrading the **Tuberculosis Dashboard**, using AI for rapid screening and worker-protection measures

ILO's expertise in governance, inclusion, and fairness will help ensure these systems uplift the most vulnerable.



Job Matching: National Vocation Dashboard

National Vocation Dashboard: Aligning Skills with Demand

Coordinating Ministry for Human Development and Culture

Presidential Regulation No. 68/2022: Head of National Vocational Coordination Team (TKNV)

- a system that aligns the skills we teach with the jobs that industries actually need—today and for the future.
- A system that connects vocational schools, training centers, and industry needs.

AI will strengthen prediction, matching, and fairness

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ILO to partner with us to bring global labor standards, competency frameworks, and fairness auditing into national system.

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KEMENTERIAN KOORDINATOR BIDANG
PEMBANGUNAN MANUSIA DAN KEBUDAYAAN

Thank You

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