

REGULATION OF THE MINISTER OF INDONESIAN MIGRANT WORKERS
PROTECTION/ INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF
THE REPUBLIC OF INDONESIA
NUMBER 2 OF 2025
ON
PROCEDURES FOR ISSUANCE AND REVOCATION OF LICENSES OF
INDONESIAN MIGRANT WORKER RECRUITMENT

BY THE BLESSINGS OF ALMIGHTY GOD

MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/
HEAD OF INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF
THE REPUBLIC OF INDONESIA,

- Considering : a. that in order to implement the provisions of Article 49 of Government Regulation Number 59 of 2021 on Implementation of Indonesian Migrant Worker Protection as well as to improve optimum services in the placement of Indonesian Migrant Workers by Indonesian Migrant Worker placement companies and changes of institutional duties and functions, it is necessary to prepare procedures for issuance and revocation of license of Indonesian Migrant Worker recruitment;
- b. that based on the considerations as referred to in point a, it is necessary to issue Regulation of the Minister of Indonesian Migrant Workers Protection/Indonesian Migrant Workers Protection Board on Procedures for Issuance and Revocation of License of Indonesian Migrant Worker Recruitment;
- Observing : 1. Article 17 section (3) of the 1945 Constitution of the Republic of Indonesia;
2. Law Number 39 of 2008 on State Ministries (State Gazette of the Republic of Indonesia of 2008 Number 166, Supplement to the State Gazette of the Republic of Indonesia Number 4916) as amended by Law Number 61 of 2024 on Amendment to Law Number 39 of 2008 on State Ministries (State Gazette of the Republic of Indonesia of 2024 Number 225, Supplement to the State Gazette of the Republic of Indonesia Number 6994);
3. Law Number 18 of 2017 on Protection of Indonesian Migrant Workers (State Gazette of the Republic of

Indonesia of 2017 Number 242, Supplement to the State Gazette of the Republic of Indonesia Number 6141) as amended by Law Number 6 of 2023 on Enactment of Government Regulation in Lieu of Law Number 2 of 2022 on Job Creation to Become Law (State Gazette of the Republic of Indonesia of 2023 Number 41, Supplement to the State Gazette of the Republic of Indonesia Number 6856);

4. Government Regulation Number 59 of 2021 on Implementation of Indonesian Migrant Worker Protection (State Gazette of the Republic of Indonesia of 2021 Number 94, Supplement to the State Gazette of the Republic of Indonesia Number 6678);
5. Presidential Regulation Number 165 of 2024 on Ministry of Indonesian Migrant Workers Protection (State Gazette of the Republic of Indonesia of 2024 Number 361);
6. Presidential Regulation Number 166 of 2024 on Indonesian Migrant Workers Protection Board (State Gazette of the Republic of Indonesia of 2024 Number 362);
7. Regulation of the Minister of Indonesian Migrant Workers Protection/Indonesian Migrant Workers Protection Board Number 1 of 2024 on Organization and Work Procedures of the Ministry of Indonesian Migrant Workers Protection/Indonesian Migrant Workers Protection Board (State Bulletin of the Republic of Indonesia of 2024 Number 975);

HAS DECIDED:

To issue : REGULATION OF THE MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/INDONESIAN MIGRANT WORKERS PROTECTION BOARD ON PROCEDURES FOR ISSUANCE AND REVOCATION OF LICENSE OF INDONESIAN MIGRANT WORKER RECRUITMENT.

CHAPTER I
GENERAL PROVISIONS

Article 1

In this ministerial regulation:

1. Prospective Indonesian Migrant Worker means any Indonesian worker who fulfils the criteria as a job seeker who will work abroad and is registered in regency/municipal government institution responsible for manpower affairs.
2. Indonesian Migrant Worker means any Indonesian citizen who will work, currently works, or has done a work for wage outside the territory of the Republic of Indonesia.
3. Migrant Commercial Vessel Crew means an Indonesian Migrant Worker who works or being employed on Foreign-F lag Commercial Vessel by the vessels' owners or operators to carry out tasks on board according to their positions stated in the vessel's logbook.

4. Migrant Fishing Vessel Crew means an Indonesian Migrant Worker who works or being employed on a Foreign-flag Fishing Vessel by the vessel's owner or operator to carry out tasks on board according to their position stated in the vessel's logbook
5. License of Indonesian Migrant Worker Placement Agency, (*Surat Izin Perusahaan Penempatan Pekerja Migran Indonesia*), hereinafter referred to as SIP3MI, means a written permit that is given by the Central Government to a legally incorporated business entity in Indonesia that will become an Indonesian Migrant Worker Placement Agency
6. License of Indonesian Migrant Worker Recruitment, (*Surat Izin Perekrutan Pekerja Migran Indonesia*), hereinafter referred to as SIP2MI, means a permit that is given by the head of Board to Indonesian Migrant Workers Placement Agency that is used to place Prospective Indonesian Migrant Workers.
7. Indonesian Migrant Workers Placement Agency means a business entity that is legally incorporated as a limited liability company that has obtained a written permit from the Central Government to operate the placement service of Indonesian Migrant Workers.
8. Business Partner means an institution and/or business entity that is legally incorporated in the destination country that is responsible to place Indonesian Migrant Workers to employers
9. Employer means a government institution, a government legal entity, a private legal entity, and/or individual in the destination country that employs Indonesian Migrant Workers.
10. Principal means service users of Migrant Commercial Vessel Crews and Migrant Fishing Vessel Crews who have position as vessel owner or vessel operator who employs Migrant Commercial Vessel Crews and Migrant Fishing Vessel Crews.
11. Integrated One-Stop Service for Placement and Protection of Indonesian Migrant Workers (*Layanan Terpadu Satu Atap Penempatan dan Perlindungan Pekerja Migran Indonesia*), hereinafter referred to as Indonesian Migrant Workers' LTSA, means a service system for information dissemination, fulfilling requirements, and dealing with issues of Indonesian Migrant Workers integrated in public services that are cheap, easy and fast without any discrimination.
12. Employment Contract means a written agreement between an Indonesian Migrant Worker and an Employer that contains the terms of employment, rights and obligations of each party, as well as security and safety assurance during working in accordance with the provisions of legislation.
13. Placement Cooperation Agreement means a written agreement between Indonesian Migrant Worker Placement Agency and Business Partner or Employer that contains the rights and the obligations of each

- party in the placement and Protection of Indonesian Migrant Workers in the destination country
14. Indonesian Migrant Workers Placement Agreement, hereinafter referred to as Placement Agreement means a written agreement between the operator of Indonesian Migrant Workers placement and Prospective Indonesian Migrant Worker that contains the rights and obligations of each party, in the placement of the Indonesian Migrant Worker in the destination country in accordance with the legislation.
 15. Request Letter for Indonesian Migrant Workers means a letter of request for Indonesian Migrant Workers from the Employer or Business Partner
 16. Computerized System for the Protection of Indonesian Migrant Workers (Sistem Komputerisasi Pelindungan Pekerja Migran Indonesia), hereinafter referred to as SiskoP2MI, means an administrative service system for the placement of Indonesian Migrant Workers.
 17. Indonesian Missions Abroad, hereinafter referred to as Indonesian Missions means the diplomatic and consular representatives of the Republic of Indonesia who officially represent and strive for the interests of the nation, country, and government of the Republic of Indonesia in the destination country or in an international organization.
 18. Authorized Official means labour attaché, appointed foreign affairs official, or local worker who has competency and has been assigned
 19. Indonesian Economic and Trade Office (Kantor Dagang dan Ekonomi Indonesia) hereinafter abbreviated to KDEI means a non-governmental economic agency domiciled in Taipei.
 20. Ministry of Indonesian Migrant Workers Protection (Kementerian Pelindungan Pekerja Migran Indonesia) hereinafter referred to as KP2MI means the ministry administering governmental sub-affairs of Indonesian Migrant Worker protection constituting the scope of government affairs in the field of manpower.
 21. Indonesian Migrant Worker Protection Board (Badan Pelindungan Pekerja Migran Indonesia) hereinafter abbreviated to BP2MI means a non-ministerial government board implementing governmental duties in the field of Indonesian Migrant Worker protection.
 22. Minister means the minister administering governmental sub-affairs of Indonesian Migrant Worker protection constituting the scope of government affairs in the field of manpower.
 23. Head means the head administering government duties in the field of Indonesian Migrant Workers protection.
 24. Provincial Office means a regional apparatus administering government affairs in the field of provincial manpower.
 25. Regency/Municipal Office means a regional apparatus administering government affairs in the field of regency/municipal manpower.

26. Technical Implementing Unit of the Ministry of Indonesian Migrant Workers Protection/Indonesian Migrant Workers Protection Board (Unit Pelaksana Teknis Kementerian Pelindungan Pekerja Migran Indonesia/Badan Pelindungan Pekerja Migran Indonesia) hereinafter referred to as UPT KP2MI/BP2MI means a technical implementing unit of KP2MI/BP2MI conducting technical-operational duties and/or certain supporting technical duties of KP2MI/BP2MI in accordance with the provisions of legislation.

Article 2

Procedures for issuance and revocation of SIP2MI are applicable to P3MI placing Indonesian Migrant Workers, Migrant Commercial Vessel Crew or Migrant Fishing Vessel Crew.

CHAPTER II ISSUANCE OF LICENSE OF INDONESIAN MIGRANT WORKER RECRUITMENT

Article 3

- (1) P3MI that will place Prospective Indonesian Migrant Workers is obligated to have SIP2MI.
- (2) SIP2MI as referred to in section (1) is issued by the Minister/Head.
- (3) The Minister/Head can delegate the issuance of SIP2MI as referred in section (2) with a Decision of the Minister/Head to the appointed officer.

Article 4

The Minister/Head issues SIP2MI based on applications filed by P3MI in accordance with the number of requests for Indonesian Migrant Workers from incorporated Employers or Business Partners as set out in the Request Letter for Indonesian Migrant Workers.

Article 5

- (1) In order to obtain SIP2MI as referred to in Article 3 and Article 4, P3MI files an online application to the Minister/Head through Sisko P2MI.
- (2) The application for SIP2MI as referred to in section (1) is filed all at once or in stages.
- (3) The filing of application all at once as referred to in section (2) is conducted as follows: P3MI files an application for the total number of Indonesian Migrant Workers requested in accordance with the Request Letter for Indonesian Migrant Workers.
- (4) The filing of application in stages as referred to in section (2) is conducted as follows: P3MI files an application for several Indonesian Migrant Workers requested accumulated with the total number of Indonesian Migrant Workers requested in the Request Letter for Indonesian Migrant Workers.

- (5) The filing of application in stages can be conducted in the event that the Request Letter for Indonesian Migrant Workers is still valid.

Article 6

- (1) The filing of application for SIP2MI as referred to in Article 5 is conducted by submitting the application letter and uploading the required documents in the form of:
 - a. Placement Cooperation Agreement;
 - b. Request Letter for Indonesian Migrant Workers;
 - c. draft Employment Agreement; and
 - d. draft Placement Agreement.
- (2) The filing of application for SIP2MI for Migrant Commercial Vessel Crew and Migrant Fishing Vessel Crew is conducted by uploading the required documents in the form of:
 - a. agency agreement between P3MI and the Employer or Principal; and
 - b. draft Placement Agreement.
- (3) The required documents as referred to in section (1) point a to point c and section (2) point a must first be verified by the Authorized Officer or KDEI through an integrated system.
- (4) In the event that there is no Indonesian Missions Abroad in the country of destination of placement, document verification as referred to in section (1) point a to point c and section (2) point a can be conducted by the Authorized Officer at the Indonesian Missions Abroad concurrently serving as one for the country of destination of placement.
- (5) Provisions on document verification as referred to in section (3) and section (4) are set out in the technical guidelines as stipulated by the Minister/Head.
- (6) Format of the application for SIP2MI as referred to in section (1) are as set out in Annex I as an integral part of this Ministerial Regulation.

Article 7

- (1) The Minister/Head issues SIP2MI by no later than 2 (two) workdays as from the results of document verification as referred to in Article 6 declaring that the documents are complete and in accordance with the provisions.
- (2) SIP2MI is subject to online automatic numbering through Sisko P2MI.
- (3) SIP2MI as referred to in section (1) contains the following:
 - a. number and date of legalization of the Request Letter for Indonesian Migrant Workers;
 - b. name of P3MI, number of SIP3MI, name, sex, and position of the person-in-charge of P3MI;
 - c. name of Business Partner, Employer, or Principal;
 - d. country of destination of placement;

- e. number of Prospective Indonesian Migrant Workers, prospective Migrant Commercial Vessel Crew, or prospective Migrant Fishing Vessel Crew requested;
 - f. type of work/position to be recruited; and
 - g. validity period of SIP2MI.
- (4) Format of SIP2MI as referred to in section (3) is set out in Annex II as an integral part of this Ministerial Regulation.

Article 8

SIP2MI is valid at the national scale.

Article 9

In the event that P3MI is subject to administrative sanctions in accordance with the provisions of legislation, SIP2MI cannot be issued.

Article 10

SIP2MI conveyed online to P3MI through Sisko P2MI and is accessible by:

- a. Indonesian Missions Abroad or KDEI;
- b. Provincial Office;
- c. Regency/Municipal Office;
- d. UPT KP2MI/BP2MI;
- e. Indonesian Migrant Workers' LTSA;
- f. village government; and
- g. ministries/agencies.

Article 11

SIP2MI is issued free of charge.

Article 12

- (1) SIP2MI is valid for 6 (six) months and can be extended 1 (one) time for a period of 6 (six) months.
- (2) In the event that the validity period of SIP2MI has ended and it cannot be extended as referred to in section (1) but there is still remaining quota in the request letter for Indonesian Migrant Workers which is still valid, P3MI can re-file the application for SIP2MI.
- (3) The filing of application as referred to in section (2) is conducted *mutatis mutandis* as referred to in Article 5.
- (4) Format of Extended SIP2MI is as set out in Annex III as an integral part of this Ministerial Regulation.

Article 13

- (1) P3MI that already has SIP2MI is prohibited from transferring or assigning it to any other P3MI.
- (2) P3MI that assigns SIP2MI to any other P3MI is subject to sanction in accordance with the provisions of legislation.

CHAPTER III REVOCATION OF LICENSE OF INDONESIAN MIGRANT WORKER RECRUITMENT

Article 14

- (1) SIP2MI is revoked in the following events:
 - a. P3MI is subject to administrative sanction in the form of revocation of SIP3MI; or
 - b. P3MI that cooperates with incorporated Employers and/or Business Partners which are included in a blacklist and recommended by the Authorized Officer.
- (2) SIP2MI can be revoked based on the following:
 - a. evaluation by the Ministry/BP2MI; or
 - b. proposal from the Indonesian Missions Abroad /KDEI, ministry/agency, Provincial Office, or Regency/Municipal Office.
- (3) Revocation as referred to in section (1) is notified online to P3MI through Sisko P2MI with carbon copies forwarded to:
 - a. Indonesian Missions Abroad /KDEI;
 - b. Provincial Office;
 - c. Regency/Municipal Office;
 - d. UPT KP2MI/BP2MI;
 - e. Indonesian Migrant Workers' LTSA;
 - f. village government; and
 - g. ministries/agencies concerned.

CHAPTER IV MONITORING, EVALUATION, AND REPORTING

Article 15

- (1) The Director General of Placement conducts monitoring and evaluation of the issuance and revocation of SIP2MI.
- (2) The Director General of Placement reports the issuance and revocation of SIP2MI to the Minister/Head periodically and/or at any time if necessary.

CHAPTER V TRANSITIONAL PROVISION

Article 16

At the time this Ministerial Regulation comes into force, SIP2MI already issued prior to the promulgation of this Ministerial Regulation remain valid until the end of the validity period of such SIP2MI.

CHAPTER VI CLOSING PROVISION

Article 17

At the time this Ministerial Regulation comes into force, Regulation of the Indonesian Migrant Workers Protection Board Number 03 of 2020 on Procedures for Issuance and Revocation of License of Indonesian Migrant Worker

Recruitment (State Bulletin of the Republic of Indonesia of 2020 Number 426), is repealed and declared ineffective.

Article 18

This Ministerial Regulation comes into force on the date of its promulgation.

In order that every person may know hereof, it is ordered to promulgate this this Ministerial Regulation by its placement in the State Bulletin of the Republic of Indonesia.

Issued in Jakarta
on 9 January 2025

MINISTER OF INDONESIAN MIGRANT
WORKERS PROTECTION/ HEAD OF
INDONESIAN MIGRANT WORKERS
PROTECTION BOARD OF THE
REPUBLIC OF INDONESIA,

signed

ABDUL KADIR KARDING

Promulgated in Jakarta
on 15 January 2025

DIRECTOR GENERAL OF LEGISLATION OF
MINISTRY OF LAW OF THE REPUBLIC OF INDONESIA,

signed

DHAHANA PUTRA

STATE BULLETIN OF THE REPUBLIC OF INDONESIA OF 2025 NUMBER 26

Jakarta, 3 November 2025
Has been translated as an Official Translation
on behalf of Minister of Law
of the Republic of Indonesia
DIRECTOR GENERAL OF LEGISLATION,



DHAHANA PUTRA

ANNEX I
REGULATION OF THE MINISTER OF INDONESIAN MIGRANT
WORKERS PROTECTION/INDONESIAN MIGRANT WORKERS
PROTECTION BOARD OF THE REPUBLIC OF INDONESIA
NUMBER 2 OF 2025
ON PROCEDURES FOR ISSUANCE AND REVOCATION OF
LICENSES OF INDONESIAN MIGRANT WORKER RECRUITMENT

FORMAT OF APPLICATION FOR LICENSE OF INDONESIAN MIGRANT WORKER
RECRUITMENT

Number : 20
Encl. : 1 (one) dossier
Re. : Application for Issuance of SIP2MI

To
The Director General of Placement
in-
Jakarta

Based on legalization of Request Letter for Indonesian Migrant Workers from User Number:
..... dated, we hereby file an application for the issuance of SIP2MI for
placement in:
Country :
Business Partner/Employer :
Number Requested : person(s)

With the following specification:

No.	Position	Sex			Number
		M	F	M & F	

Thus we duly file this application, thank you for your attention and cooperation.

PT
President Director,
.....

MINISTER OF INDONESIAN MIGRANT WORKERS
PROTECTION/HEAD OF INDONESIAN MIGRANT
WORKERS PROTECTION BOARD OF THE
REPUBLIC OF INDONESIA,

signed

ABDUL KADIR KARDING

ANNEX II
REGULATION OF THE MINISTER OF INDONESIAN MIGRANT WORKERS
PROTECTION/INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF THE
REPUBLIC OF INDONESIA
NUMBER 2 OF 2025
ON PROCEDURES FOR ISSUANCE AND REVOCATION OF LICENSES OF
INDONESIAN MIGRANT WORKER RECRUITMENT

FORMAT OF LICENSE OF INDONESIAN MIGRANT WORKER RECRUITMENT

[Logo]		MINISTRY OF INDONESIAN MIGRANT WORKER PROTECTION/INDONESIAN MIGRANT WORKER PROTECTION BOARD DIRECTORATE GENERAL OF PLACEMENT JL. MT Haryono kav 52, Pancoran South Jakarta 17770 Tel.: (021) 79197321 Fax: (021) 7980977 website.www.bp2mi.go.id		
		Jakarta, 20		
Number	:			
Encl.	:	-		
Re.	:	LICENSE OF INDONESIAN MIGRANT WORKER RECRUITMENT		
To The President Director of PT Jl.				
Referring to your letter number, dated regarding Application for License of Indonesian Migrant Workers Recruitment (SIP2MI) and to implement the mandate of Law Number 18 of 2017 on Indonesian Migrant WorkerProtection, then:				
Name of Company		:	PT.	
SIP3MI Number		:	
Name of Person-in-Charge		:	
Position of Person-in-Charge		:	
Business Partner/Employer		:	
Number and Date of Legalization of Request Letter				
Indonesian Migrant Worker		:	
Country of Destination of Placement		:	
Number Requested		: person(s)	
Shall be given the license to conduct recruitment throughout the territory of Indonesia with the following specification:				
No.	Position	Sex		Number
		M	F	M & F
Validity Period : up to				
This can then be used to: recruit Prospective Indonesian Migrant Workers at the Regency/City Service Office in charge of manpower affairs;				
Hereby, it is to be implemented accordingly.				
The Director General of Placement (.....)				
Carbon copies: 1. Director General of Protection; 2. Head of Provincial Office; 3. Head of Regency/Municipal Office; 4. Head of UPT KP2MI/BP2MI; 5. File.				

MINISTER OF INDONESIAN MIGRANT WORKERS
PROTECTION/HEAD OF INDONESIAN MIGRANT WORKERS
PROTECTION BOARD OF THE REPUBLIC OF INDONESIA,

signed

ABDUL KADIR KARDING

ANNEX III
REGULATION OF THE MINISTER OF INDONESIAN MIGRANT WORKERS
PROTECTION/INDONESIAN MIGRANT WORKERS PROTECTION BOARD
OF THE REPUBLIC OF INDONESIA
NUMBER 2 OF 2025
ON PROCEDURES FOR ISSUANCE AND REVOCATION OF LICENSES OF
INDONESIAN MIGRANT WORKER RECRUITMENT

FORMAT OF EXTENDED LICENSE OF INDONESIAN MIGRANT WORKER RECRUITMENT

[Logo]

**MINISTRY OF INDONESIAN MIGRANT WORKER PROTECTION/
INDONESIAN MIGRANT WORKER PROTECTION BOARD
DIRECTORATE GENERAL OF PLACEMENT**

JL. MT Haryono kav 52, Pancoran South Jakarta 17770
Tel.: (021) 79197321 Fax: (021) 7980977 website.www.bp2mi.go.id

Number : B. / SIP2MI/PEN-...../ / 20....
Encl. : -
Re. : EXTENDED LICENSE OF INDONESIAN MIGRANT WORKER RECRUITMENT

To
The President Director of
PT
Jl.

Referring to your letter Number Dated regarding application for extension of License of Indonesian Migrant Worker Recruitment, then:
Name of Company : PT.
SIP3MI Number :
Name of Person-in-Charge :
Business Partner/Agency :
Number and Date of Legalization of Request Letter
Indonesian Migrant Worker :
Country of Destination of Placement :
Number Requested : person(s)
Number Requested : person(s)

Shall be given the extended license to conduct recruitment in the territory of.....;;; with the following specification:

No.	Position	Sex			Number
		M	F	M & F	

Validity Period : up to

You can then conduct registration of Prospective Indonesian Migrant Workers at the Regency/Municipal Office in charge of Manpower Affairs and apply for a new License of Recruitment of Indonesian Migrant Workers (SIP2MI) in accordance with the unfulfilled number requested in the event that the validity period as indicated above has ended.

Director General of Placement

(.....)

Carbon copies:
1. Director General of Protection;
2. Head of Provincial Office;
3. Head of Regency/Municipal Office;
4. Head of UPT KP2MI/BP2MI;
5. File.

MINISTER OF INDONESIAN MIGRANT WORKERS
PROTECTION/HEAD OF INDONESIAN MIGRANT
WORKERS PROTECTION BOARD OF THE REPUBLIC
OF INDONESIA,

signed

ABDUL KADIR KARDING