

## Financial Literacy and Retirement Readiness for Oil and Gas Indonesian Expatriates in Qatar

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### KEYWORDS

financial literacy;  
expatriate; early  
retirement; oil and gas

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### ABSTRACT

Expatriates are individuals who reside outside their country of origin. Their occupation is characterized as high-density, intricate, and more demanding than domestic work (Shin, 2007). In Qatar, expatriates have been employed in the oil and gas industry since 1940. These measures were taken to decrease operating expenses and maintain financial stability during low oil prices. In addition to this, Qatar 2008 introduced Vision 2030, which serves as a comprehensive and long-term development plan for the nation. This plan outlines Qatar's objectives and aspirations across various sectors, including economic, social, environmental, and cultural development, with a particular emphasis on sustainability and economic diversification. The leadership of Qatar presented this vision as a strategic roadmap for the country's progress over the next few decades, leading up to the year 2030. Considering these two initiatives, it is imperative for all expatriates, particularly Indonesian expatriates, to prepare for early retirement. According to the database of the Ikatan Ahli Teknik Perminyakan Indonesia (IATMI) commissariat in Qatar, there are currently over 1653 Indonesian expatriates employed in the oil industry. Research findings indicate that the financial literacy of expatriates, which refers to their knowledge, skills, and beliefs influencing decision-making and financial management to achieve prosperity, is relatively low at 46%. Furthermore, there is a weak correlation between financial literacy and preparedness for early retirement.

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### Introduction

It is widely believed that professionals who work as expatriates can experience greater prosperity and personal satisfaction. The total number of expatriates working in Qatar is currently estimated to be 1.858 million as of 2023. 85% of Qatar's total population (Hammad et al., 2017) is represented by this number, which is nearly 50%. Low-skilled workers make up most of these expatriates, which (De Bel-Air, 2018) is

approximately 50%. On the other hand, 25% of the expatriate population is comprised of highly skilled professionals, which includes those employed in the Oil and Gas industry.

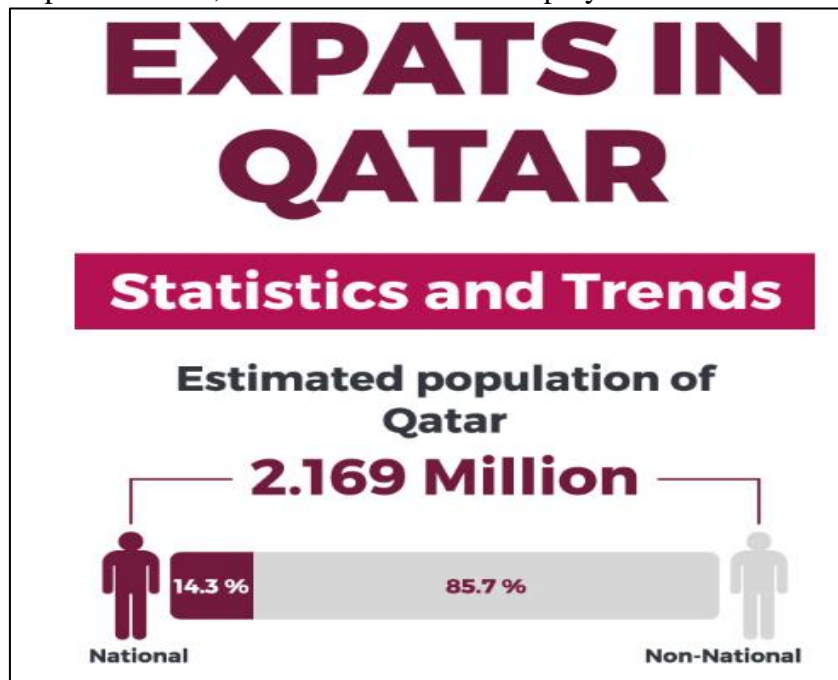


Figure 1 Qatar population census result

Qatar Energy, formerly known as Qatar Petroleum, serves as the sole oil and gas state company in the country and serves as the central hub for oil and gas activities in Qatar. As of 2021, Qatar Energy holds the esteemed position of being ranked fifth in the Financial Times, making it the largest company in terms of sales, profit, assets, and market value (Tucker et al., 2023). In 2022, Qatar witnessed a natural gas production of approximately 178.4 billion cubic meters (<https://www.statista.com/statistics/265336/natural-gas-production-in-qatar/>).

The Qatar National Vision 2030, or QNV 2030, was introduced by the General Secretariat for Development Planning in the State of Qatar in October 2008 and witnessed the production of approximately 178.4 billion cubic meters of natural gas in 2022. The primary aim of QNV 2030 is to transform Qatar into a society that is sophisticated and capable of achieving sustainable development by the year 2030. These development plans encompass four important pillars: economic, social, human, and environmental development (Arsyadanie & Rahadi, 2024). To achieve its development goals, the government plans to establish a robust administrative system and implement strategies to address the challenges outlined in human development reports (Lusardi & Mitchell, 2017).

These two programs offer promising opportunities for the local citizens of Qatar to acquire valuable experience and advance their professional careers. However, the situation is quite different for expatriates, who are individuals residing outside their native country. Expats who work in Qatar's oil and gas industry, which includes an Indonesian expatriate in this case, must be ready for early retirement (Yakoboski et al., 2023).

According to the database of the Qatar 2023 branch of the Society of Indonesian Petroleum Engineers (IATMI), there are currently 2,450 Indonesian expatriates employed in the oil industry sector. Of these, 40% work directly for Qatar Energy, while the remaining individuals are employed by subsidiary companies that support Qatar Energy's operations (Young et al., 2017).



**Figure 2 Figure Indonesian Expat from IATMI 2023**

Given the current circumstances, it is advisable for some Indonesian expatriates to consider early retirement. However, it is likely that many of them are not fully aware of this option. This lack of awareness may be attributed to a previous study conducted by Askar, M. W., B. Ouattara, and Y.-F. Zhang in 2020, which revealed that only 33% of Indonesian respondents were able to correctly answer a financial literacy test. Furthermore, 23% of these respondents were unable to answer any of the three financial literacy test questions (Ouattara & Zhang, 2020).

This is a cause for concern, as individuals without a solid understanding of financial concepts may make poor decisions regarding their financial management. This includes Indonesian expatriates in Qatar, many of whom are believed to have relatively high salaries. However, their level of financial literacy remains unknown (Lusardi & Mitchell, 2011b).

#### **Business Issue**

Residing as an expatriate in the Middle East, particularly in Qatar, presents significant advantages. In addition to fundamental allowances such as housing and children's school stipends, the oil and gas industry in Qatar offers a substantial average salary ranging from 10,000 QAR per month (equivalent to 42 million IDR) to 50,000 QAR (equivalent to 220 million IDR), contingent upon one's experience and position (Lusardi & Mitchell, 2011a).

However, with a financial literacy rate of 33%, many Indonesian expatriates may engage in imprudent investments, erroneous budgeting, or inadequate financial planning. In the absence of fundamental financial concepts, they may also become excessively self-assured in financial matters (Noviarini et al., 2021).

#### **Research Questions and Research Objectives**

This thesis aims to address the following inquiries:

1. To what extent do Indonesian Oil and Gas workers in Qatar possess financial literacy?

2. What is their current priority among investment, family, and lifestyle?
3. How prepared are they to confront early retirement or sudden termination?
4. Which types of investments are most advantageous for them and why? The research objectives are to comprehend the level of financial literacy among Indonesian expatriates and its impact on their retirement plans (Yoong et al., 2012).

### **Research Scope and Limitation**

This study focuses on the expatriates from Indonesia working in the oil and gas industry in Qatar, specifically examining their level of financial literacy and its correlation with their preparedness for retirement. The study is scheduled to be conducted in October 2023, with certain limitations outlined below:

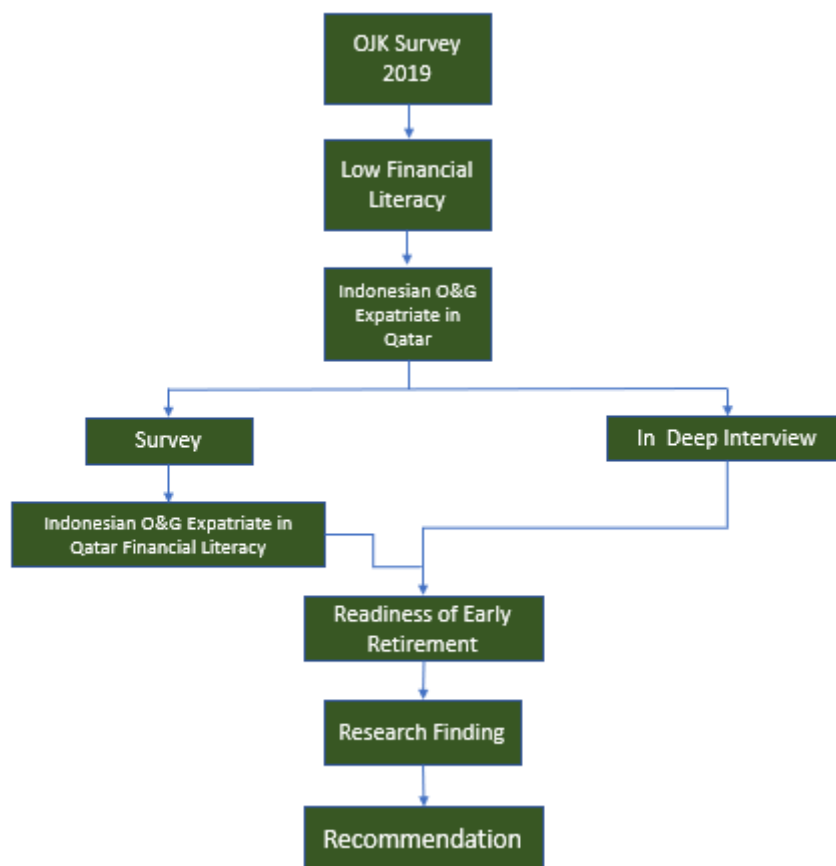
1. Time limitation: Due to the constraints of the academic calendar, the survey will be conducted within a one-month timeframe. Additionally, in-depth interviews will be conducted with a sample of 25 respondents from various companies within the oil and gas sector.
2. Respondent limitation: Some respondents, particularly those working in field positions, may face challenges related to internet connectivity and time constraints. Consequently, some individuals may not be interested in participating in the survey due to their heavy workload. Furthermore, the nature of deep interviews may involve the collection of personal information, and as a result, some respondents may choose not to answer certain questions.
3. A sampling survey and direct interviews were conducted as a qualitative method because there were so many, and they weren't all in one location or on a set timetable in Qatar.

This research comprises of five chapters. The first chapter serves as an introduction to the study, encompassing the background, business issue, research question, objectives, as well as the research scope and limitations (Rebocho, 2022). The second chapter delves into the literature review, encompassing the Theoretical Foundation and Conceptual Framework. The third chapter focuses on Research Methodology. The fourth chapter presents the results and facilitates discussion. Lastly, the final chapter entails the conclusion and recommendation (Alessie et al., 2011).

The purpose of the first chapter is to provide an understanding of the study's introduction, rationale, problem statement, research location, data collection timeline, and the selected population for the study.

### **Research Methods**

In this chapter, the researcher shall explicate the design of the research that is to be undertaken in the study. Through the utilization of the following methodology, the researcher intends to ascertain the level of financial literacy among Indonesian oil and gas workers in Qatar, their preparedness for early retirement or sudden termination, their investment preferences, and their current priorities.



**Figure 3 Research Framework**

In 2019, the OJK conducted a survey to examine the financial literacy of the Indonesian population, which revealed a low level of financial literacy. This raises the question of whether the same survey is applicable to Indonesian Oil and Gas expatriates in Qatar. Therefore, a survey will be conducted to assess the financial literacy of Indonesian Oil and Gas expatriates, and this will be supplemented with in-depth interviews to study their readiness for early retirement.

To gain an understanding of the financial literacy of Indonesian Oil and Gas workers in Qatar, a combination of quantitative and qualitative research methods will be employed. The primary focus of this study is to comprehend financial literacy, early retirement readiness, and the relationship between the two programs

## Results and Discussions

In chapter 4, the researcher will analyze the result from the survey and interview. Then based on the result the solution will be defined and the implementation plan

### Analysis

#### Survey Data Collection

An online survey has been conducted on 20 to 31 Oct 2023 using google form by spreading the ink into IATMI, KPMI and IAITB Qatar. 102 survey respondents (SR) recorded with 2 eliminated since they are coming from non-oil and gas industry. Inside the survey, the 1st and 2nd question was designed to eliminate the response that is not related with oil and gas. However, 102 responded already answer.

Does the company/place you work operate in the Oil and Gas area? 102 Response



**Figure 4** if the respondents working in Oil and Gas Company

Then to understand the age, demography, gender, and last education for Indonesian expert working in the oil and gas in Qatar as follows:

100 Response

Characteristics	Frequency	%
<b>Age</b>		
30 - 39	7	7%
40 - 49	48	48%
50 - 59	40	40%
≥ 60	5	5%
<b>Sex</b>		
Male	95	95%
Female	5	5%
<b>Education</b>		
High School	15	15%
Diploma	13	13%
Undergraduate	38	38%
Post Graduate	35	35%
<b>Marital Status</b>		
Married	100	100%
Single	0	0%
<b>Time work in Qatar</b>		
2 - 5 years	15	15%
6 - 10 years	5	5%
11 - 15 years	22	22%
> 15 years	58	58%

**Figure 5** the overview respondents

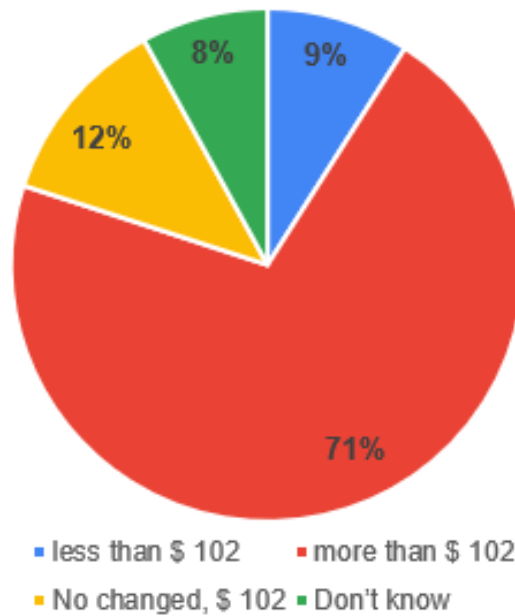
Most of the respondents have long working experience and medium to high educational status. More than 48% of respondents are 40-49 years and 35% of the respondents got at least a postgraduate level. This indicates that the Indonesian expatriates in Qatar are at their peak age and have high levels of education. So many people occupy senior positions. This is in addition to the working time of 11-15 years, which is something that not many expats from other countries have the character of an Indonesian expert.

From the community side, Indonesian experts are married and most of them bring their families to Qatar, so it is possible that the number of female Indonesian experts is also increasing because they can be sponsored by their husbands.

**Financial Literacy of Indonesian Expatriates in Qatar**

If you have \$100 in your saving account at a bank interest rate of 2% per year. After 5 years, how much money do you think you have in the saving account?

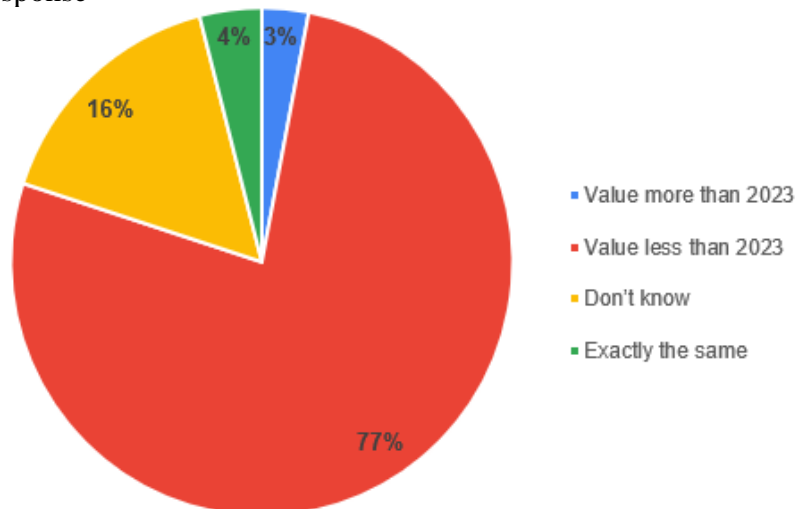
100 Response



**Figure 6 FL question-understanding of interest compounding**

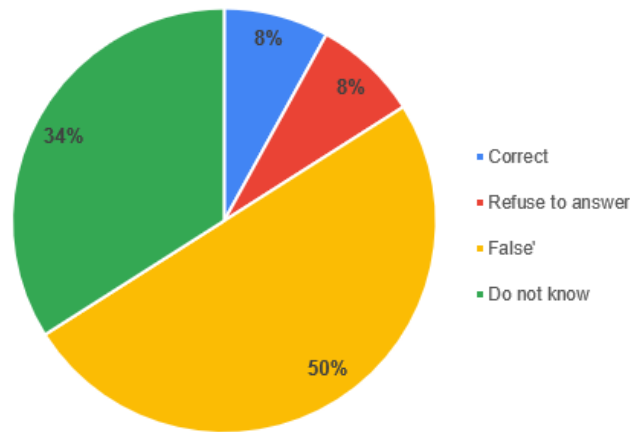
In 2023, imagine if your saving interest is 1% per year and inflation is 2% per year. In 2024, how much can you buy with your saving?

100 Response



**Figure 7 FL question-understanding of inflation**

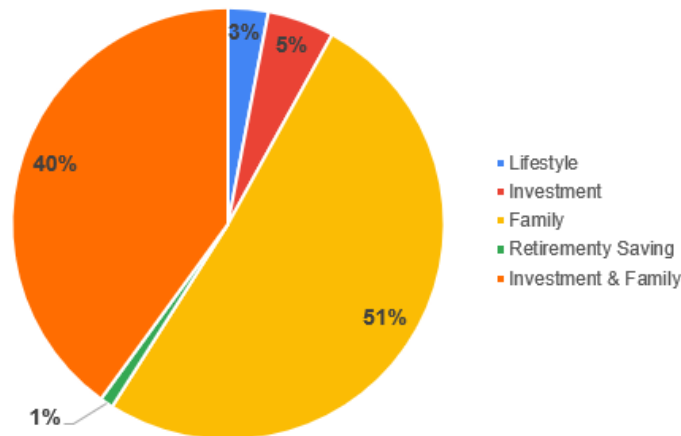
Buying single company shares is generally safer than mutual fund shares? 100 Response



**Figure 8 FL question-understanding of risk diversification**

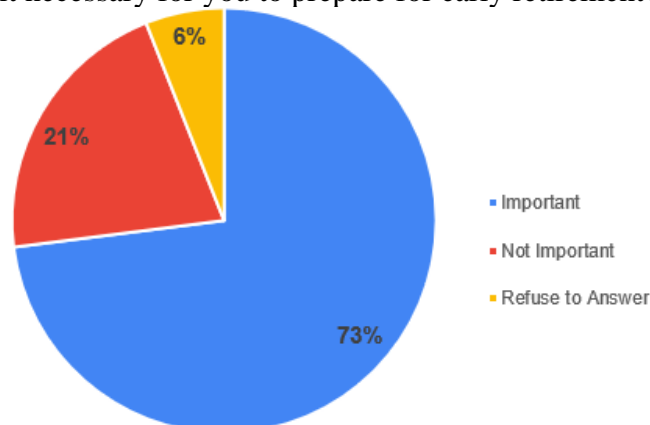
Three big financial literacy questions are asked to study the respondent financial literacy. The survey showed that the knowledge of interest rate, inflation and understanding of risk diversification vary among the respondents.

What is currently your priority in the current financial allocation 100 Response



**Figure 9 Respondents financial property**

More than 51% of the respondents also prioritize family in their financial allocation. The investment coming at the second priority that shows that investment also important for them. With the current conditions of Qatar Vision 2030, Qatarization, employee reduction, etc., is it necessary for you to prepare for early retirement? 100 Response

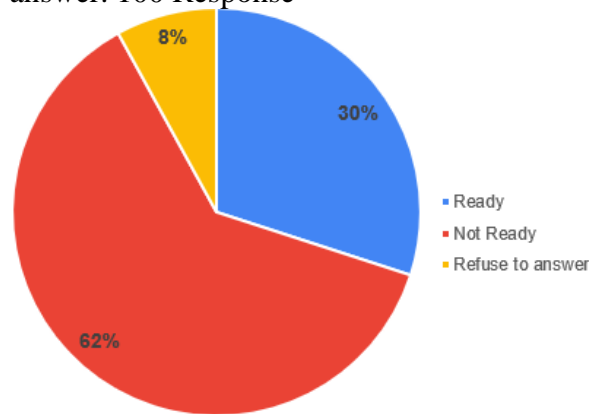


**Figure 10 Importance of early retirement**

Interestingly, the respondents also estimated from the economy of the Qatar state that 73% of respondents understand that retirement early preparation is important. Most of them also prepared themselves with emergency funds and investment.

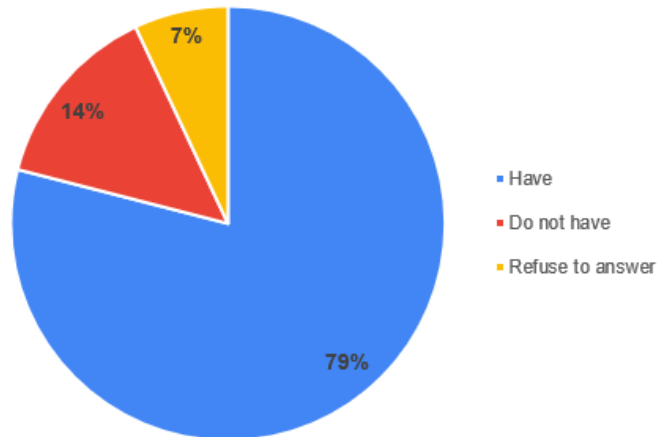


Hence only 30% of them are ready for early retirement. 62% of them are not ready and 8% are refused to answer. 100 Response



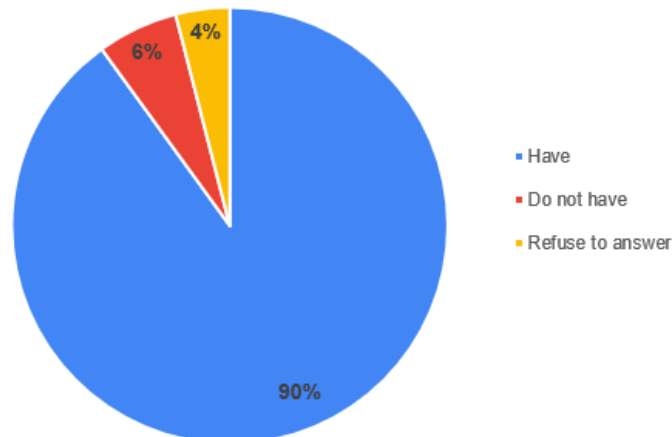
**Figure 11 Early retirement readiness**

Do you have an emergency fund? 100 Response



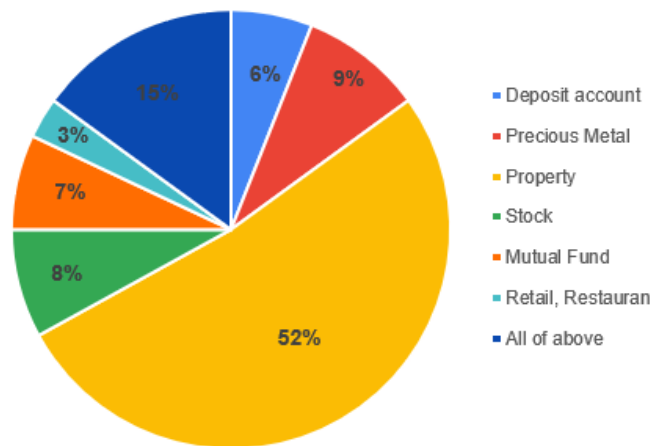
**Figure 12 Emergency Fund ownership**

The survey also shows that 79% of the respondents have emergency fund. Only 14% that didn't have and 7% that refused to answer. Do you currently have an investment? 100 Response



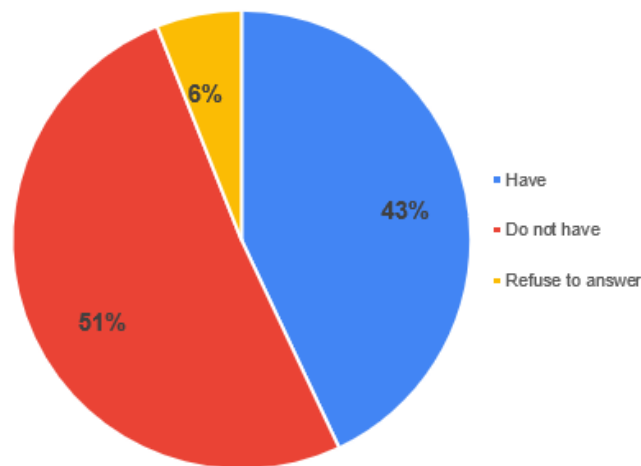
**Figure 13 Investment ownership**

90% of respondents said they have investment which is good financial behavior. Meanwhile 6% don't have it and 4% refused to answer. What type of investment is currently attractive to you? 100 Response



**Figure 14 Investment type preferences**

Property is chosen by most of the respondents with 52%. Then all respondents have all investment 15%, follow by precious metal follows with 9% and stock 8%, also mutual fund 7%. Do you have another reliable source of income if you are forced to retire early? 100 Response



**Figure 15 Side income ownership**

Despite the low number of early retirements in figure 21, 43% respondent that already have reliable side income in case some unexpected things occur.

**In Deep Interview Data Collection**

A total of 25 respondents have been interviewed to gather deeper information regarding the relation between financial literacy and the readiness of early retirement.

**Respondent Selection**

Respondents were selected from different company and position with 3 years or more working experience in Qatar oil and gas industry.

**Table 1 In-deep interview respondents**

No	Age	Position	Working years in Qatar
1	41-45	Sr. Purchase	10 Years
2	51-55	Field Operation	15 Years
3	46-50	Sr. Engineering	15 Years
4	51-55	Maintenance Spv	14 Years
5	51-55	Engineer Petroleum	6 Years
6	51-55	IT Programmer	30 Years
7	35-39	Maintenance Spv	10 Years
8	56-60	Laboratiry Specialist	16 Years
9	41-45	Sr. Field Engineer	8 Years
10	35-39	Accountant	7 Years

No	Age	Position	Working years in Qatar
11	56-60	HR Specialist	7 Years
12	51-55	Mechanical Spv	20 Years
13	46-50	Lead Engineer	17 Years
14	41-45	Public Relation	17 Years
15	41-45	Public Relation	16 Years
16	46-50	Director Service	5 Years
17	41-50	Sr. Engineer Planner	6 Years
18	46-50	Health Care (nurse)	16 Years
19	51-55	Shift Engineer	15 Years
20	46-50	Health Care (nurse)	19 Years
21	46-50	Health Care (nurse)	19 Years
22	56-60	Panel Operator	22 Years
23	46-50	HSE Lead	16 Years
24	46-50	Production Operator	10 Years
25	35-39	Engineer	7 Years

**Data Collection**

In deep interview was performed from 25 September until 1 November 2023. The result was available in notes. For the sake of anonymity of interviewee, name of the interviewee will not be shared (appendix A).

Based on the interview result, researchers will use data coding to analyze the data by creating and assigning codes to categorize any data or information that received from the respondent. This coding will be needed to derive themes and pattern for further qualitative analysis (Crosley et al., 1974).

From the answer, researcher categorized anchor codes as follows

1. Interviewee opinion about Qatarization, the positive or negative feeling about it.
2. Interviewee readiness of early retirement, what they consider and things that support it or hold it back.
3. Interviewee thought about emergency fund, reasons, types, and allocation
4. Interviewee preference of the investment and their reason.

Those four codes will be used to identify relevant information to completely answer the research question especially question number 3 and 4.

1. What is your opinion about Qatarization in Qatar today?

**Table 3 Feeling about Qatarization**

Qatarization	
Cluster 1: Feels Positive	Cluster 2: Feels Negative
Unavoidable/needed (9)	Government decision/Vision 2030 (14)
Good for local (11)	Local not ready (8)
Gradually/tales time/difficult (17)	
Not worry (9)	
Expatriate irreplaceable in specific part (15)	

2. According to you, what is early retirement?

**Table 4 Readiness and consideration**

Readiness and Consideration	
Cluster 1: Readiness	Cluster 2: Consideration
Not ready (7)	Important (20)
Ready/must ready (18)	life expectancy (5)

**Table 5 Early retirement factor**

Early Retirement	
Cluster 1: Holding back	Cluster 2: Supporting
Preparation needed-Mental, family, budgeting, inflation, location (14)	Backup skills/work (22)
Not working/no fix income (4)	Qatar heavy workload (2)
Passive income needed (25)	Reduce Standards (2)
	Saving/Investment (20)
	Alternative option for expat (40)
	Compensation benefit from office (7)
	Preparation in progress (20)
	Planned in few years or longer (21)

## 3. Interviewee thought about emergency fund, reasons, types, and allocation

How important is the preparation for early retirement according to you?

**Table 6 Emergency fund reason, type, and allocation**

Emergency Fund		
Cluster 1: Reason	Cluster 2: Type	Cluster 3: Allocation
Family/parents health (24)	Cash/quick money (25)	No special allocation (19)
Insurance coverage limitation (1)		Special allocation (6)
Termination (15)		
Monthly expenses (16)		

## 4. Interview preference Of the investment and their reason

**Table 7 Investment type and reason**

Investment	
Cluster 1: Type	Cluster 2: Reason
Property (22)	Sharia/social reason/sharing profit (24)
Gold / precious metal (6)	difficulties due to distance location (19)
Land (17)	physical investment (20)
Stock / blue chip (14)	play safe / safety /conservative (22)
P2P (3)	small investment / learn (9)
business online & offline (1)	liquid / easy to sell (19)
mutual fund/government bonds (1)	long term investment (10)
bank financial plan (2)	hold increase value (2)
cash (19)	mistakes (risk / choice) (12)
invest in skills and education (21)	no diversification (17)
	Wife as financial prep (4)
	insurance (1)
	easy to understand (6)
	education fund (9)
	fair investment (1)

**Data Analysis**

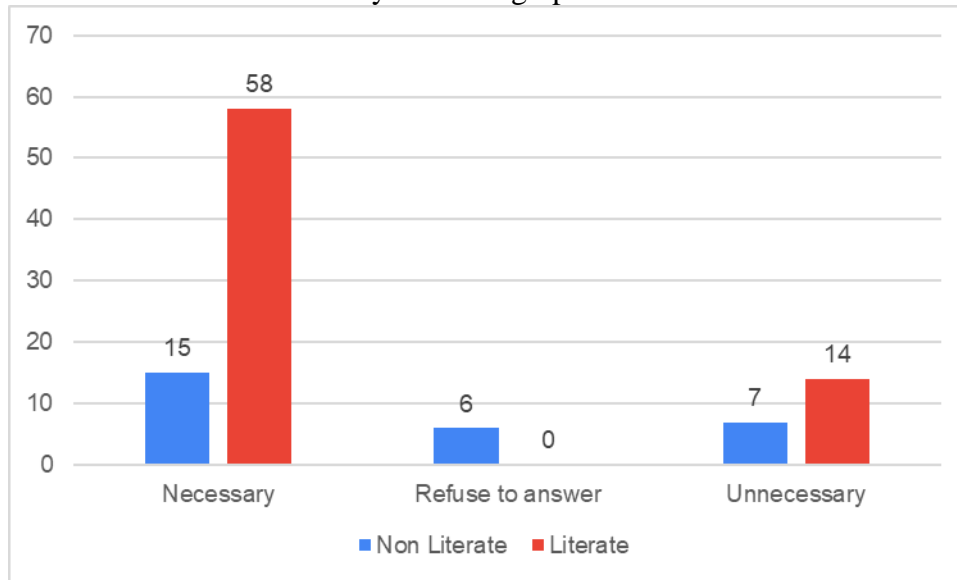
From the survey, there is a weak correlation between financial literacy with retirement preparation, readiness, emergency fund, investment, and side income. As per table below, using Microsoft Excels Data Analysis tool, the correlation coefficients show weak correlation.

**Table 8 Financial literacy correlation with another factor**

Financial Literacy vs	Correlation Coefficient	Remarks
Retirement Preparation	0.6100	Weak
Retirement readiness	0.0280	Weak

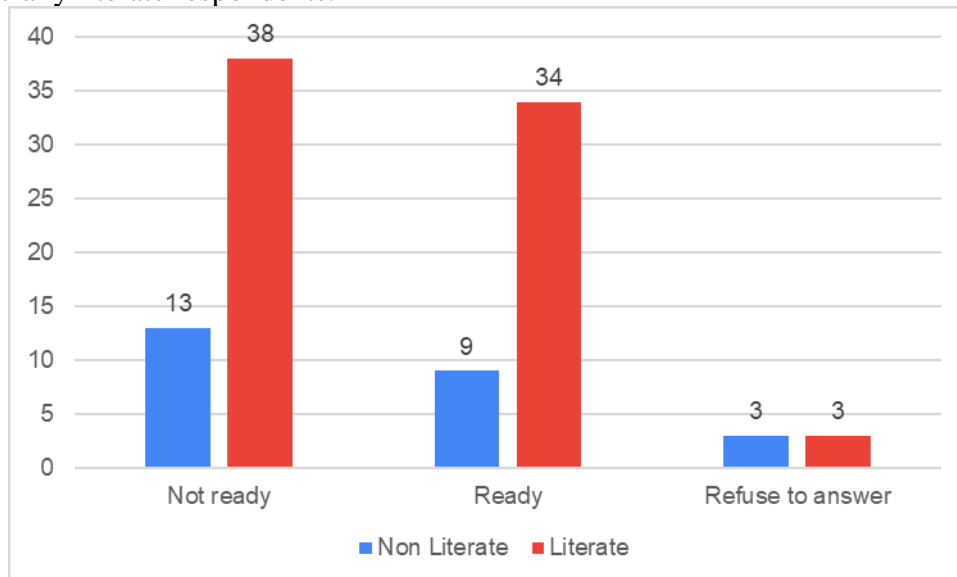
Financial Literacy vs	Correlation Coefficient	Remarks
Emergency Fund	1.4700	Strong
Investment	0.8240	Weak
Side Income	0.6100	Weak

This is explained by the remaining survey result that most of the respondents agree with early retirement preparation, emergency fund ownership, and investment ownership. Means most of the respondents understand the importance of financial readiness regardless of their financial literacy status as graph as follows.



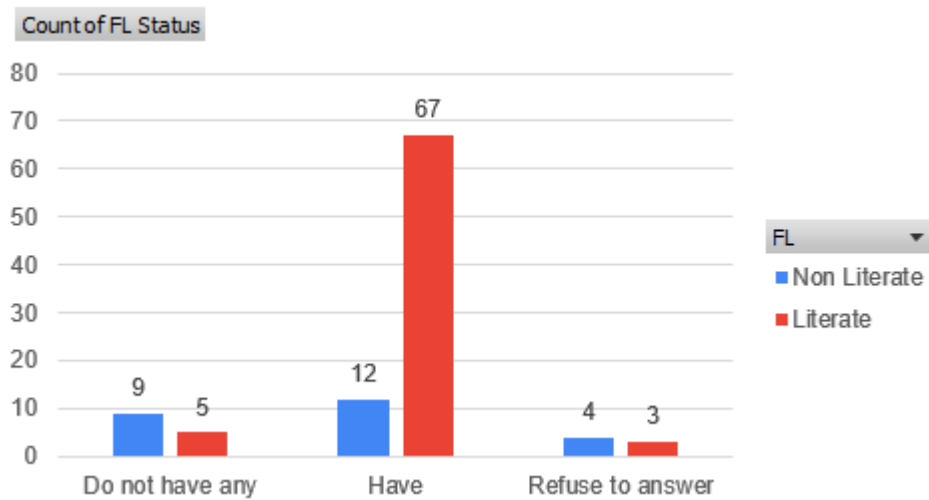
**Figure 16 Importance of retirement planning**

As per chart above, most of the respondents thought it is necessary to prepare retirement preparation. Some who thought the opposite are slightly dominated by non-financially literate respondents.



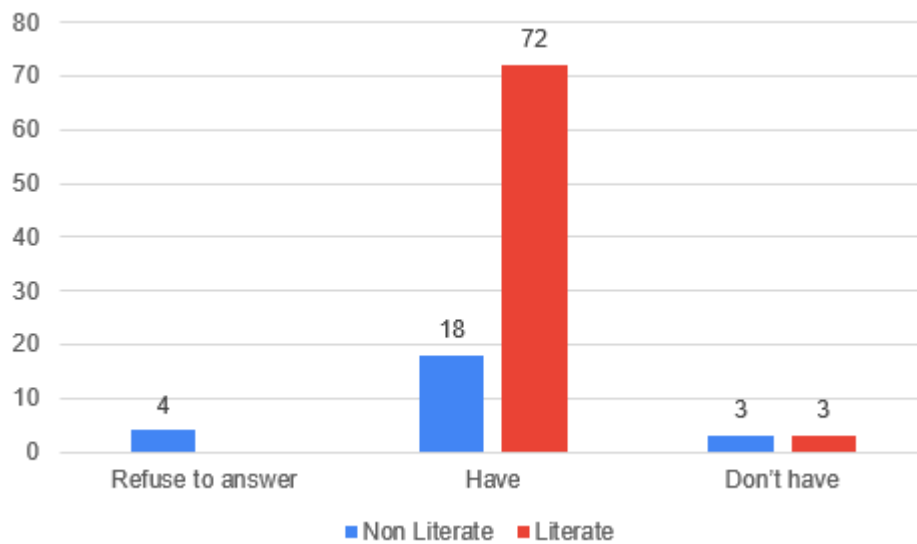
**Figure 17 Retirement readiness**

Most of the respondents are not ready to retire. However, some respondents who's ready to retire are slightly dominated by financially literate respondents.



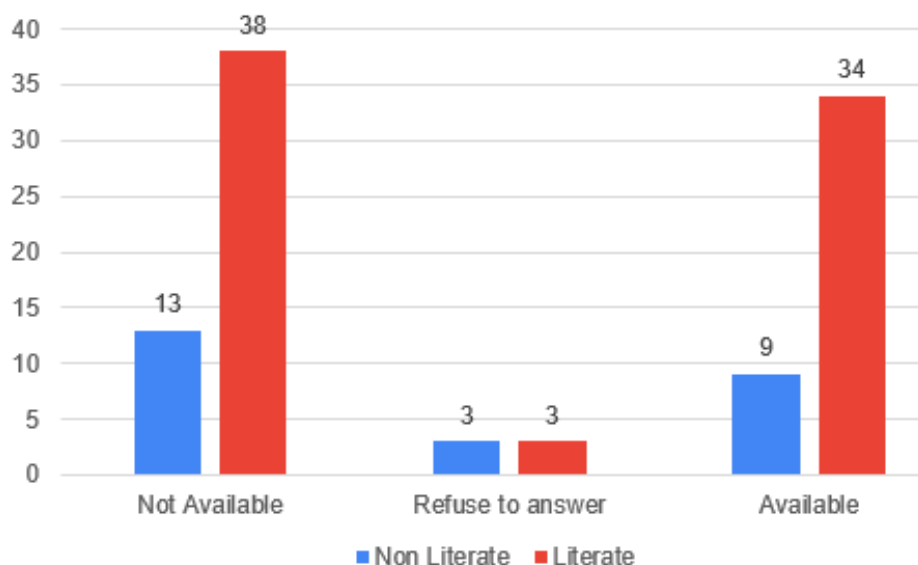
**Figure 18 Emergency fund ownership**

Most of the respondents already have emergency funds. However, the non-financial literate one has higher in refuse to answer and do not have emergency fund compared to the financial literate one.



**Figure 19 Investment ownership**

Most of respondents already have investment. the one who refuses to answer or doesn't have any investment number is negligible.



**Figure 20 Reliable side income ownership**

No side income for retirement is dominated by the non-financial literate respondents. Meanwhile respondents that have side income for retirement are slightly dominated by financial literate ones.

With this weak relation between financial literacy, the retirement readiness and the mediating variables, the discussion come to the moderating variables, the Qatarization by Qatar Vision 2030. From interview cluster analysis, it is found that all the respondents are aware of this issue (see table 3).

The cluster analysis shows the respondents feel more positive than negative about Qatarization. They understand it is unavoidable (mention 9 times), government decision (mention 14 times) and it is good for the local (mention 11 times). The respondents also believe that they still have time to prepare with 17 mentions in total. They mention gradually/takes time 4 times, expat irreplaceable 15 times, and local not ready 8 times. They also do not worry about it (mention 9 times).

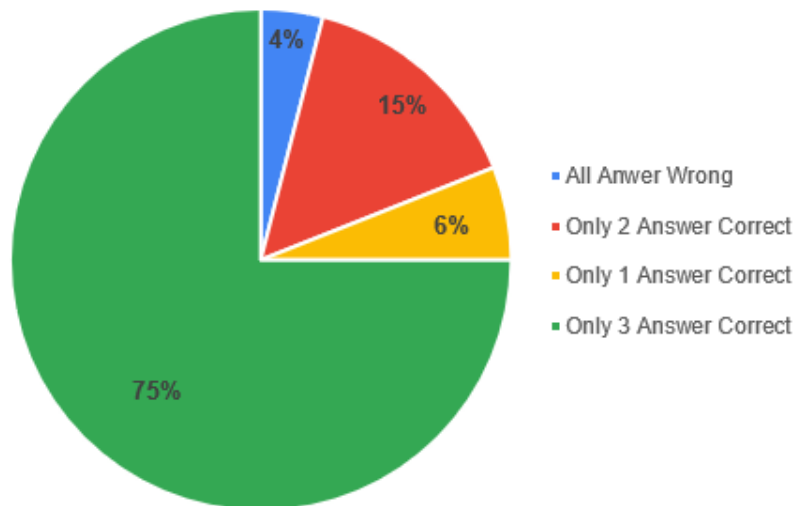
These are the factors that researchers believe affect readiness. The expatriate is calm and starts to prepare for their retirement. They are preparing emergency funds, buying investment, and preparing for reliable side income. They are confident that they have time, and they can learn from their investment. They have their own agenda and different reasons but it is clear that their investment options are pretty diverse (table 7).

### **Research Question**

#### **Research Question 1**

How financially literate are the Indonesian Oil and Gas worker in Qatarization

Of 100 survey respondents (SR), 75% SR can answer correctly all the questions. This means 75% of SR have a good understanding about interest rate, inflation, and risk diversification. This is higher than 46% Indonesia Financial Literacy survey that has been conducted in 2019.



**Figure 21 Financial literacy question result**

However, considering the Occupation, Education, and Socio-Economic Status, the Financial Literacy level Indonesian Oil and Gas employee in Qatar is very good.

Meanwhile, the respondent of this research is purely from technical background. Some of them are field hands that work back-to-back from one oil rig to another oil rig.

Additionally, looking at the in deep interview respondents (table 2), in average, the respondents has been working in Qatar for more than 14 years. This means most of the respondents already work in Qatar since 2010.

They are excluded from whatever program that government executing in Indonesia. Yes, there is social media, and they might have holidayed every year (around 1 month). But this might not be enough for them to get detailed financial knowledge from the right source.

Other possibilities, if we are focusing on the financial literacy question survey result into whoever answer the 1st and the 2nd question correctly, it is found that 75% respondents answer correctly. Means most of them understand about interest compounding and inflation but are not familiar with risk diversification.

This might relate to their normal daily life and their work in the oil and gas industry. If we are talking about inflation, every household will face inflation. Some oil companies even have inflation component in annual salary raise. So, it is understandable that most of the respondent fully aware about that. In the survey, 77% of respondents answered the question correctly (figure 17).

Similar case with interest compound. As most of the respondents should have a savings account as their job requirement. Their saving account will credit bank interest even though it is small. So, if the respondents really checking his bank account, they should know and understand about bank interest. Other than that, since most of the respondents (51%, figure 24) have property as their investment. The chance of having a bank loan is high.

Which means the bank employee should have explained about the interest to the owner of the property. So, 71% correct answer (figure 16) is logical that this question should be easy for the respondents.

Meanwhile risk diversification is a little bit different. Anybody can do their job and live their life without facing this information. Respondent investment preference might also affect the answer. Somebody who only invests in property might not understand the government bond or stock risk.



### **Research Question 2**

What is their priority right now from investment, family, or lifestyle? Survey result (Figure 19) shows that family is the most priority for Indonesian Oil and Gas employee in Qatar with 51%. This also consistent with in depth interview that one of the holdings back factor for early retirement plan is family preparation with 14 times mentioned during interview (Table 5). Family also becomes the top reason for emergency fund with total 24 mention. (Table 6)

The second priority is investment with 40%. This number might be higher if more than 1 option is allowed in this survey. Considering that 90% of SR already has investment and even in Figure 25 shows 51% already have side income in case of unexpected termination or early retirement. Additionally, from in deep interview most of interviewees realize that things that hold them back is the needs of passive income with 4 mentions and the things that support them is investment with 2 mentions (Table 7).

### **Research Question 3**

How ready are they to face early retirement or sudden termination?

Both survey and in deep interview shows most of the Indonesian Oil and Gas Employee in Qatar is not ready. In the survey, 62% are not ready or refused to answer (Figure 21) and in in deep interview 8 out of 11 respondents (73%) is not ready for early retirement Appendix B.

However, 73% of them said it is important to prepare for early retirement (Figure 20). 79% of them also have emergency funds and 90% of them already have investment. Additionally, 51% of them already have side income that can be used for retirement (Figure 25).

Content analysis also mentions property for rent (22 mentions), precious metal (6), land (17), stock (14), and Peer to Peer landing (3) as their investment. There are also 2 mentions of owning business during interview.

This is showing that most of the Indonesian Oil and Gas employee in Qatar already prepare for early retirement. Hence for readiness most of the Indonesian Expatriate prefer to say no.

### **Research Question 4**

What kind of investment that favorable for them and the reason?

52% of the SR were interested with Property. In deep interview result also showing property for rent mention 22 times. Then 8% of them prefer bonds and 9% in precious metal or gold.

### **Business Solution**

Knowing that the Indonesian O&G expatriate has low financial literacy is worrisome. As per the previous study, This makes them prone to scam or take a wrong decision in investment plan. As both survey and interview result, most of them feels not ready for early retirement but most of them already have investment.

The solution is Indonesian expatriate in Qatar need to understand their financial literacy condition. They need to improve their financial literacy by themselves, from their office or their organization. Finding a coach/mentor is also strongly recommended, as the coach can help understand the weakness then improve it.

The first financial literacy question is understanding interest compound. Having understanding of interest compound makes expatriate knows that money value should grow. Compounding can create snowball effect that makes the money value grow faster. By that, keeping the money value stay is a mistake and that is the reason they need to do something to makes their money grow. In this stage, people will start to be curious about investment.

The second financial literacy question is about understanding inflation. By knowing about inflation, people know that their purchasing power will decline, and the price of goods and services will rise. With this understanding, people know that not doing anything is losing and investment is the answer. Keeping the money in a bank and dependent only on interest means also losing. As per the [worlddata.info](http://worlddata.info), Indonesian inflation rate is at 4.21%, however considering Indonesian inflation from 1960 to 2022, the average inflation rate was 43.4%. Means a good that cost 100 rupiahs in 1960 cost 81.98 million rupiahs at the beginning of 2023 (eglitis-media, n.d.).

The third financial literacy question is about understanding of risk diversification. As most of the respondents have already started to invest, having more financial knowledge, especially understanding risk diversification will help to secure their investment. As idiom “don’t put all eggs in one basket”, putting investment only in property also has a risk. In the 2000s, over half of real estate in the US collapsed and wipe out homeowner equity. So, there is a risk even for investment that all the people say “safe”.

By understanding the risk, Indonesian O&G Expatriate can start to identify their current investment risk. Currently 8% of respondents choose stocks over government bonds and mutual funds. Even though government bonds are less risky than stocks.

Adding to that, with uncertain future, Indonesian O&G Expatriate need to act fast to reach financial freedom as their consideration for retirement (table 4). Currently, with a lot of financial benefit from their company, Indonesian O&G Expatriate has more room to fail compared with the common employee in Indonesia.

However, this luxury might not last long. Qatar Vision 2030 are right in front of the door. Oil and Gas company start to perform Qatarization with some profession is already 100% filled by local talent such as HRD, finance, accounting, sales, and front desk. Managerial level also starts to become packed with local.

As we know that Qatarization is needed and unavoidable, more independent movement for financial education needs to be created. Financial discussion should come to coffee break time, lunch time, or during weekend picnic with family.

Sharing session need to be created between Indonesian groups. There is badminton, chess, road bike, football, basketball, and 4x4 car owner. It will be great if they have short discussions and share during group activity.

Understanding finances is also not limited to the husband as the backbone of the Family. One of the interview respondents already mentioning that his wife acts like “financial preparation manager” for their family. Starting by deciding the investment, building portfolio, and retirement plan (table 7). This is one of the solutions to patch the limitation of the husband that cannot learn about finance during office hours

## **Conclusion**

The understanding of how importance the retirement plan between Indonesian Oil and Gas Expatriate is quite high at 73%. Means most of them agree that retirement preparation is important.

The study also shows that most of them are not ready for early retirement at 62%. This is understandable considering their needs of fixed income, sufficient budget, and mental preparation.

Most of them are also aware of the risk and start to prepare for any unexpected condition that might appear in the future. It can be seen from the ownership of the emergency fund that reached 79% of the total respondents. Ownership of investment also reached 90% and ownership of reliable side income reached 43%.

However, the financial literacy test result is very good. Indonesian oil and gas expatriate in Qatar is at 79% financial literacy. Higher than the public financial literacy done by OJK in 2019 but lower considering their occupation, SES, and education level.

The understanding of early retirement without sufficient knowledge of financial literacy might create the opposite effect. Indonesian Oil and Gas Expatriate is prone to fraud and fall into investment plan that not suitable for them.

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