

RISK
BEYOND
2025

From Policy to Practice

Building Risk Resilience
in the Last Mile

Arvinda Tripradopo
Risk Beyond, 5 December 2025

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Quick Background

- Pingtar specializes in **Intervention and Policy Activation** strategies.
- Actively collaborating with global development agencies, NGOs, and corporations to reach rural communities and workers with limited internet access and low digital literacy.
- Combines WhatsApp, conversational micro-learning, gamification, with a learning–monitoring loop to drive activation.

What's
different
about

S

What's
different
about

S

S is human.

S is behavioral.

S often starts at
home, not work.

What's
different
about

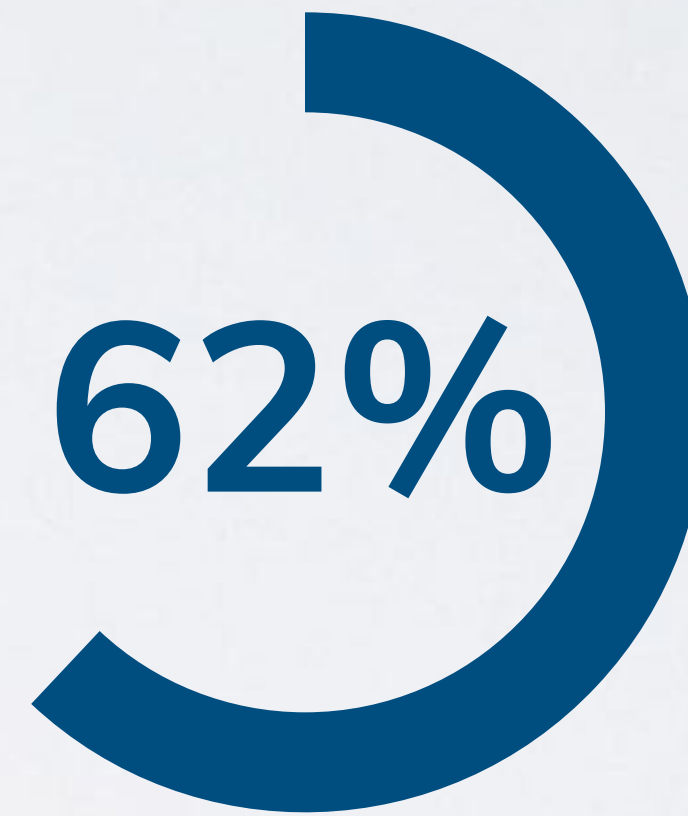
S

The Last Mile Reality

What's
different
about

S

The Last Mile Reality



Has no access to
any computer
devices

Axonify

What's
different
about

S

The Last Mile Reality

62%

Has no access to
any computer
devices

Axonify

48%

Has outdated
electronic
devices

Relay, 2025

What's
different
about

S

The Last Mile Reality

24
minutes

is the average
time that can be
allocated by
workers per week
for learning
purposes.

Josh Bersin, 2024

What's
different
about

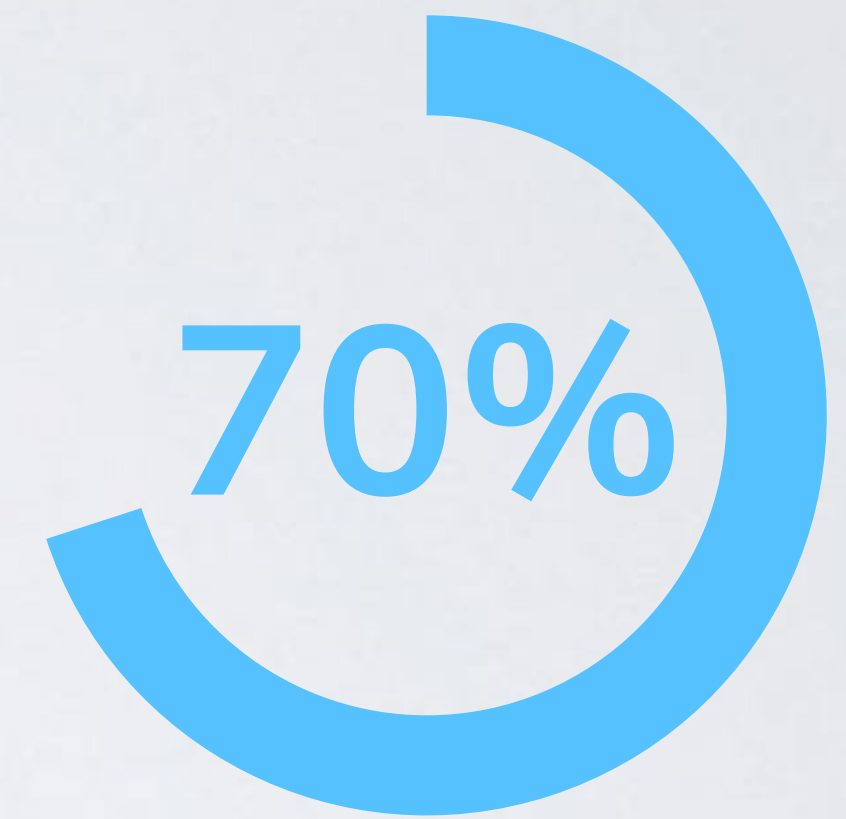


The Last Mile Reality

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Josh Bersin, 2024



are forgetting
training materials
within 24 hours

Hermann Ebbinghaus

The Southeast Asia Reality Check

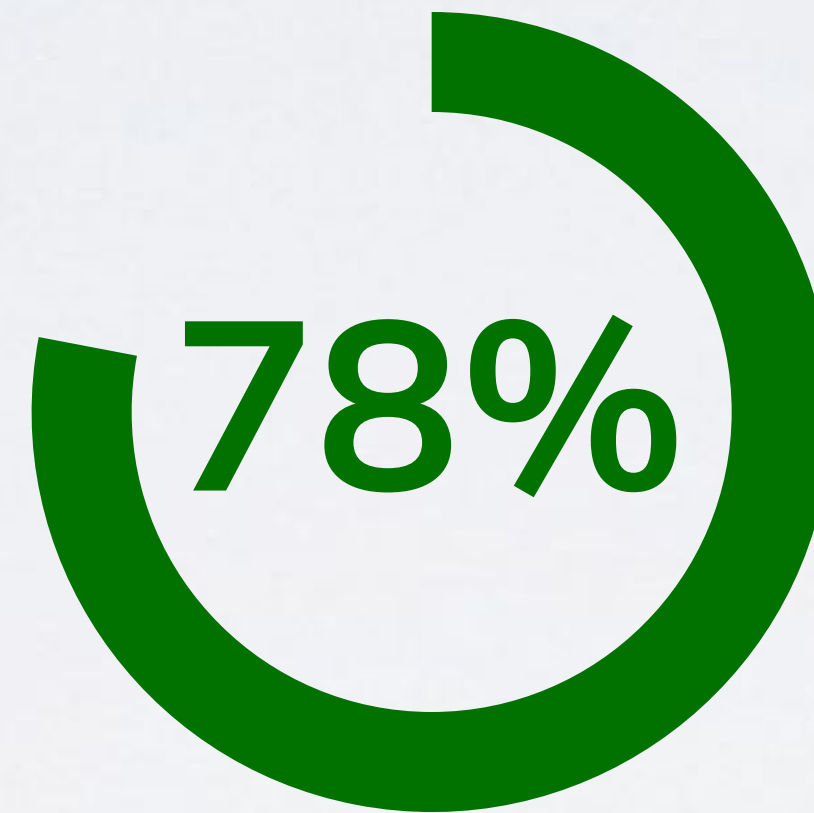
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- Pingtar Signal 2025:
Southeast Asia
Workforce Activation
Trends
- Over 1K workers from
Indonesia, Malaysia,
Singapore, Vietnam,
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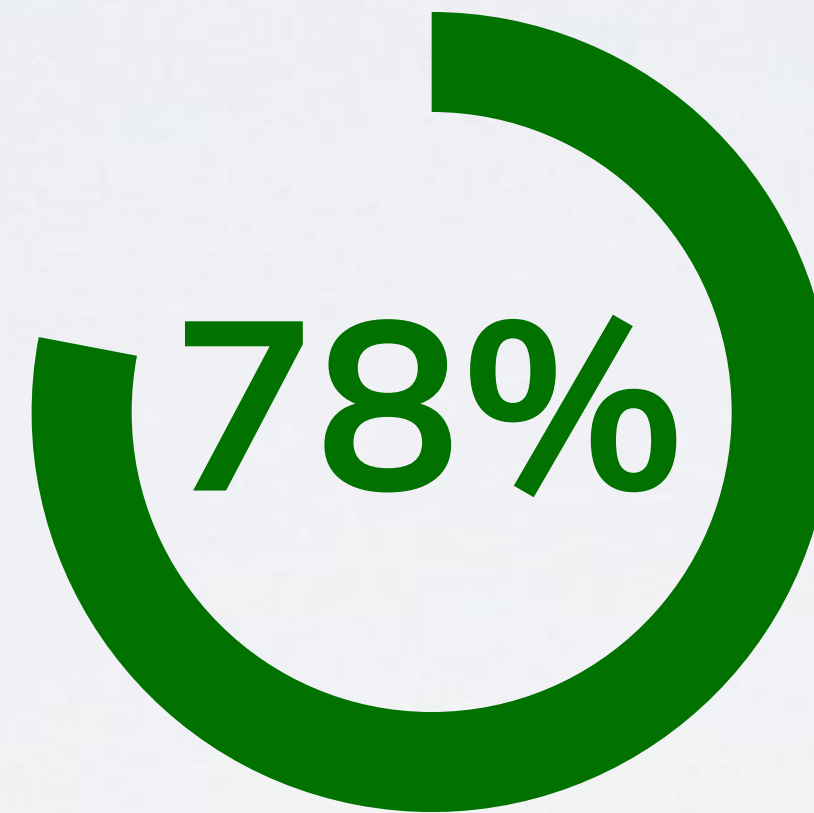


78% of policy
communication
relies on Email.

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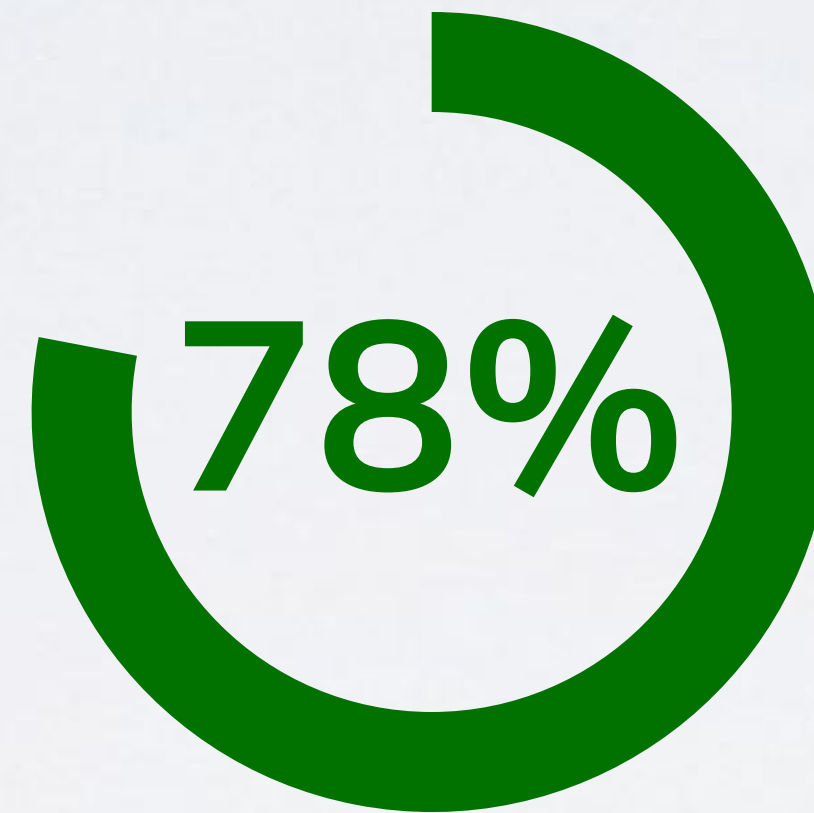


40% of workers
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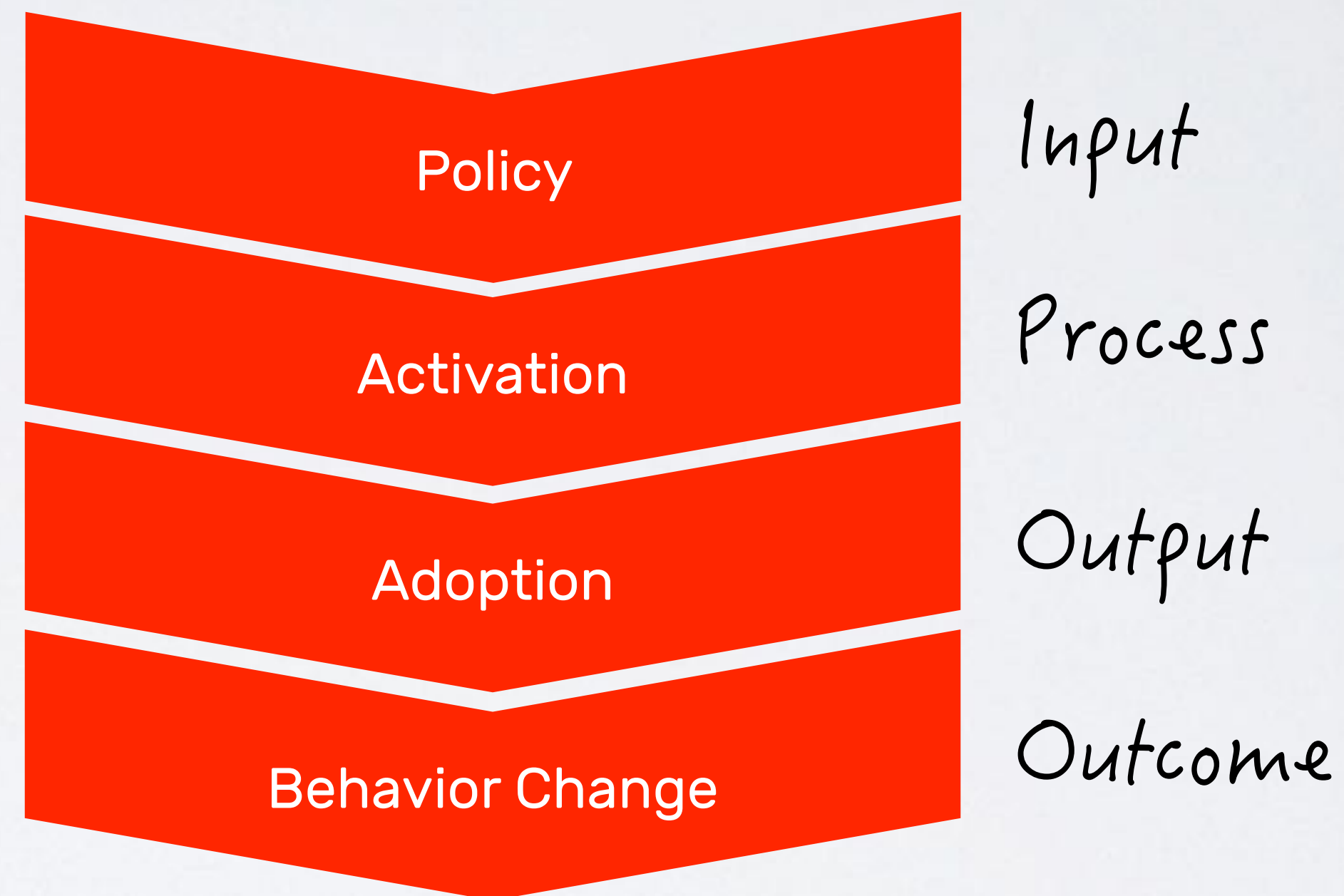


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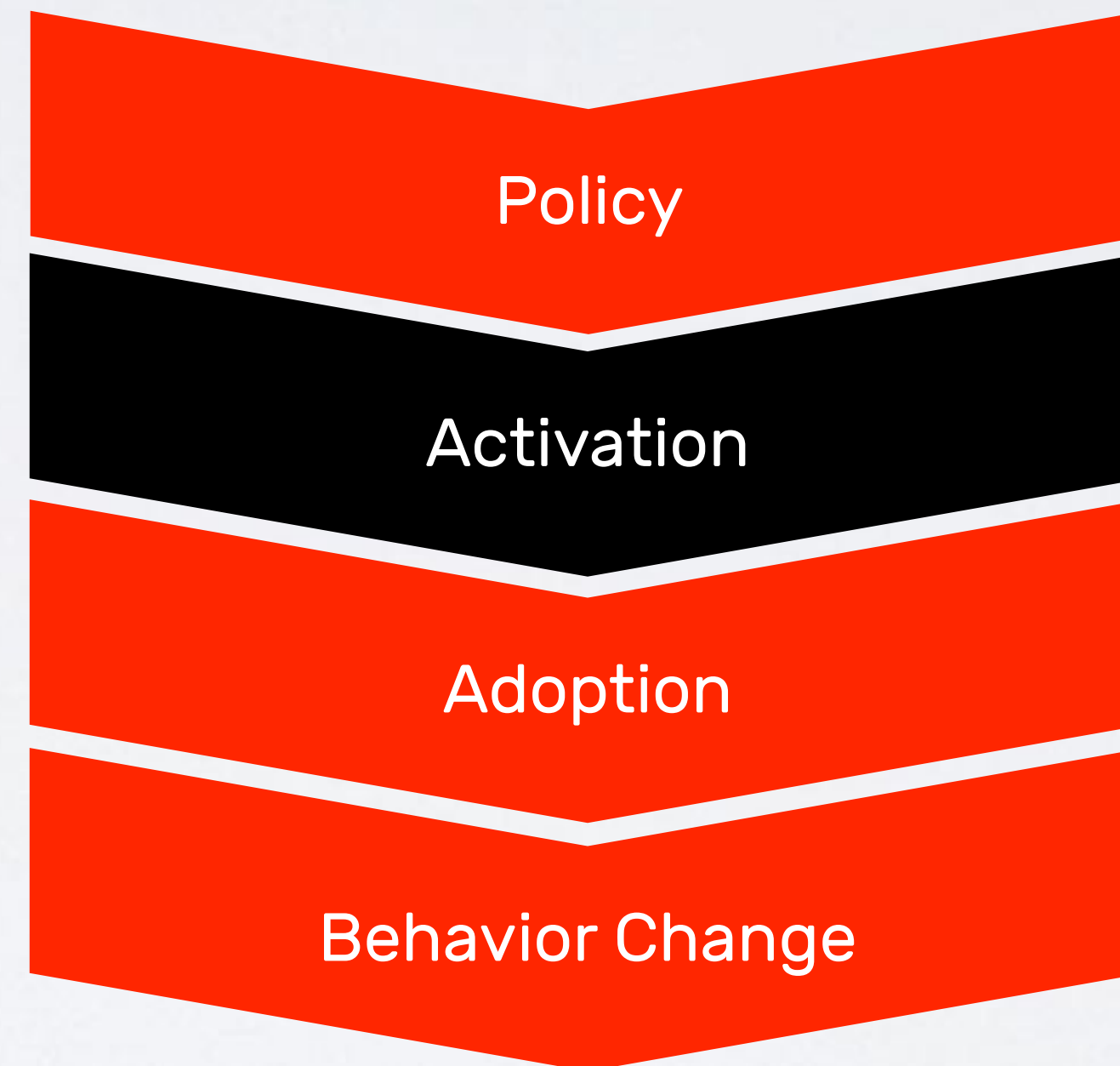


Less than 30% of
workers intervene
when they see
non-compliant
behavior by their
peers.

Connecting Policy to Practice



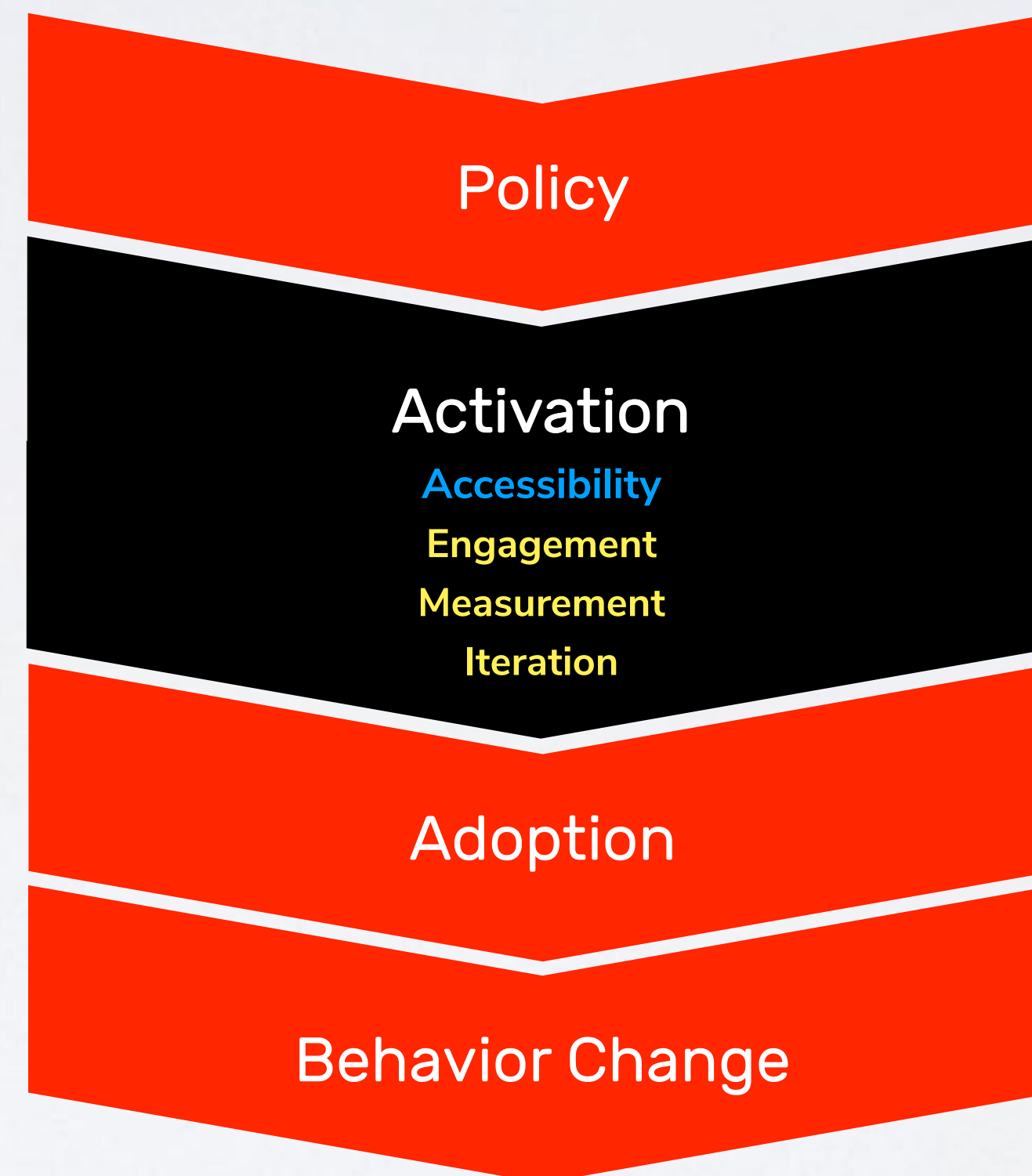
Connecting Policy to Practice



The action of making something active or operative.

Activation as the continuous layer required to realize training investment and close the Policy-to-Practice risk gap

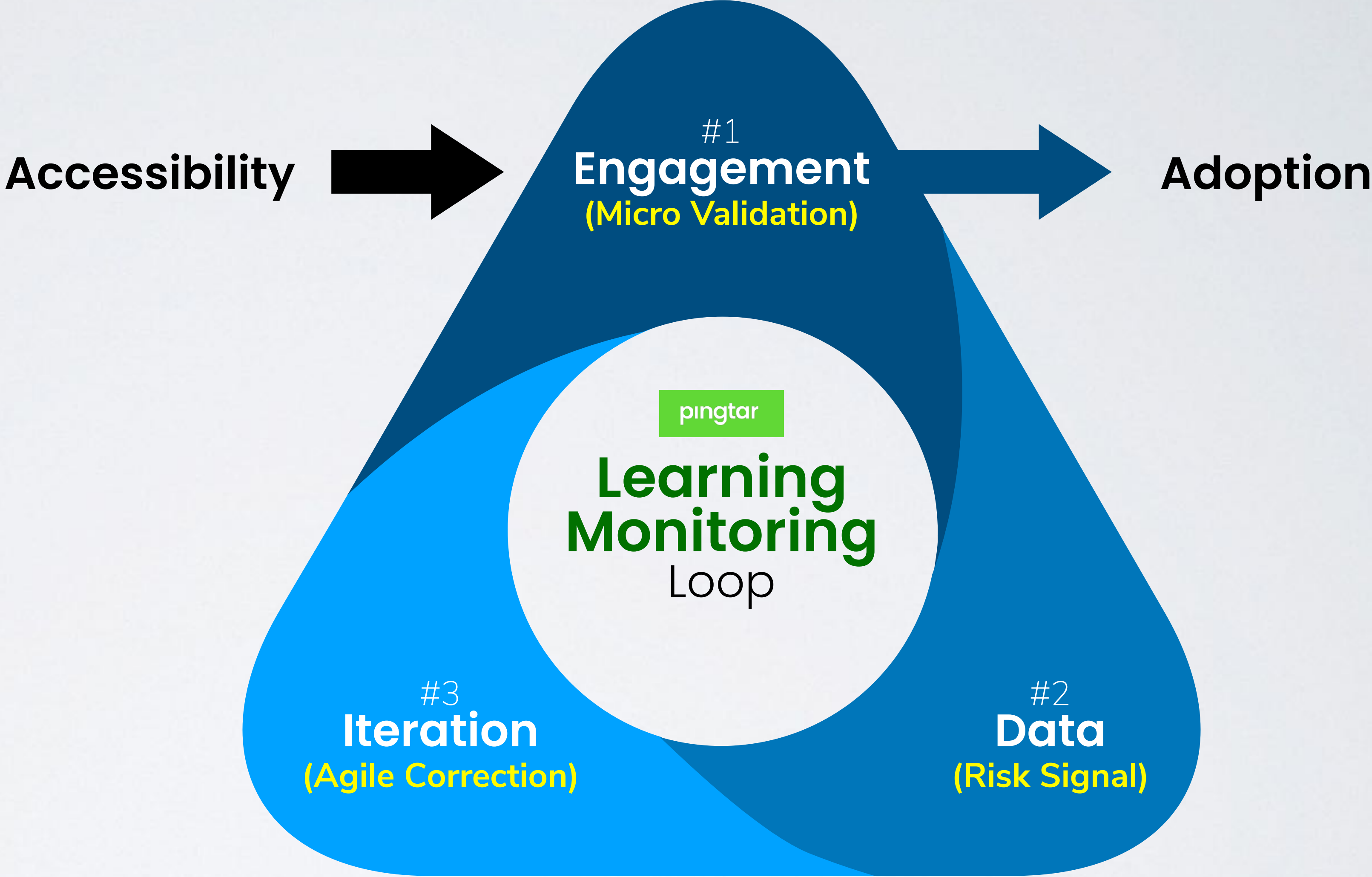
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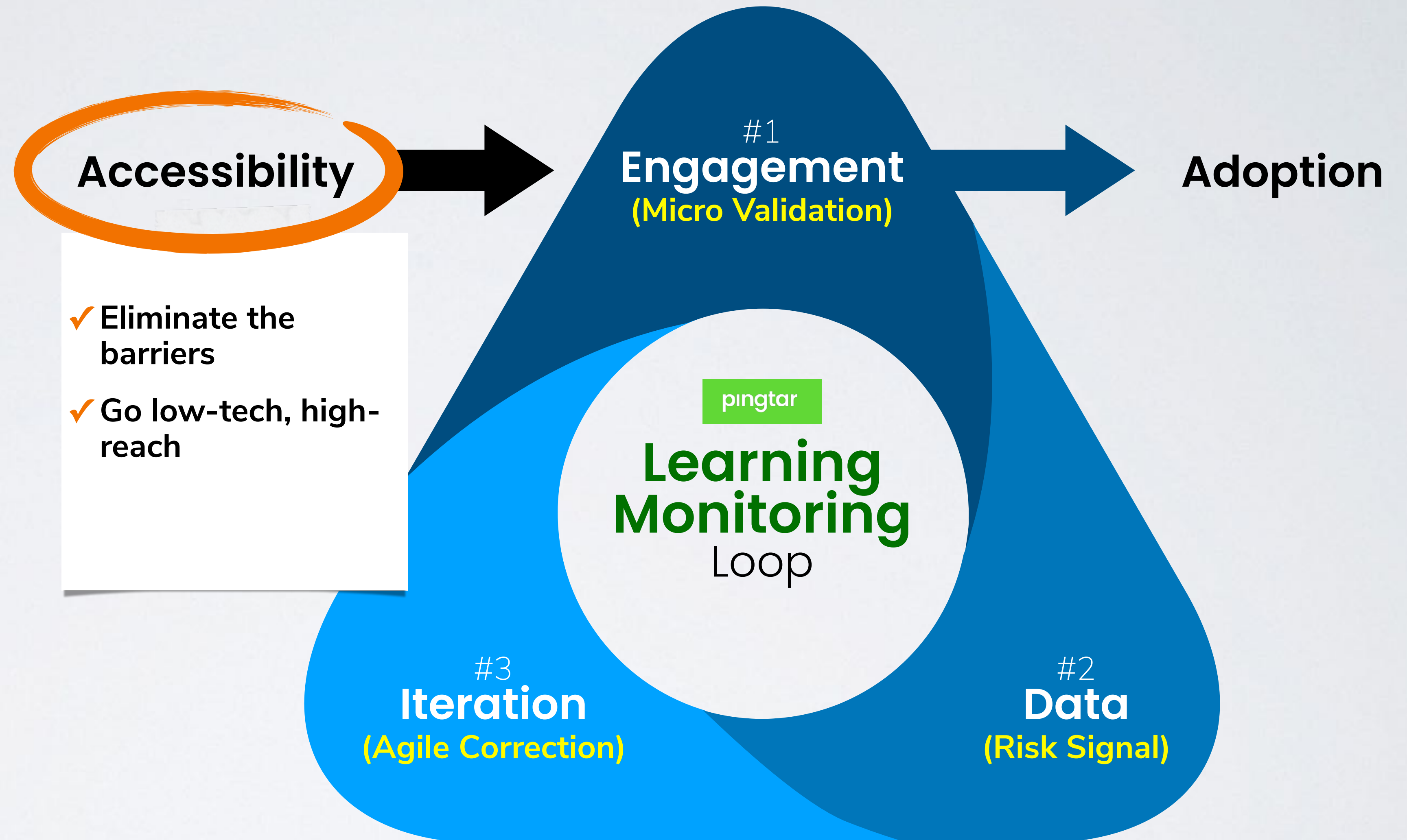
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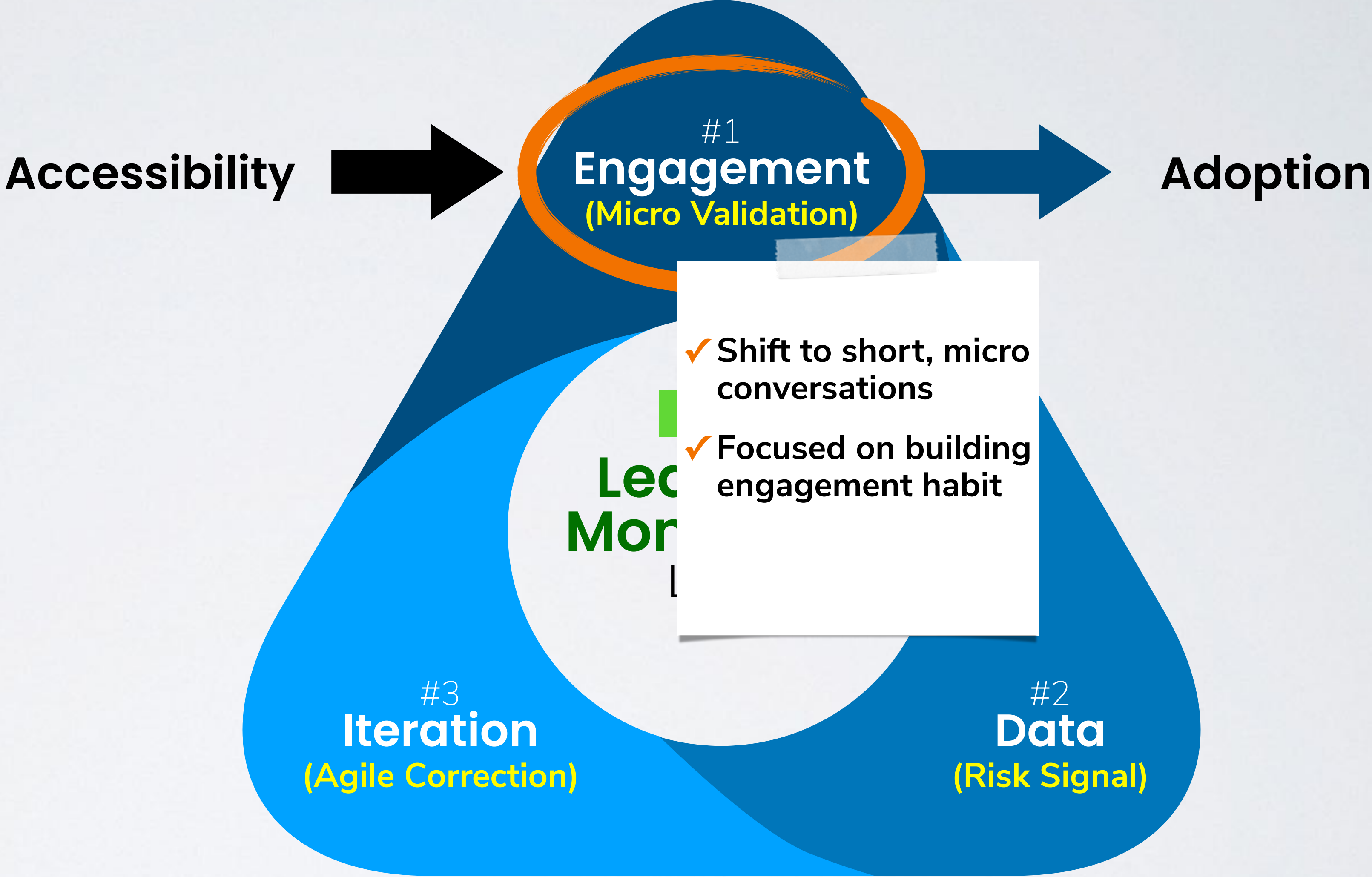
Fixing Activation Gap



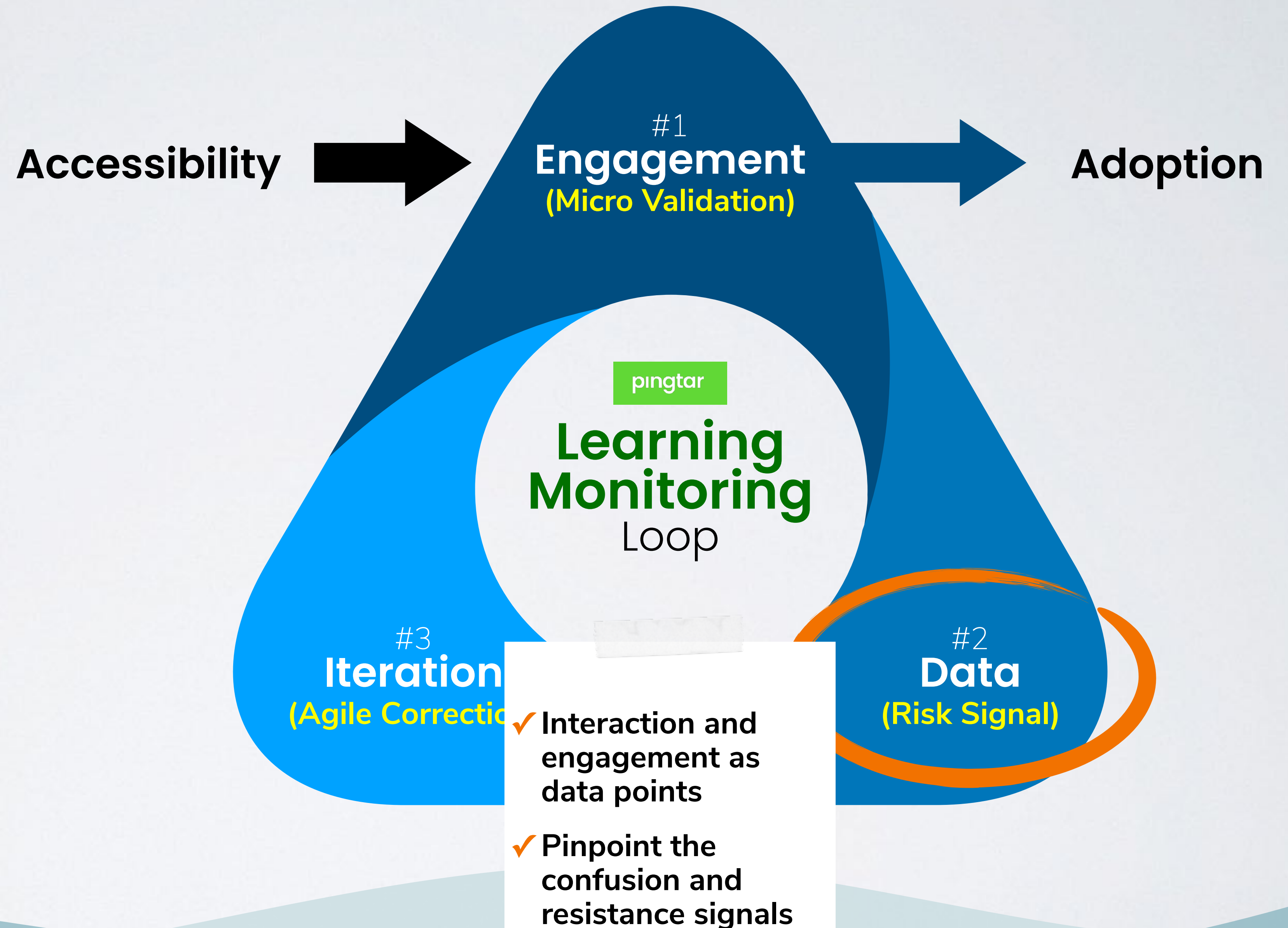
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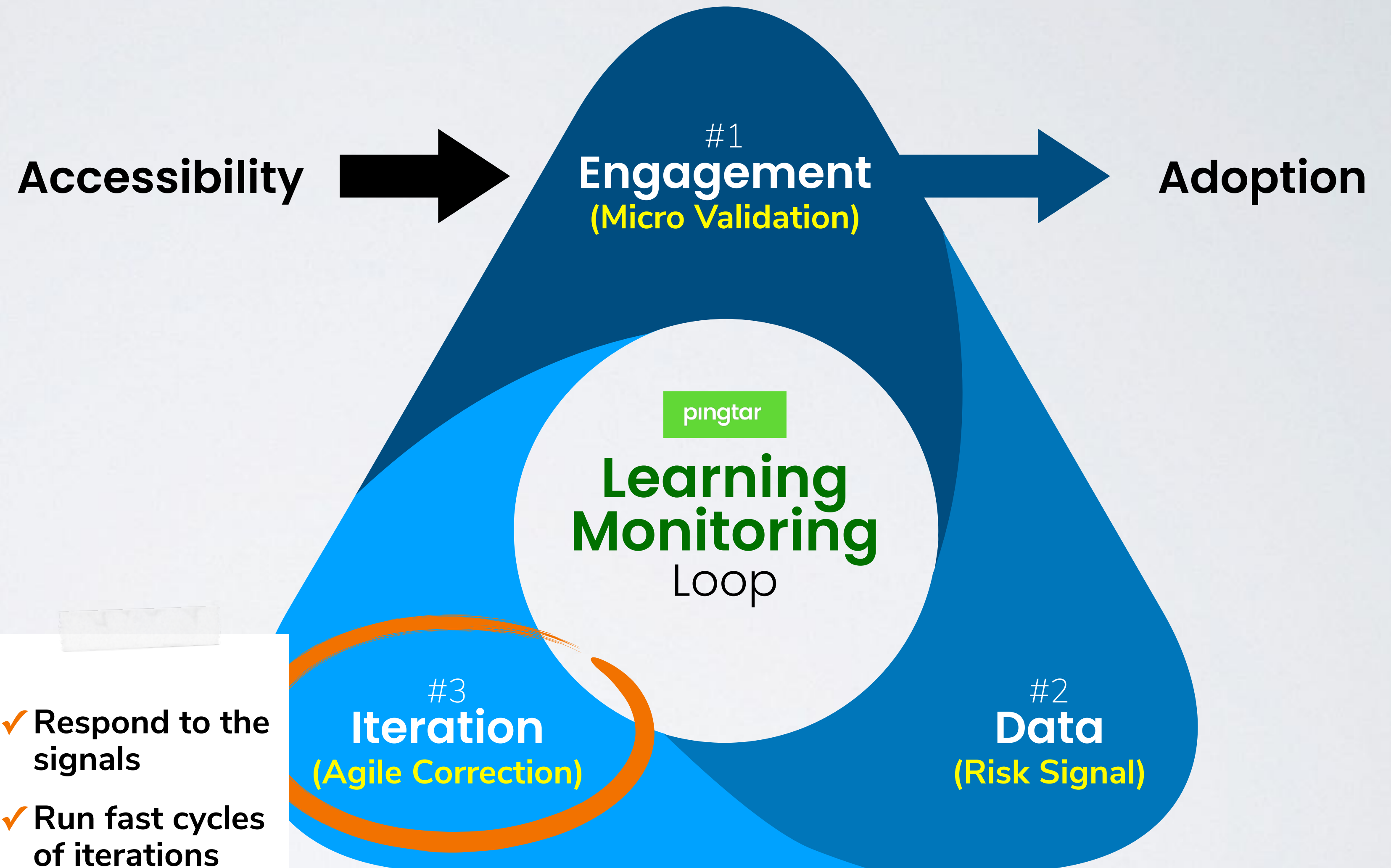
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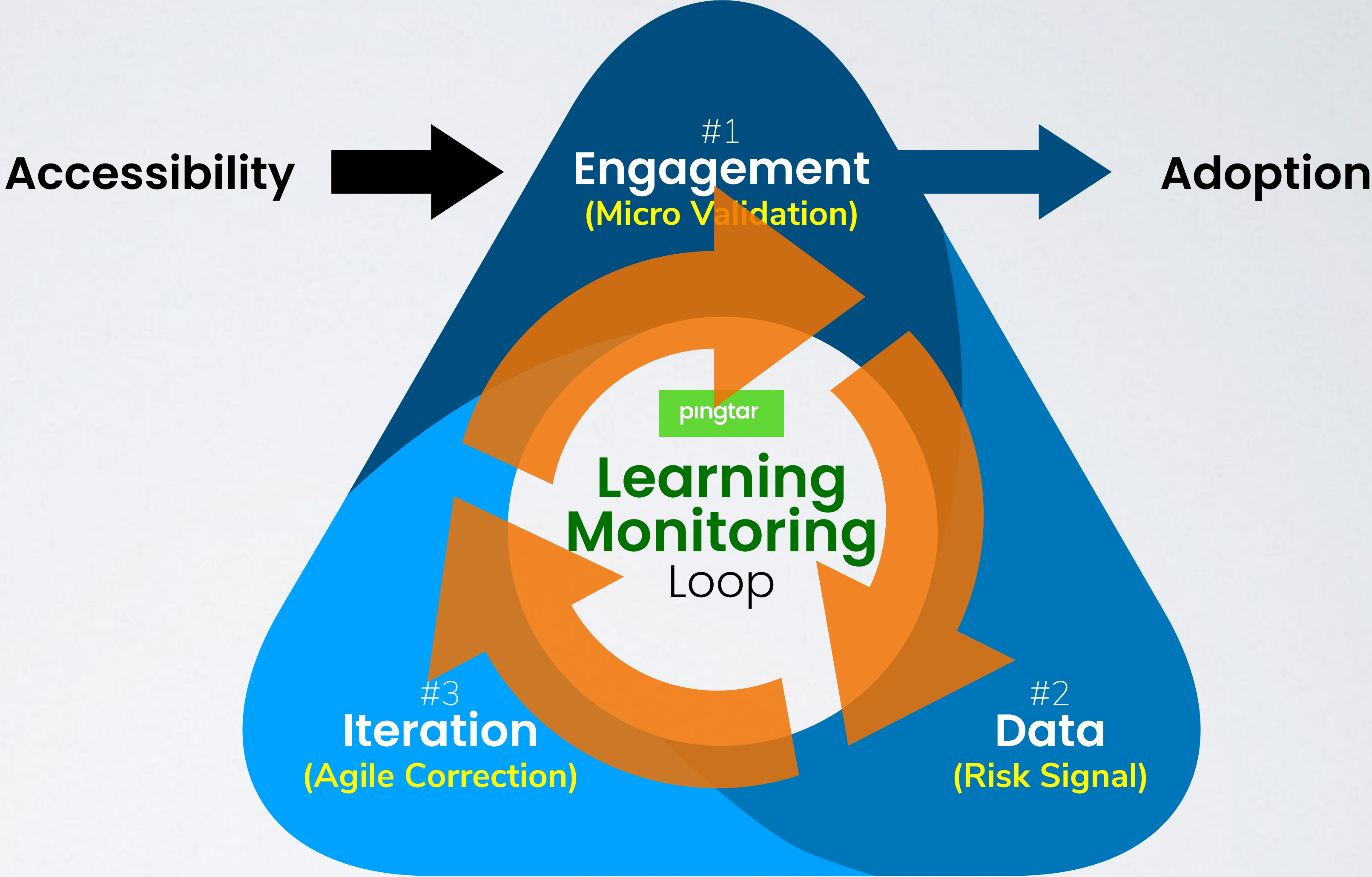
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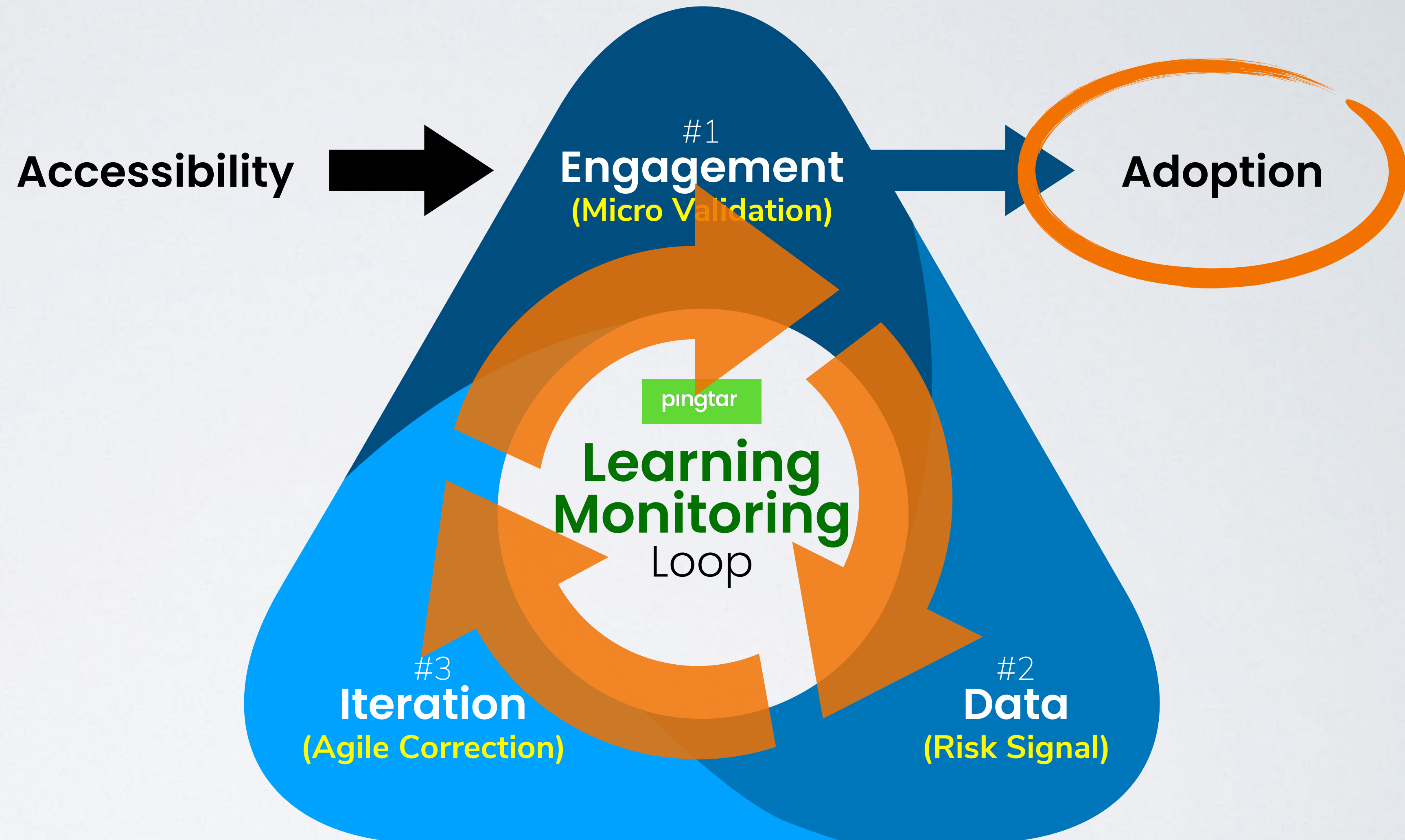
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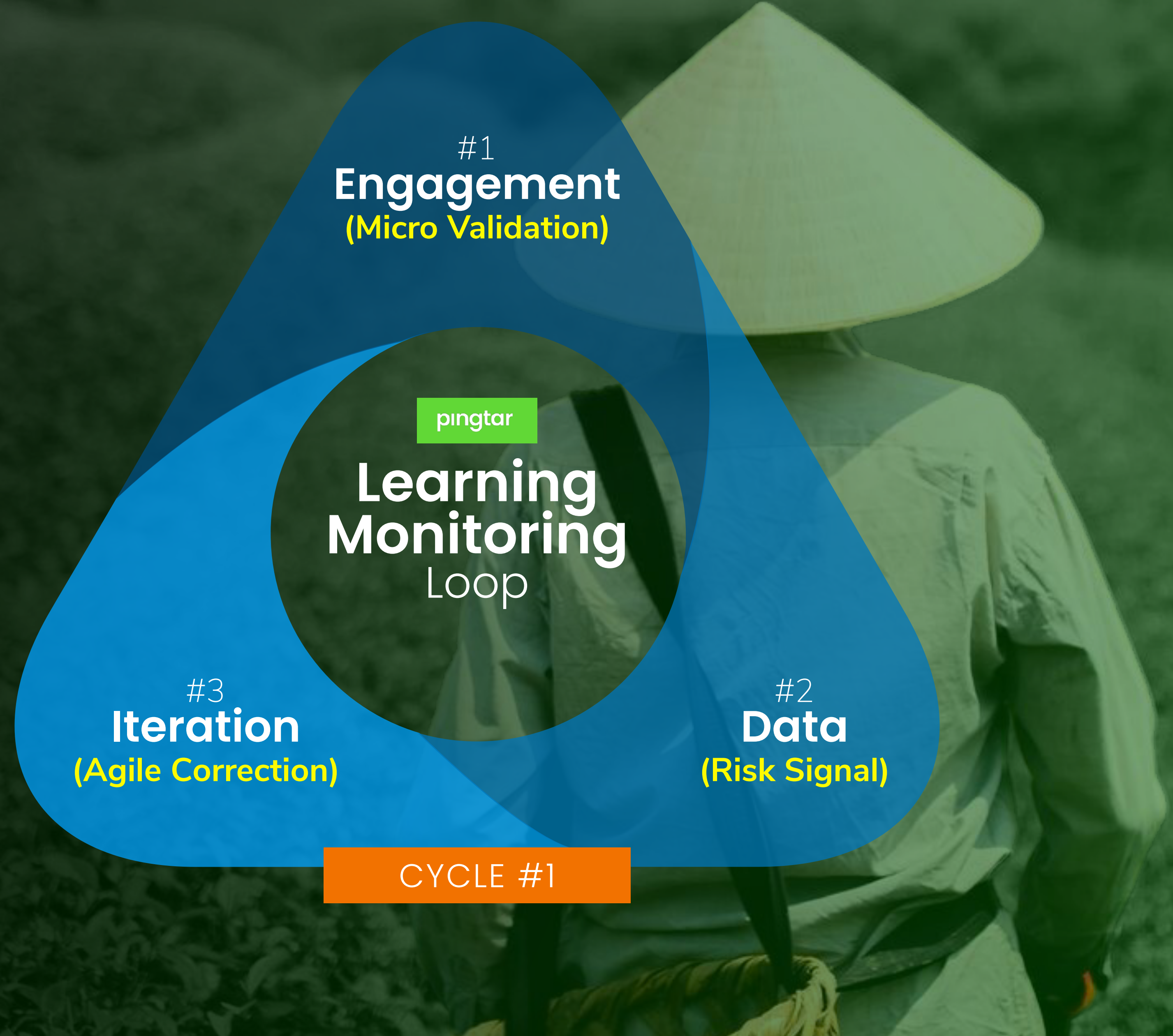


Fixing Activation Gap



Case Study: OSH

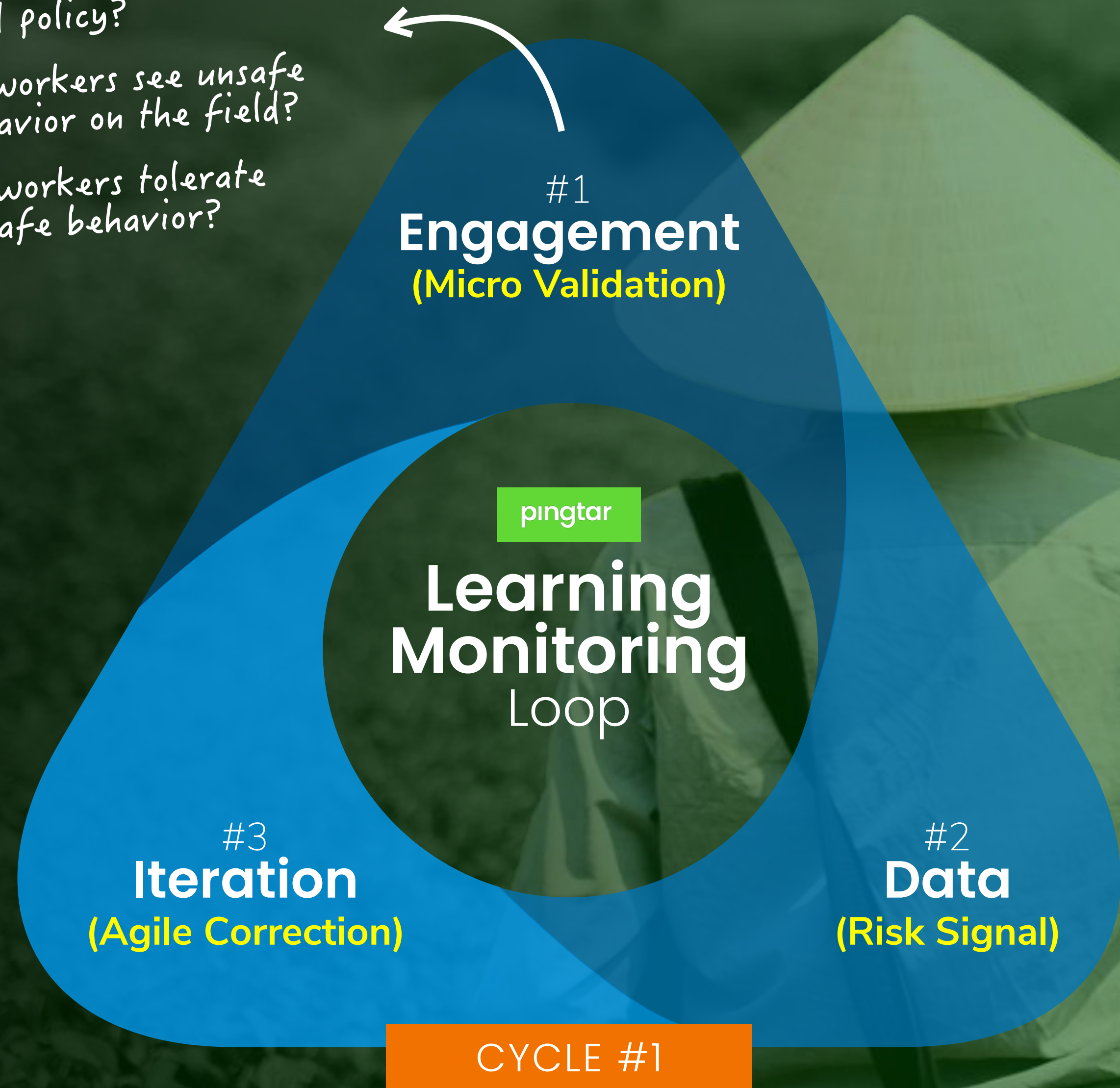
- Setting
CPO Plantation Farm
(20,000+ hectares / 49,000+ acres)
Kalimantan, Indonesia
- OSH Policy-to-Practice Gaps
 - **Frequent OSH socialization**
 - **Complete safety checklists**
 - High level of safety incidents, especially in harvesting seasons



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- ✓ Do workers understand the OSH policy?
- ✓ Do workers see unsafe behavior on the field?
- ✓ Do workers tolerate unsafe behavior?

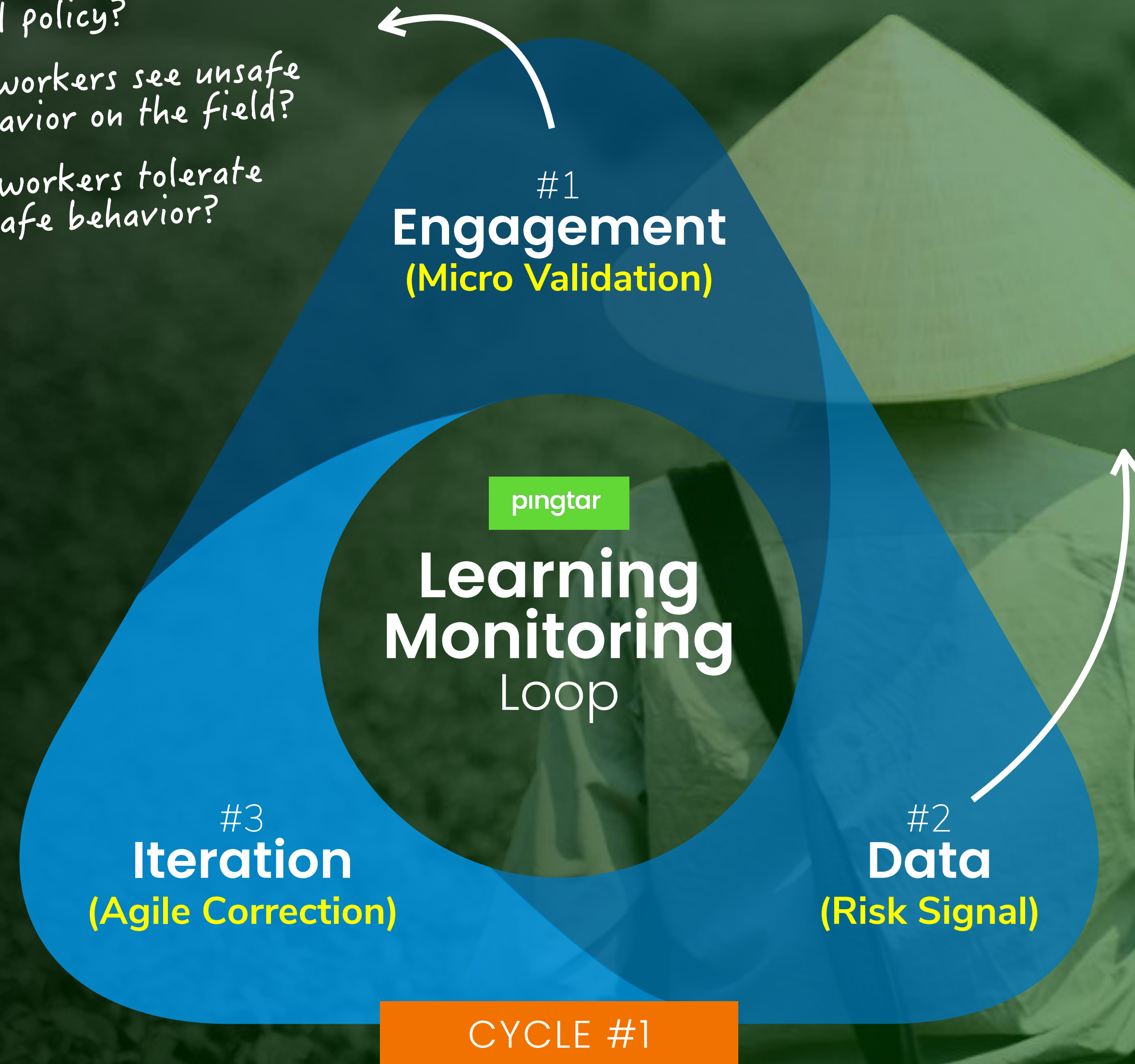


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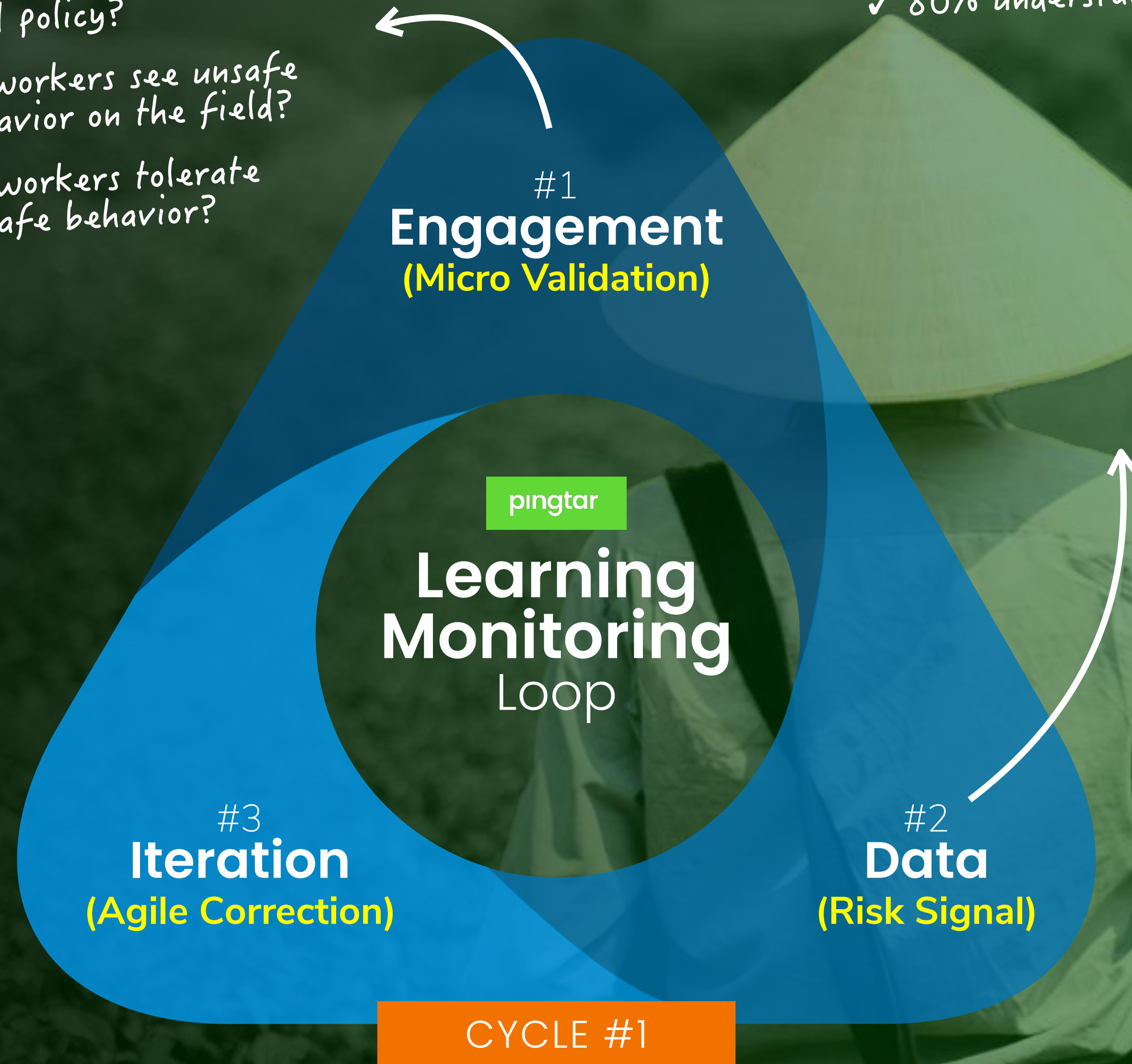


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Good Knowledge:
✓ 80% understands the policy

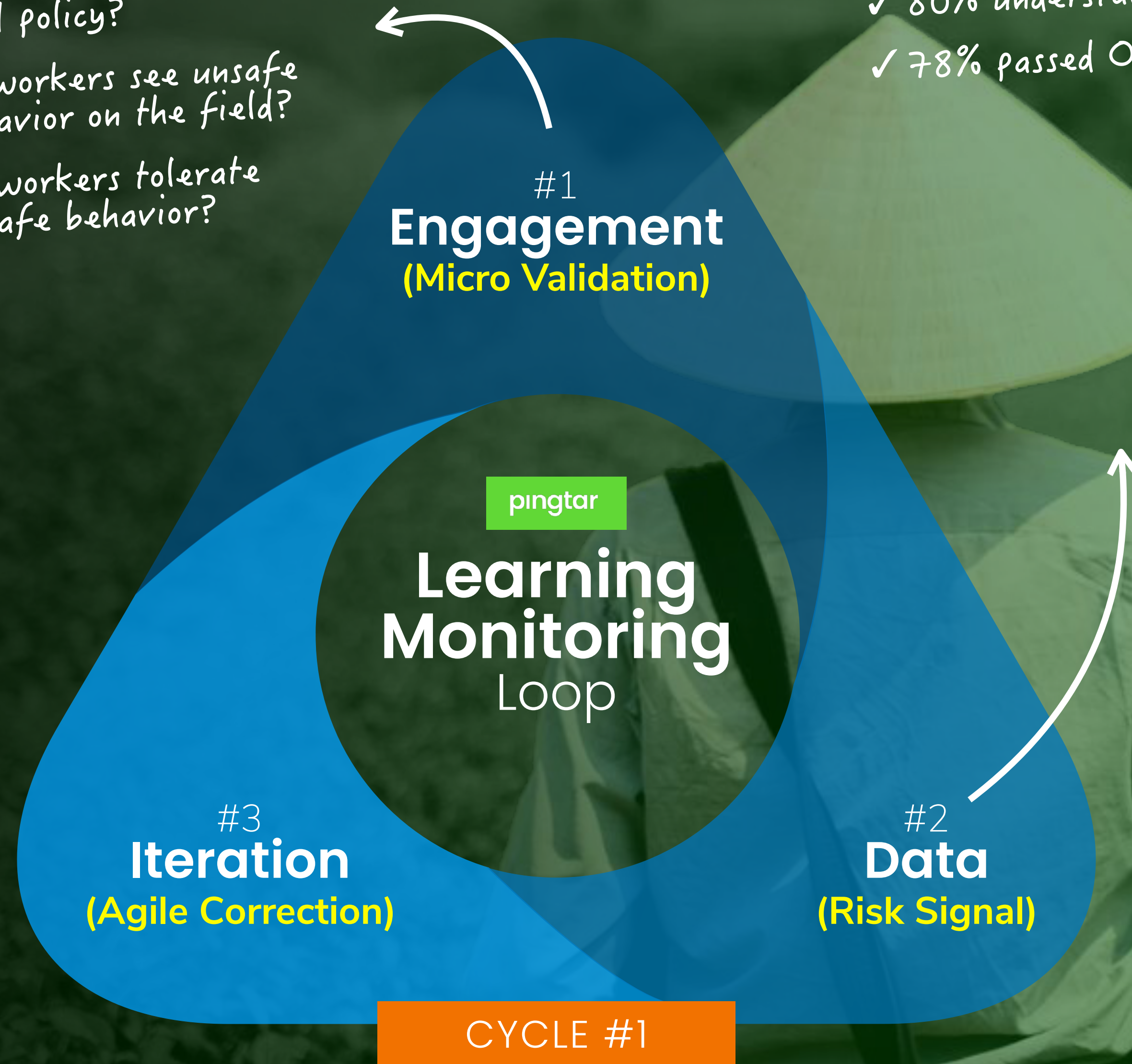


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Good Knowledge:
✓ 80% understands the policy
✓ 78% passed OSH simulation



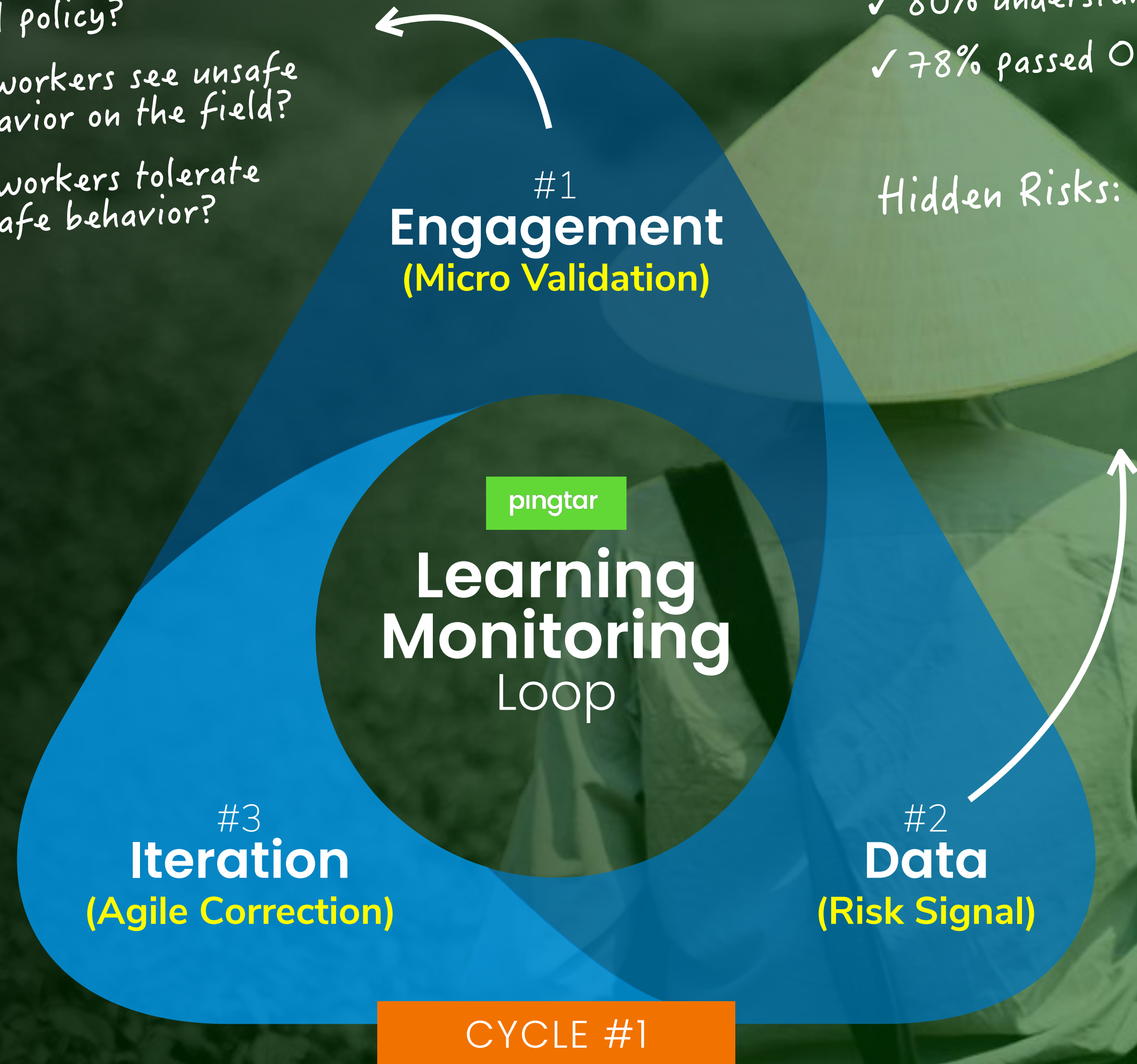
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Hidden Risks:



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#1
Engagement
(Micro Validation)

- Good Knowledge:
- ✓ 80% understands the policy
 - ✓ 78% passed OSH simulation

- Hidden Risks:
- ✓ 76% reported seeing unsafe behavior regularly

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**Learning
Monitoring
Loop**

#3
Iteration
(Agile Correction)

#2
Data
(Risk Signal)

CYCLE #1

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#1
Engagement
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- Good Knowledge:
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- Hidden Risks:
- ✓ 76% reported seeing unsafe behavior regularly
 - ✓ 73% reported chronic fatigue

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Monitoring
Loop**

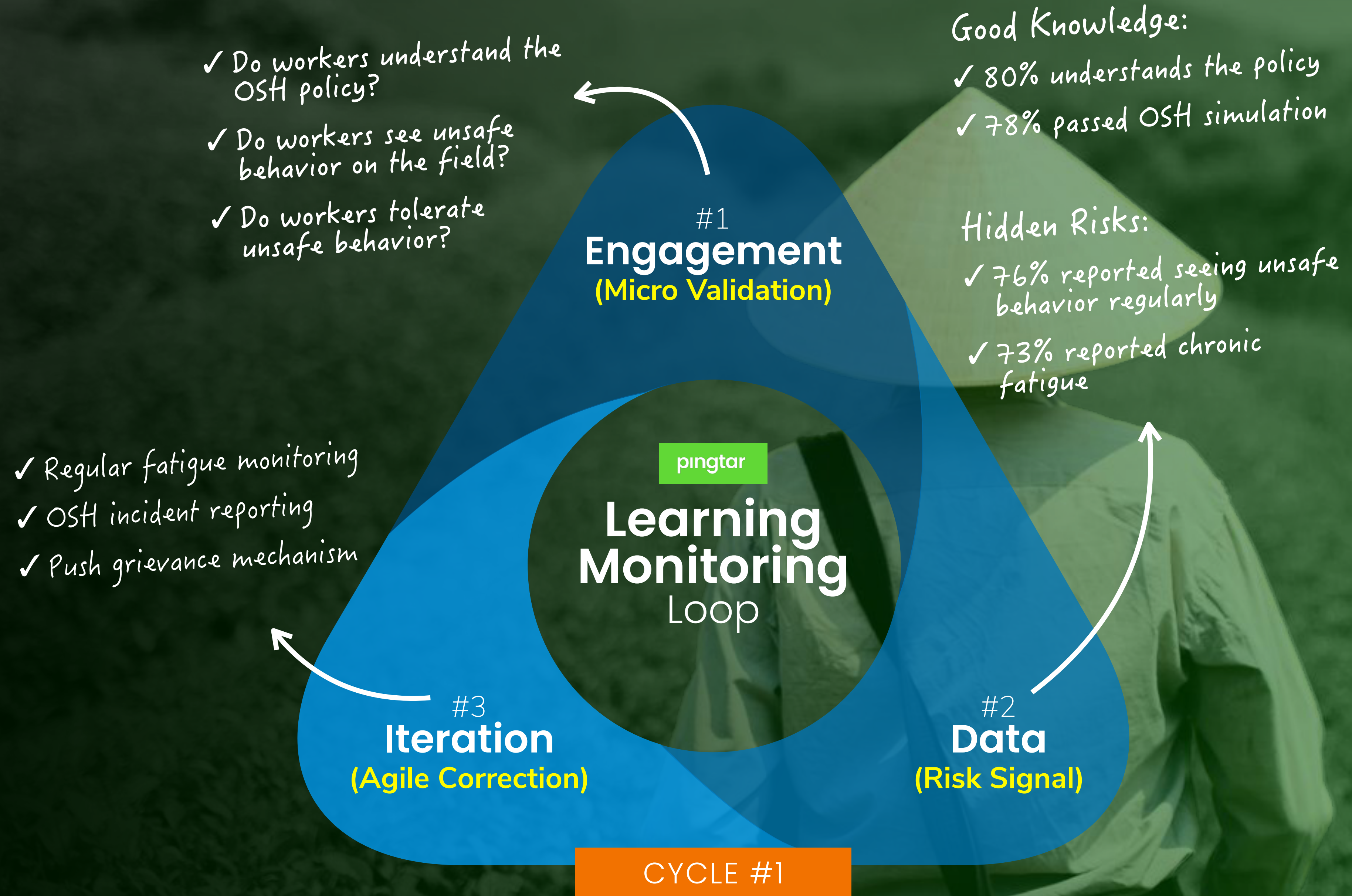
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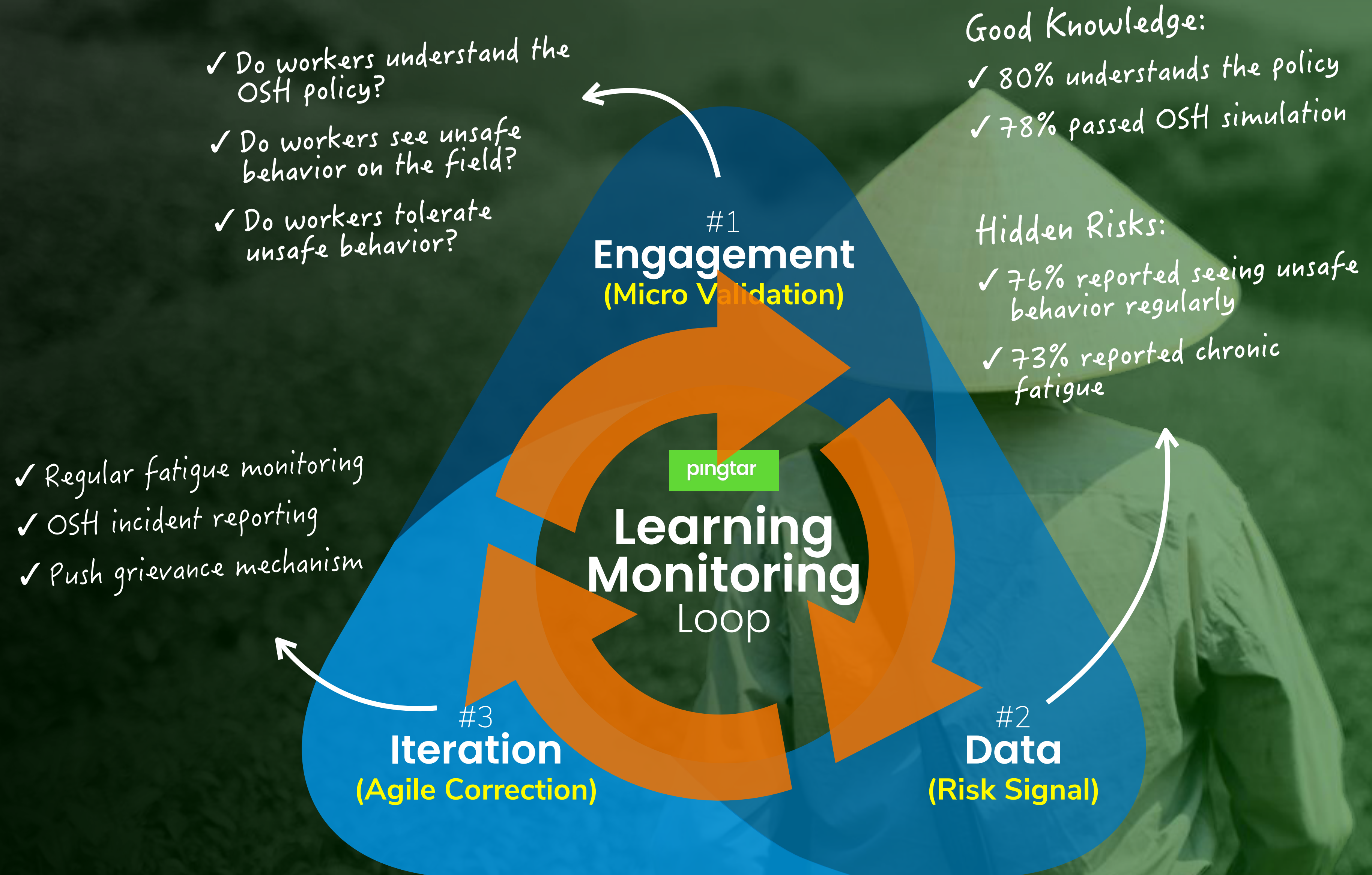
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Thank You

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