REGULATION OF THE MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/ INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF THE REPUBLIC OF INDONESIA NUMBER 3 OF 2026
ON STANDARD, SIGNING, AND VERIFICATION OF INDONESIAN MIGRANT WORKERS' EMPLOYMENT CONTRACTS

BY THE GRACE OF ALMIGHTY GOD

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

Considering :

a. that as part of the efforts to provide comprehensive protection for Indonesian Migrant Workers to ensure the fulfillment of their rights, it is necessary to regulate the standard, signing, and verification of Indonesian migrant workers' employment contracts;
b. that Regulation of Indonesian Migrant Workers Protection Board of the Republic of Indonesia Number 01 of 2020 on Standard, Signing, and Verification of Indonesian Migrant Workers' Employment Contracts as amended by Regulation of Indonesian Migrant Workers Protection Board of the Republic of Indonesia Number 5 of 2022 on Amendment to Regulation of Indonesian Migrant Workers Protection Board of the Republic of Indonesia Number 01 of 2020 on Standard, Signing, and Verification of Indonesian Migrant Workers' Employment Contract has not been conformed with the development of laws and regulations and the needs of Indonesian migrant workers protection, so it is necessary to be replaced;
c. that based on considerations as referred to in paragraphs a and b, as well as to implement the provisions of Article 15 paragraph (3) of Law Number 18 of 2017 on Protection of Indonesian Migrant Workers as repeatedly amended , most recently amended by Law Number 6 of 2023 on the Enactment of Government Regulation in Lieu of Law Number 2 of 2022 on Job Creation to Become Law, it is necessary to issue a Regulation of the Minister of Indonesian Migrant Workers Protection/Indonesian Migrant Workers Protection Board on Standard, Signing, and Verification of Indonesian Migrant Workers' Employment Contracts;

Having regard to :

1. Article 17 paragraph (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 Year 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 Year 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 Year 2017 Number 242, Supplement to the State Gazette of the Republic of Indonesia Number 6141) as repeatedly amended, most recently 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 Year 2023 Number 41, Supplement to the State Gazette of the Republic of Indonesia Number 6856);
4. Presidential Regulation Number 165 of 2024 on Ministry of Indonesian Migrant Workers Protection (State Gazette of the Republic of Indonesia Year 2024 Number 361);
5. Presidential Regulation Number 166 of 2024 on Indonesian Migrant Workers Protection Board (State Gazette of the Republic of Indonesia Year 2024 Number 362);
6. 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 (Official Gazette of the Republic of Indonesia Year 2024 Number 975);

HEREBY DECIDES:

To issue : REGULATION OF THE MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/ INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF THE REPUBLIC OF INDONESIA ON STANDARD, SIGNING, AND VERIFICATION OF INDONESIAN MIGRANT WORKERS' EMPLOYMENT CONTRACTS.

CHAPTER I
GENERAL PROVISIONS

Article 1

In this Ministerial/Board Regulation:

1. Employment Contract means the written agreement between Indonesian Migrant Worker and Employer that contains terms of employment, rights, and obligations of each party, as well as security and safety assurance during

working in accordance with the provisions of laws and regulations.

2. Prospective Indonesian Migrant Worker means any Indonesian worker who fulfills the criteria as a job seeker who will work abroad and has been registered in regency/municipal government institution responsible for manpower affairs.
3. 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.
4. Migrant Commercial Vessel Crew means an Indonesian Migrant Worker who works or being employed on Foreign-Flag Commercial Vessel by the vessels' owners or operators to carry out tasks on board according to their positions stated in the vessel's logbook.
5. 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.
6. 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.
7. 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.
8. 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.
9. Collective Labor Agreement (*Kesepakatan Kerja Bersama*), hereinafter abbreviated to KKB, means a collective agreement made and signed by sea transportation companies, Employers, and/or Principals with trade unions or labor unions of the Migrant Commercial Vessel Crews and Migrant Fishing Vessel Crews which contain the rights and obligations of the parties.
10. Pre-Departure Orientation (*Orientasi Pra Pemberangkatan*), hereinafter referred to as OPP, means the activity of debriefing and disseminating information to Prospective Indonesian Migrant Workers who will go to work abroad so that Indonesian Migrant Workers will have mental and knowledge readiness to work abroad, understand their rights and obligations and be able to overcome problems that will possibly be faced.
11. Social Security means one of the social protection forms to ensure that all citizens can fulfill their basic needs appropriately.
12. 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.

13. Authorized Official means labour attaché, appointed foreign affairs official, or local worker who has competency and has been assigned by Head of Indonesian Missions abroad or Indonesian Economic and Trade Office in Taipei.
14. 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.
15. Indonesian Economic and Trade Office (*Kantor Dagang dan Ekonomi Indonesia*) hereinafter abbreviated to KDEI means a non-governmental economic agency domiciled in Taipei.
16. 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.
17. 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.
18. Minister means the minister administering governmental sub-affairs of Indonesian Migrant Worker protection constituting the scope of government affairs in the field of manpower.
19. Head means the head administering government duties in the field of Indonesian Migrant Workers protection.

CHAPTER II
STANDARD OF EMPLOYMENT CONTRACTS OR SEAFARER'S EMPLOYMENT AGREEMENTS

Article 2

(1) An Indonesian Migrant Workers who works for any Employer shall have an Employment Contract.
(2) The Employment Contract as referred to in paragraph (1) at least consists of:
    a. complete name, profile, and address of Employer;
    b. complete name and address of Indonesian Migrant Workers;
    c. position or type of job of Indonesian Migrant Workers;
    d. rights and obligations of the parties;
    e. work conditions and terms of employment that cover work hours, wages and procedure of payment, rights to take leaves and break time, as well as facilities, and Social Security and/or insurance;
    f. period of Employment Contract; and
    g. security and safety assurance for Indonesian Migrant Workers during work.

(3) Where the Employer is a legal entity, the Employer's profile as referred to in paragraph (2) subparagraph a may be in the form of a company profile.
(4) Where the country/region of placement has regulated an Employment Contract for foreign workers, the contents of the Employment Contract are in accordance with the provisions established by said country/region of placement.
(5) The formulation of the Employment Contract as referred to in paragraphs (1) and (2) may be conducted electronically through Sisko P2MI.

Article 3

(1) Indonesian Migrant Workers' Employment Contract for those placed by KP2MI/BP2MI is formulated based on a bilateral agreement between the government and the government of the Indonesian Migrant Workers' Employer country or an Employer that is a legal entity in the country/region of placement.
(2) The Employment Contract as referred to in paragraph (1) must satisfy the provisions as referred to in Article 2 paragraph (2).

Article 4

(1) The Indonesian Migrant Workers' Employment Contract for those placed by P3MI must be in accordance with the draft Employment Contract attached to the request letter of Indonesian Migrant Workers, which has been endorsed by an Authorized Official.
(2) The Employment Contract as referred to in paragraph (1) must satisfy the provisions as referred to in Article 2 paragraph (2).

Article 5

(1) The Indonesian Migrant Workers' Employment Contract for those placed by a company for its own interest is formulated based on an agreement between the placing company and the Indonesian Migrant Workers.
(2) The company as referred to in paragraph (1) consists of:
    a. state-owned enterprise;
    b. local-owned enterprise; or
    c. non-P3MI private company.
(3) The Employment Contract as referred to in paragraph (1) must satisfy the provisions as referred to in Article 2 paragraph (2).

Article 6

(1) An individual Indonesian Migrant Worker's Employment Contract is made based on agreement between Employer and an individual Indonesian Migrant Worker.
(2) The Employment Contract as referred to in paragraph (1) must satisfy the provisions as referred to in Article 2 paragraph (2).

Article 7

(1) Indonesian Migrant Worker who works as a Migrant Commercial Vessel Crew working for an Employer or Principal shall have a seafarer's Employment Agreement.

(2) The seafarer's Employment Agreement as referred to in paragraph (1) is made based on KKB.

(3) The seafarer's Employment Agreement of Indonesian Migrant Workers who work as Migrant Commercial Vessel Crews as referred to in paragraph (1) at least consists of:
   a. identity of Migrant Commercial Vessel Crews, including:
      1. full name;
      2. date of birth or age and birthplace;
      3. seafarer's identity document number or seafarer code;
      4. passport number of the Republic of Indonesia; and
      5. address in Indonesia;
   b. identity of Employer or Principal, including:
      1. name;
      2. personal identification number; and
      3. address/domicile;
   c. identity of P3MI, including:
      1. name of person in charge; and
      2. address/domicile,

      exempted for Migrant Commercial Vessel Crews who are placed by KP2MI/BP2MI, company that places Migrant Commercial Vessel Crews for the company's interest, or Migrant Commercial Vessel Crews who work individually;
   d. identity of vessel, including:
      1. name of vessel;
      2. vessel's registration number or international maritime organization number; and
      3. vessel's flag;
   e. rights and obligations of the parties;
   f. work conditions and terms of employment that at least cover:
      1. work hours, break time, and rights to take leaves;
      2. wages, procedure of payment, overtime pay, annual leave wages and bonuses;
      3. accommodation, recreational facilities, and consumption; and
      4. Social Security and insurance;
   g. health protection;
   h. medical treatment and evacuation
   i. welfare on board;
   j. communication network;
   k. place and date of the signing of seafarer's Employment Agreement;
   l. position and rank on board;
   m. right to return or repatriation;
   n. KKB's reference number, if any;
   o. dispute settlement procedure; and
   p. period of seafarer's Employment Agreement.

(4) The formulation of the seafarer's Employment Agreement as referred to in paragraph (1) may be conducted electronically through Sisko P2MI.

Article 8

(1) An Indonesian Migrant Worker who works as a Migrant Fishing Vessel Crews working for an Employer or Principal shall have a seafarer's Employment Agreement.
(2) The seafarer's Employment Agreement as referred to in paragraph (1) is made based on KKB.
(3) The seafarer's Employment Agreement of Migrant Fishing Vessel Crews as referred to in paragraph (1) at least cover:
    a. identity of Migrant Fishing Vessel Crews:
        1. full name;
        2. date of birth or age and birthplace;
        3. passport's number; and
        4. address in Indonesia;
    b. identity of Employer or Principal:
        1. name;
        2. personal identification number; and
        3. address/domicile;
    c. identity of P3MI:
        1. name of person -in- charge; and
        2. domiciled address,

        exempted for Migrant Fishing Vessel Crews who are placed by KP2MI/BP2MI, company that places Migrant Fishing Vessel Crews for the company's interest, or Migrant Fishing Vessel Crews who work individually;
    d. identity of vessel:
        1. name of vessel;
        2. vessel's registration number; and
        3. vessel's flag;
    e. rights and obligations of the parties;
    f. work conditions and terms of employment that at least cover:
        1. work hours, break time, and leaves;
        2. wages, procedure of payment, overtime pay, annual leave wages and bonuses;
        3. accommodation, recreational facilities, and consumption; and
        4. Social Security and insurance;
    g. health protection;
    h. medical treatment and evacuation;
    i. welfare on board;
    j. communication network;
    k. place and date of the signing of seafarer's Employment Agreement;
    l. sailing zone or region;
    m. position or rank as well as type of job of Migrant Fishing Vessel Crews;
    n. place and date of Migrant Fishing Vessel Crews who must report work in vessel;
    o. protection for Migrant Fishing Vessel Crews on board;
    p. right to return or repatriation;
    q. dispute settlement procedure; and

r. period and of seafarer's Employment Agreement.

(4) The formulation of the seafarer's Employment Agreement as referred to in paragraphs (1) and (2) may be conducted electronically through Sisko P2MI.

Article 9

(1) An Employment Contract or seafarer's Employment Agreement is made in three (3) original copies, each of which is for:
   a. Indonesian Migrant Workers, Migrant Commercial Vessel Crews, or Migrant Fishing Vessel Crews;
   b. Employer or Principal; and
   c. Authorized Official.

(2) The Employment Contract or seafarer's Employment Agreement as referred to in paragraph (1) must be made in Indonesian and English.

(3) In addition to the languages as referred to in paragraph (2), Employment Contract or seafarer's Employment Agreement may also be made in the official language of the country/region of placement or any language that can be understood by Employer or Principal.

CHAPTER III
SIGNING OF EMPLOYMENT CONTRACTS OR SEAFARER'S EMPLOYMENT AGREEMENTS

Article 10

(1) An Employment Contract is signed by an Employer and a Prospective Indonesian Migrant Worker.

(2) Seafarer's Employment Agreement is signed by a party acting for and on behalf of the Employer or the Principal and Prospective Migrant Commercial Vessel Crews or Prospective Migrant Fishing Vessel Crews.

Article 11

(1) The signing of Employment Contract or seafarer's Employment Agreement as referred to in Article 10 is conducted at least at the time of OPP.

(2) The technical implementing unit of KP2MI/BP2MI ensures that the contents of the Employment Contract or seafarer's Employment Agreement satisfy the provisions as referred to in Articles 2, 7, or 8.

(3) If Indonesian Migrant Workers, including those serving as Migrant Commercial Vessel Crews or Migrant Fishing Vessel Crews, intend to return to work in the same country/region of placement in the same position within a maximum period of two (2) years from the date of repatriation and possess a certificate of attendance for the OPP, the signing of the Employment Contract or seafarer's Employment Agreement may be conducted during the data collection and/or biometric matching process.

(4) For Indonesian Migrant Workers, including those serving as Migrant Commercial Vessel Crews or Migrant Fishing Vessel Crews placed by a P3MI, the signing of the Employment Contract or seafarer's Employment

Agreement as referred to in paragraph (1) and paragraph (2) is acknowledged by P3MI and business partner.

CHAPTER IV
VERIFICATION OF EMPLOYMENT CONTRACTS OR SEAFARER'S EMPLOYMENT AGREEMENTS

Article 12

(1) An Employment Contract or seafarer's Employment Agreement is endorsed by an Authorized Official.

(2) For the Employment Contract or seafarer's Employment Agreement of individual Indonesian Migrant Workers, the application for endorsement attaches:
   a. for Employer or Principal that is legal entity, such as:
      1. company profile; and
      2. other supporting documents and/or other requirements based on the needs of the Indonesian Missions or KDEI in accordance with national provisions of the country/region of placement; or
   b. for an individual Employer or Principal, such as:
      1. identity of individual Employer or Principal; and
      2. supporting documents required by the country/region of placement.

(3) The endorsement as referred to in paragraph (1) is conducted through a verification of the contents of the Employment Contract or seafarer's Employment Agreement in accordance with the provisions as referred to in Article 2 paragraph (2), Article 7 paragraph (3), or Article 8 paragraph (3).

Article 13

(1) The endorsement of the Employment Contract or seafarer's Employment Agreement for Indonesian Migrant Workers placed by KP2MI/BP2MI is conducted based on an agreement between the government of the Republic of Indonesia and the government of the Indonesian Migrant Workers' Employer country or an Employer that is legal entity in the country/region of placement.

(2) The Employment Contract or seafarer's Employment Agreement for Indonesian Migrant Workers placed by a company for its own interest does not be subject to endorsement by an Authorized Official.

Article 14

(1) An Authorized Official provides an endorsement in the form of a signature and a "Verified" wet stamp and/or an electronic signature and/or a barcode for and on behalf of the Authorized Official on the Employment Contract or seafarer's Employment Agreement document.

(2) The endorsement format in the form of a signature and a "Verified" wet stamp and/or an electronic signature and/or a barcode as referred to in paragraph (1) is set out in the Annex as an integral part of this Ministerial/Board Regulation.

CHAPTER V
TERMINATION OF EMPLOYMENT CONTRACTS OR SEAFARER'S EMPLOYMENT AGREEMENTS

Article 15

(1) An Employment Contract or a seafarer's Employment Agreement terminates if:
   a. Indonesian Migrant Worker, Migrant Commercial Vessel Crew, Migrant Fishing Vessel Crew, or the individual Employer or Principal passes away;
   b. the term of the Employment Contract or seafarer's Employment Agreement expires;
   c. a specific work is completed;
   d. Employer or Principal is declared bankrupt; and/or
   e. there are certain circumstances or events specified in the Employment Contract or seafarer's Employment Agreement that may result in the termination of the employment relationship.

(2) Where the Employer or Principal passes away or is declared bankrupt before the expiration of the term of the Employment Contract or Seafarer's Employment Agreement as referred to in paragraph (1) subparagraphs a and d, Indonesian Migrant Workers, including those serving as Migrant Commercial Vessel Crews or Migrant Fishing Vessel Crews, may transfer to a new Employer or Principal within the same country/region of placement.

(3) The transfer process as referred to in paragraph (2) is conducted by formulating a new Employment Contract or a seafarer's Employment Agreement and must be reported for endorsement by an Authorized Official.

(4) Where the transfer process as referred to in paragraph (2) results in an addition to the duration of Social Security membership, the transfer process must be followed by an extension of the Social Security for employment membership.

CHAPTER VI
AMENDMENT TO AND THE PERIOD EXTENSION OF THE EMPLOYMENT CONTRACTS OR SEAFARER'S EMPLOYMENT AGREEMENTS

Division One
Amendment to Employment Contracts or Seafarer's Employment Agreements

Article 16

(1) An Employment Contract or Seafarer's Employment Contract may be amended based on:
   a. an agreement between Employer or Principal and Indonesian Migrant Workers, Migrant Commercial Vessel Crews, or Migrant Fishing Vessel Crews; or
   b. manpower regulations in the country/region of placement.

(2) The amendment as referred to in paragraph (1) must be set forth in a new Employment Contract, a new Seafarer's Employment Agreement, an addendum, or an amendment

agreed upon by the parties and reported through Sisko P2MI or an information system integrated with Sisko P2MI to the Authorized Official.

(3) The amendment as referred to in paragraph (1) may be conducted in relation to:
   a. a period extension;
   b. a change of Employer or Principal;
   c. changes to rights and obligations; and/or
   d. other changes in accordance with the agreement between the Employer, Principal, or Indonesian Migrant Workers, Migrant Commercial Vessel Crews, or Migrant Fishing Vessel Crews.

(4) The amendment to the Employment Contract or Seafarer's Employment Agreement as referred to in paragraph (1) may be conducted in the country/region of placement without the Indonesian Migrant Workers returning to Indonesia.

(5) The report as referred to in paragraph (2) is enclosed by:
   a. previous Employment Contract or seafarer's Employment Agreement;
   b. amendment to Employment Contract or seafarer's Employment Agreement; and
   c. a description of the changes to the contents of Employment Contract or seafarer's Employment Agreement.

(6) The Authorized Official as referred to in paragraph (2) endorses the amended Employment Contract or Seafarer's Employment Agreement.

(7) The endorsement of the amended Employment Contract or seafarer's Employment Agreement as referred to in paragraph (1) is implemented mutatis mutandis with the provisions for the signing of the Employment Contract or seafarer's Employment Agreement.

Division Two
Period Extension of Employment Contracts or Seafarer's Employment Agreements

Article 17

(1) Amendment to the Employment Contract or seafarer's Employment Agreement in the form of a period extension as referred to in Article 16 paragraph (3) subparagraph a may be conducted in the event of certain conditions in the country/region of placement or domestically.

(2) Period extension of Employment Contract or seafarer's Employment Agreement for Indonesian Migrant Workers, Migrant Commercial Vessel Crews, or Migrant Fishing Vessel Crews as referred to in paragraph (1) who are placed by a KP2MI/BP2MI or P3MI may be conducted with or without the involvement of a placement operator.

(3) Period extension for an Employment Contract or seafarer's Employment Agreement conducted through a placement operator must be aligned with the term of the placement agreement or the agency agreement.

(4) Where an extension is conducted without a placement operator as referred to in paragraph (2), the placement

operator does not be held liable for the Indonesian Migrant Workers, and any employment-related risks re the responsibility of the Indonesian Migrant Workers.

Article 18

(1) Extension of the Employment Contract or seafarer's Employment Agreement as referred to in Article 17 must satisfy the provisions:
   a. work visa;
   b. a valid passport of the Republic of Indonesia;
   c. previous Employment Contract and the extension of Employment Contract;
   d. Social Security for Employment; and
   e. other documents required by the country/region of placement.

(2) The extension of the Employment Contract or seafarer's Employment Agreement as referred to in paragraph (1) must also satisfy the provisions:
   a. working in the same country/region of placement, in the same position, and for the same Employer or Principal;
   b. the contents of the Employment Contract or Seafarer's Employment Agreement are not detrimental to the Indonesian Migrant Workers, Migrant Commercial Vessel Crews, or Migrant Fishing Vessel Crews; and
   c. must extend Social Security for employment and/or insurance coverage in accordance with the extension period of the Employment Contract or seafarer's Employment Agreement.

CHAPTER VII
TRANSITIONAL PROVISIONS

Article 19

Upon the entry into force of this Ministerial/Board Regulation:
a. Any Employment Contract or Seafarer's Employment Agreement signed prior to the promulgation of this Ministerial/Board Regulation is declared to remain valid until the expiration of the period of the said Employment Contract or seafarer's Employment Agreement;
b. Amendment to an Employment Contract or seafarer's Employment Agreement that has been verified is executed based on this Ministerial/Board Regulation; and
c. the electronic formulation of the Employment Contract and seafarer's Employment Agreement through Sisko P2MI as referred to in Article 2 paragraph (5), Article 7 paragraph (4), and Article 8 paragraph (4) is implemented no later than two (2) years from the date of the promulgation of this Ministerial/Board Regulation.

CHAPTER VIII
CLOSING PROVISIONS

Article 20

Upon the entry into force of this Ministerial/Board Regulation:

a. Regulation of Indonesian Migrant Workers Protection Board Number 01 of 2020 on Standard, Signing, and Verification of Indonesian Migrant Workers' Employment Contracts (Official Gazette of the Republic of Indonesia Year 2020 Number 424); and
b. Regulation of Indonesian Migrant Workers Protection Board Number 5 of 2022 on Amendment to Regulation of Indonesian Migrant Workers Protection Board Number 01 of 2020 on Standard, Signing, and Verification of Indonesian Migrant Workers' Employment Contracts (Official Gazette of the Republic of Indonesia Year 2022 Number 491),

are hereby repealed and declared to be no longer in force.

Article 21

This Ministerial/Board Regulation shall enter into force on the date of its promulgation.

In order to make this Ministerial/Board Regulation known to the public, it is hereby ordered that it be promulgated by its publication in the Official Gazette of the Republic of Indonesia.

Issued in Jakarta
on 22 April 2026

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

signed

MUKHTARUDIN

Promulgated in Jakarta
on 23 April 2026

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

signed

DHAHANA PUTRA

OFFICIAL GAZETTE OF THE REPUBLIC OF INDONESIA OF 2026 NUMBER 261

Prepared and issued as an official translation

Jakarta, 29 June 2026
DIRECTOR GENERAL OF LEGISLATION
FOR THE MINISTER OF LAW
OF THE REPUBLIC OF INDONESIA,

DHAHANA PUTRA

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