

Indonesia's Path to Responsible AI

Policy Dialogue: AI and Non-Discrimination in the World of Work

20 November 2025

Jakarta, Indonesia



National AI Strategy



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1. President's Vision – Asta Cita 2025 - 2029

- Digital Economy as a priority sector – technology (incl AI) as both an enabler (tool) and a 'challenge'.

2. White Paper on the National AI Roadmap until 2029

- Being formulated by seven Working Groups:
 - **Ethics**
 - Regulation
 - Infrastructure & Data
 - Research & Industrial Innovation
 - Talent Development
 - Investment & Funding
 - Use Cases

3. Ethical Guidelines

Desired ethical values, identification of risk (eg bias, disinformation, marginalized group), safeguards, monitoring and evaluation.



The Ethical Values



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Nine Ethical Values*:

1. **Inclusivity**
2. Humanity
3. Safety
4. **Accessibility**
5. **Transparency**
6. Credibility and Accountability
7. Personal Data Protection
8. Sustainable Environmental Development
9. Intellectual Property

*Aligned with UNESCO, OECD, EU, ASEAN

Suggested Safeguards

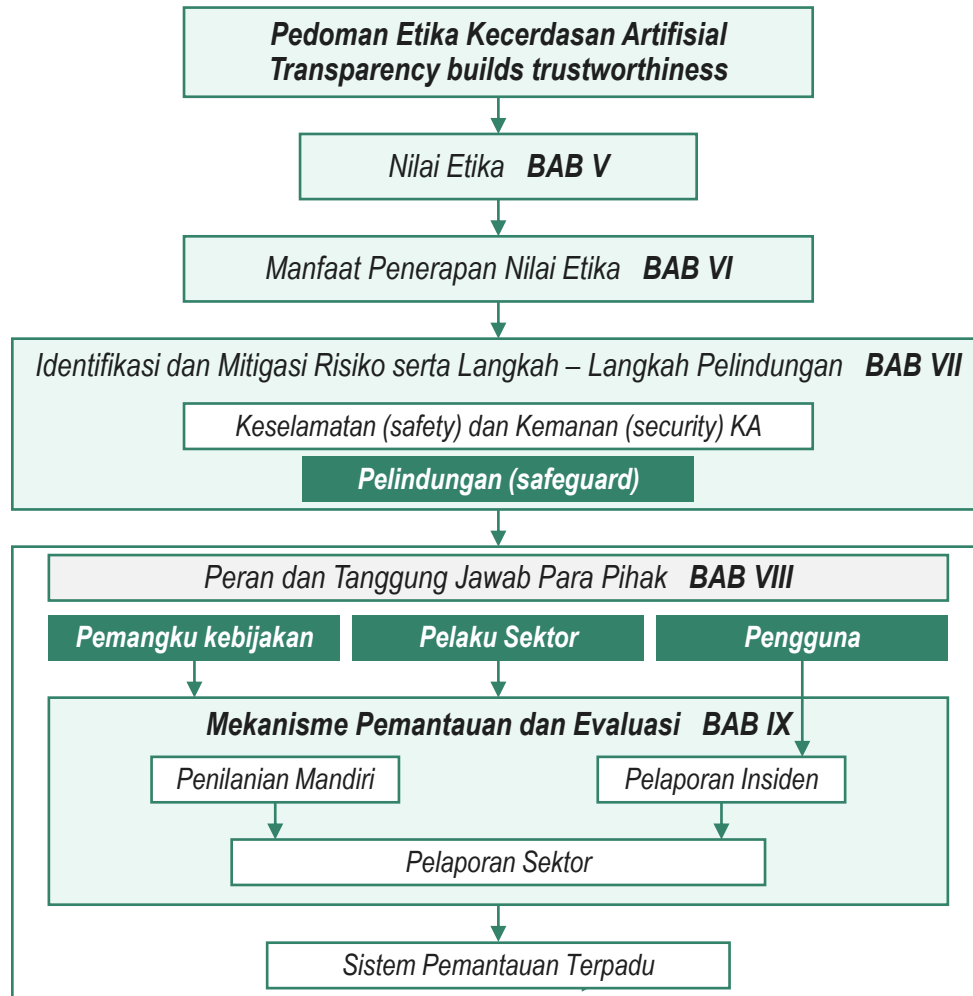
- **Inclusivity**
AI development must include vulnerable groups, minorities, and persons with disabilities in its design, testing, and evaluation
- **Accessibility**
AI systems must be accessible to all users, regardless of language, digital ability, or socio-economic background
- **Transparency**
AI system/product must include clear explanations of system logic, data use, limitations, and purposes

Relevant Stakeholders:

- End-Users (user's interface or AI service)
- Sectoral Actors (data providers, AI developers, AI system connectors/aggregators, AI system operators)
- Decision Makers/*Pemangku Kebijakan* (either sectoral regulators or corporations)

Monitoring & Evaluation

Skema Pedoman Etika Kecerdasan Artifisial



1. Risk-Based Self-Rating

- Risk Classification:
 - Unacceptable (loss of life, gross violation of human rights): cannot proceed
 - High (utilize personal data, biometrics, etc.): proceed w/conditions
 - Low: proceed by adhering to the prescribed safeguards
- Develop self assessment tool
- Submit risk ratings for review and verification

2. Incident Reporting

- Establish channels to report incidents/harms
- Ensures transparent processes to evaluate and resolve complaints
- Adopt new policy if problem is widespread

3. Sectoral Report

- Sectoral regulator to submit periodic reporting

4. Integrated Monitoring System

- MOCD lead
- National AI Office/Coordination Task Force

Comparative Snapshot



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Jurisdiction	Inclusivity	Accessibility	Preventing Harm & Transparency	Key Legal Basis
European Union	Requires bias testing, representative data, and worker protection from discriminatory AI	Accessibility obligations for workplace AI systems	Contestability, transparency, and human oversight rights	EU AI Act (Art 10), GDPR
United States	AI use in hiring and HR must avoid disparate impact on protected groups	AI systems must comply with ADA accessibility standards.	Employers must test AI tools for bias and ensure human review	EEOC AI Guidance (2023), ADA
China	Requires AI providers to prevent discrimination based on • nationality • gender • religion • occupation • health	Guides safe and responsible use, including user protection	Requires complaint channels and prompt removal of harmful content	Interim Measures for Generative AI (2023), CAC Algorithm Rules (2022)
ASEAN	Promotes fairness, inclusion, and protection of vulnerable groups	Supports digital inclusion and access across member states	Recommends risk-based safeguards and ethical oversight	ASEAN AI Governance Guide (2024), Digital Masterplan (2025)

Key Takeaways

1. Indonesia AI governance is currently a work in progress – what is available now are **soft-law instruments** — ethical guidelines and sectoral roadmaps.
2. The **MOCD is coordinating the formulation of national AI strategy, which is expected to be in the form of an action driven AI Roadmap.**
3. A key component of the AI Roadmap is the adoption of crucial Ethical Guidelines which emphasise on mitigating **harms and discriminations.**
4. Indonesia appears to be leaning toward a **risk-based AI governance model with safeguards and monitoring mechanism.**
5. The future direction prioritises:
 - **adoption of sectoral directives on safeguards**
 - **grievance and redress mechanisms**
 - **supervision by national AI office**





Thank You

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