

REGULATION OF THE MINISTER OF MANPOWER OF
THE REPUBLIC OF INDONESIA
NUMBER 4 OF 2023
ON
SOCIAL SECURITY FOR INDONESIAN MIGRANT WORKERS
BY THE BLESSINGS OF ALMIGHTY GOD

THE MINISTER OF MANPOWER OF THE REPUBLIC OF INDONESIA,

- Considering :
- a. that in order to implement the provision of Article 29 section (5) of Law Number 18 of 2017 on Protection of Indonesian Migrant Workers, Regulation of the Minister of Manpower Number 18 of 2018 on Social Security for Indonesian Migrant Workers has been issued;
 - b. that Regulation of the Minister of Manpower Number 18 of 2018 on Social Security for Indonesian Migrant Workers is no longer relevant to the development and needs of law, so it is necessary to be substituted;
 - c. that based on considerations as referred to in point a and point b, it is necessary to issue a Regulation of the Minister of Manpower on Social Security for Indonesian Migrant Workers;
- Observing :
- 1. Article 17 section (3) of the 1945 Constitution of the Republic of Indonesia;
 - 2. Law Number 13 of 2003 on Manpower (State Gazette of the Republic of Indonesia of 2003 Number 39, Supplement to the State Gazette of the Republic of Indonesia Number 4279);
 - 3. Law Number 39 of 2008 on State Ministries (State Gazette of the Republic of Indonesia of 2008 Number 39);
 - 4. 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);
 - 5. Government Regulation in Lieu of Law Number 2 of 2022 on Job Creation (State Gazette of the Republic of Indonesia of 2022 Number 238, Supplement to the State Gazette of the Republic of Indonesia Number 6841);
 - 6. Presidential Regulation Number 95 of 2020 on Ministry of Manpower (State Gazette of the Republic of Indonesia of 2020 Number 213);
 - 7. Regulation of the Minister of Manpower Number 1 of 2021 on Organization and Work Procedures of the Ministry of Manpower (State Bulletin of the Republic of Indonesia of 2021 Number 108);

HAS DECIDED:

To issue : REGULATION OF THE MINISTER OF MANPOWER ON SOCIAL SECURITY FOR INDONESIAN MIGRANT WORKERS.

CHAPTER I

GENERAL PROVISIONS

Article 1

In this Ministerial Regulation:

1. Prospective Indonesian Migrant Worker means any Indonesian worker who fulfills 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. Indonesian Migrant Workers Protection Board, (*Badan Pelindungan Pekerja Migran Indonesia*), hereinafter referred to as BP2MI means a non-ministerial government institution that has the duty of implementing policies in the service and protection of Indonesian Migrant Workers in an integrated manner.
4. Indonesian Migrant Workers Placement Agency (*Perusahaan Penempatan Pekerja Migran Indonesia*), hereinafter referred to as P3MI, 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.
5. Placement Operator means BP2MI and P3MI.
6. Individual Indonesian Migrant Worker means an Indonesian Migrant Worker who will work abroad without using Placement Operator.
7. Member means a Prospective of Indonesian Migrant Worker or Indonesian Migrant Worker who has been registered and pays the social security contribution.
8. Social Security Agency for Employment (*Badan Penyelenggara Jaminan Sosial Ketenagakerjaan*), hereinafter referred to as BPJS Ketenagakerjaan, means the public legal entity that was established under Law Number 24 of 2011 on Social Security Agency.
9. Disability means the reduction or loss of bodily functions or loss of limbs which directly or indirectly results in reduced or lost ability of a worker to perform their job.
10. Partial Anatomical Disability means the impairment or loss of some parts of body which directly or indirectly results in impaired or lost ability of workers to perform their jobs.
11. Partial Functional Disability means the impairment or loss of some functions of parts of body which directly or indirectly results in impaired or lost ability of workers to perform their jobs.

12. Total Permanent Disability means a Disability which results in the inability of a person to perform a job.
13. Employment Injury means an accident which occurs before, during, and after working, including the accident which occurs on the way from home to the workplace or vice versa, and disease caused by the work environment.
14. Employment Injury Security (*Jaminan Kecelakaan Kerja*), hereinafter referred to as JKK, means a benefit in the form of cash and/or health services that is provided when a Member suffers from Employment Injury or disease caused by work environment.
15. Death Security (*Jaminan Kematian*), hereinafter referred to as JKM, means a cash benefit that is given to the beneficiary when the Member passed away not due to Employment Injury.
16. Old-Age Security (*Jaminan Hari Tua*), hereinafter abbreviated as JHT, means cash benefits paid at once when the Members reach retirement age, pass away, or suffer from any total permanent disability.
17. BPJS Ketenagakerjaan Member Card means an identity as evidence of BPJS Ketenagakerjaan membership having a single identity number applicable for all social security programs for employment issued by BPJS Ketenagakerjaan in accordance with the level of membership stages.
18. Service Channel means BPJS Ketenagakerjaan service networks to provide information on programs, registration, membership extension, payment of contributions, data change, benefit services either owned by BPJS Ketenagakerjaan itself or in collaboration with third parties.
19. Termination of Employment Relations (*Pemutusan Hubungan Kerja*), hereinafter abbreviated to PHK, means a termination of employment relations due to a certain reason which results in the end of rights and obligations between Indonesian Migrant Worker and the employer.
20. Children means biological children, stepchildren, or legal adopted children according to legislation from deceased members who are registered as heirs in BPJS Ketenagakerjaan or the children of the Member who suffers from Total Permanent Disability due to Employment Injury who is registered in BPJS Ketenagakerjaan.
21. Functional Officer of Labour Inspector, hereinafter referred to as Labour Inspector, means a civil servant who is granted full duties, responsibilities, authority and rights by the authorized officials to execute activities of guidance, inspection, testing, investigation and development of the labour inspection system in accordance with the provisions of legislation.
22. Regency/Municipal Office means a regional apparatus administering government affairs in the field of regency/municipal manpower.
23. Provincial Office means a regional apparatus administering government affairs in the field of provincial manpower.

24. 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, state and government of the Republic of Indonesia in the destination country or in international organization.
25. Indonesian Economic and Trade Office, hereinafter abbreviated to IETO, means a non-government economic institution that provides economic and trade relation services as well as services in the employment sector, which was established in accordance with the provisions of legislation.
26. Ministry means the ministry that administers government affairs in the field of manpower.
27. Director General means a madya high-ranking official in the Ministry who administers workers placement and expansion of work opportunities.
28. Minister is the minister who administers government affairs in the field of manpower.

CHAPTER II SOCIAL SECURITY PROGRAM

Article 2

- (1) Social security for Indonesian Migrant Workers is implemented through the national social security system.
- (2) The social security as referred to in section (1) consists of:
 - a. social security for health; and
 - b. social security for employment.

Article 3

- (1) The social security for health as referred to in Article 2 section (2) point a is implemented in accordance with the provisions of legislation.
- (2) The social security for employment as referred to in Article 2 section (2) point b is types of social security program for Indonesian Migrant Workers that include:
 - a. JKK;
 - b. JKM; and
 - c. JHT.

Article 4

- (1) Prospective Indonesian Migrant Workers or Indonesian Migrant Workers who work abroad are obligated to be registered as Members of the following programs:
 - a. JKK; and
 - b. JKM.
- (2) Prospective Indonesian Migrant Workers or Indonesian Migrant Workers as referred to in section (1) can participate in JHT program.

Article 5

The JKK, JKM and JHT programs as referred to in Article 3 section (2) are administered by BPJS Ketenagakerjaan.

CHAPTER III REGISTRATION AND MEMBERSHIP PROCEDURES

Article 6

Members of workers social security program consist of:

- a. Prospective Indonesian Migrant Workers or Indonesian Migrant Workers who are placed by a Placement Operator; and
- b. Individual Indonesian Migrant Workers.

Article 7

Registration of workers social security for Prospective Indonesian Migrant Workers or Indonesian Migrant Workers is made prior to the departure to the country of destination in accordance with the provisions of legislation.

Article 8

- (1) Registration of JKK, JKM and JHT programs is made by Prospective Indonesian Migrant Workers or Indonesian Migrant Workers.
- (2) In the event that Prospective Indonesian Migrant Workers are not yet registered in JKK, JKM and JHT programs, Placement Operator facilitates the registration of JKK, JKM and JHT programs to BPJS Ketenagakerjaan.
- (3) In the event that the registration is made by Indonesian Migrant Workers at the country of destination, BPJS Ketenagakerjaan cooperates with the Indonesian Missions or IETO to facilitate membership registration process.

Article 9

- (1) Registration of JKK, JKM, and JHT programs is done by using a registration form through Service Channel.
- (2) The registration form as referred to in section (1) includes personal and family members data that must be filled in completely.
- (3) Registration of JKK, JKM, and JKT programs before work are done by attaching the following documents:
 - a. resident identity card; and
 - b. family card.
- (4) Registration of JKK, JKM and JHT programs during work and after work are done by attaching the following documents:
 - a. passport; and
 - b. employment contract.
- (5) The documents as referred to in section (3) and section (4) may be submitted online or offline.

Article 10

Registration of during working and after working protection for Individual Indonesian Migrant Workers is done at the soonest of 1 (one) month before the departure to work at country of destination.

Article 11

- (1) BPJS Ketenagakerjaan is obligated to issue membership number at the latest of 1 (one) work day since the registration form has been received completely and accurately and the contribution has been fully paid-up to BPJS Ketenagakerjaan.
- (2) BPJS Ketenagakerjaan is obligated to issue BPJS Ketenagakerjaan Membership Card at the latest of 7 (seven) work days since the registration form has been received completely and accurately and the contribution has been fully paid-up to BPJS Ketenagakerjaan.
- (3) BPJS Ketenagakerjaan distributes BPJS Ketenagakerjaan Membership Card to Prospective Indonesian Migrant Workers, Indonesian Migrant Workers or Placement Operators at the latest of 2 (two) work days since its issuance as referred to in section (2).
- (4) The BPJS Ketenagakerjaan Membership Card as referred to in section (2) may be in the form of:
 - a. physical form; and/or
 - b. digital/electronic form.
- (5) The BPJS Ketenagakerjaan Membership Card as referred to in section (4) at the very least contains:
 - a. Resident Identity Number (NIK) or passport number;
 - b. membership number;
 - c. name of the Member;
 - d. month and year the membership started;
 - e. BPJS Ketenagakerjaan logo;
 - f. security code of information technology system; and
 - g. term of coverage.
- (6) In the event that BPJS Ketenagakerjaan Membership Card as referred to in section (4) is distributed to Placement Operators, the Placement Operators are obligated to directly deliver the BPJS Ketenagakerjaan Membership Card to the Prospective Indonesian Migrant Workers or Indonesian Migrant Workers who have been registered.
- (7) Membership of Prospective Indonesian Migrant Workers or Indonesian Migrant Workers in BPJS Ketenagakerjaan is in effect since the membership number as referred to in section (1) is issued.

Article 12

In the event that there is any change in personal and family members data, Prospective Indonesian Migrant Workers or Indonesian Migrant Workers are obligated to submit complete and correct data changes to BPJS Ketenagakerjaan through Service Channel.

Article 13

- (1) In the event that Indonesian Migrant Workers renew the membership of workers social security program, the membership extension is made through Service Channel.
- (2) The extension of membership of workers social security program as referred to in section (1) is made by the Indonesian Migrant Workers or Placement Operators.

- (3) The Indonesian Migrant Workers who have already extended the membership as referred to in section (1) attach the following documents:
 - a. passport; and
 - b. employment contract which contains extension of period.
- (4) The documents as referred to in section (3) are submitted online or offline.

Article 14

The registration as referred to in Article 9, data changes as referred to in Article 12, and extension as referred to in Article 13, may be performed through Service Channel which is electronically integrated with business licensing system, either online and/or offline.

CHAPTER IV PROTECTION PERIOD

Article 15

- (1) The maximum protection period before work is 5 (five) months starting from the registration and payment of contribution before work, until the embarkation in Indonesia.
- (2) During the period as referred to in section (1), the protection before work may be terminated if Prospective Indonesian Migrant Worker:
 - a. is declared fail to depart;
 - b. suffers from Total Permanent Disability; or
 - c. passed away.
- (3) In the event that the Prospective of Indonesian Migrant Workers have not departed to the country of destination in over 5 (five) months, the Prospective Indonesian Migrant Workers register for protection before work by repaying the contribution.

Article 16

- (1) Period of during working protection is started from Indonesian Migrant Worker departure from embarkation in Indonesia to the country of destination until the expiration of employment contract plus a maximum of 1 (one) month for the return preparation at the country of destination including the trip until the debarkation in Indonesia.
- (2) The period of during working protection as referred to in section (1) for JKM program may be provided to Indonesian Migrant Workers who are on the leave and coming back to Indonesia.
- (3) The Individual Indonesian Migrant Workers receive additional during work protection for a maximum of 1 (one) month after the registration and contribution payment until the embarkation in Indonesia, in the form of program benefits of JKM before work.
- (4) In the event that Individual Indonesian Migrant Workers have not departed to the country of destination after 1

(one) month as referred to in section (3), all risks are borne by the said Indonesian Migrant Workers.

Article 17

Protection period after work is provided to Indonesian Migrant Workers under the following provisions:

- a. for JKK program, starting from the arrival at the debarkation until arriving to the hometown, or at the very latest of 30 (thirty) days starting from the arrival at the debarkation until arriving to the hometown; and/or
- b. for JKM program, starting from the arrival at the debarkation up to 30 (thirty) days.

CHAPTER V

CONTRIBUTION AND PAYMENT PROCEDURES

Article 18

- (1) Contribution payment of JKK and JKM programs for Prospective Indonesian Migrant Workers through Placement Operator is done gradually under the following provisions:
 - a. contribution for protection before work is paid with the amount of Rp37,500.00 (thirty-seven thousand and five hundred rupiah); and
 - b. contribution for during working protection and after work is paid according to the period of employment contract, namely as follows:
 1. for a period of 24 (twenty-four) months is in the amount of Rp332,500.00 (three hundred thirty-two thousand and five hundred rupiah);
 2. for a period of 12 (twelve) months is in the amount of Rp189,000.00 (one hundred and eighty-nine thousand rupiah); or
 3. for a period of 6 (six) months is in the amount of Rp108,000.00 (one hundred and eight thousand rupiah).
- (2) Contribution payment of JKK and JKM programs for during working protection of Individual Prospective Indonesian Migrant Workers is done in lump-sum according to the period of employment contract, namely as follows:
 - a. for a period of 24 (twenty-four) months is in the amount of Rp332,500.00 (three hundred thirty-two thousand and five hundred rupiah);
 - b. for a period of 12 (twelve) months is in the amount of Rp189,000.00 (one hundred and eighty-nine thousand rupiah); or
 - c. for a period of 6 (six) months is in the amount of Rp108,000.00 (one hundred and eight thousand rupiah).
- (3) In the event of the employment contract exceeds the term as referred to in section (1) point b and section (2), contribution payment of JKK and JKM programs is charged at Rp13,500.00 (thirteen thousand and five hundred rupiah) per month and is paid in lump-sum according to the excess period of the employment contract.

Article 19

- (1) Contribution payment of JKK and JKM for Indonesian Migrant Workers through Placement Operator as referred to in Article 18 section (1) point a is made under the following provisions:
 - a. contribution for protection before work is paid after the Prospective Indonesian Migrant Workers sign the placement contract; and
 - b. contribution for during working and after working protection is paid at the very latest after Prospective Indonesian Migrant Workers attend pre-departure orientation.
- (2) Contribution payment of JKK and JKM programs for protection during work and after work for Individual Indonesian Migrant Workers as referred to in Article 18 section (2) is made at the very earliest of 1 (one) month prior to the departure to the country of destination.

Article 20

Contribution of JKK and JKM programs for membership extension is charged at Rp13,500.00 (thirteen thousand and five hundred rupiah) per month and is paid in lump-sum according to the extension of employment contract period.

Article 21

- (1) Contribution payment of JHT program is done at the time Prospective Indonesian Migrant Workers or Indonesian Migrant Workers participate in JHT program.
- (2) In the event that the contribution of JHT program as referred to in section (1) is paid in foreign currency, the amount of contribution is equivalent to the rupiah amount based on the applicable exchange rate at the time of payment.
- (3) The contribution payment as referred to in section (1) may be made monthly or in lump-sum in advance.
- (4) The contribution payment in lump sum in advance as referred to in section (3) may be made by selecting the following periods of payment:
 - a. 2 (two) months;
 - b. 3 (three) months;
 - c. 6 (six) months; or
 - d. 1 (one) year.

Article 22

Contribution payment of JKK, JKM and JHT programs may be made through banking channel or non-banking channel that have already cooperated with BPJS Ketenagakerjaan, either domestic or abroad.

Article 23

- (1) After the contribution of JKK, JKM and JHT programs as referred to in Article 18 and Article 21 have been paid-up, BPJS Ketenagakerjaan is obligated to issue a proof of contribution payment.

- (2) The proof of contribution payment is delivered to Prospective Indonesian Migrant Workers or Indonesian Migrant Workers.
- (3) Details on the amount of contribution of JKK and JKM programs as referred to in Article 18 and contribution of JHT program as referred to in Article 21 are stated in Annex I as an integral part of this Ministerial Regulation.

Article 24

- (1) Prospective Indonesian Migrant Workers who suffer from risks before work that consist of:
 - a. failed to depart;
 - b. suffered from Total Permanent Disability; or
 - c. passed away,is entitled to receive a refund of contribution of JKK and JKM programs for protection during work and after work as referred to in Article 18 section (1) point b, that has been paid.
- (2) The refund of contribution as referred to in section (1) is made by BPJS Ketenagakerjaan along with the granting of benefits due to departure failure, Total Permanent Disability, or passing away.
- (3) Refund of contribution for Prospective Indonesian Migrant Workers who fail to depart not due to the conditions as referred to in section (1) is made by BPJS Ketenagakerjaan based on the application submitted by Prospective Indonesian Migrant Workers with attaching the following documents:
 - a. statement letter concerning departure cancellation issued by Placement Operators;
 - b. BPJS Ketenagakerjaan Membership Card; and
 - c. resident identity card, passport or other identity cards.
- (4) The documents as referred to in section (3) are submitted online or offline.

CHAPTER VI

BENEFITS OF SOCIAL SECURITY PROGRAM FOR EMPLOYMENT

Part One

Employment Injury Security

Paragraph 1

Before Working Protection and After Working Protection

Article 25

Benefits of JKK program for Prospective Indonesian Migrant Workers or Indonesian Migrant Workers before work and after work are provided in the forms of:

- a. health service;
- b. cash compensation; and/or
- c. assistance and vocational training for Prospective Indonesian Migrant Workers or Indonesian Migrant Workers who suffer from Partial Anatomical Disability

and/or Partial Functional Disability due to Employment Injury.

Article 26

- (1) The health service as referred to in Article 25 point a is provided in accordance with the medical needs, including:
 - a. basic and supporting medical check-up;
 - b. first and advanced healthcare;
 - c. class I inpatient healthcare at government hospital, local government hospital, or equivalent private hospital;
 - d. intensive care;
 - e. diagnostic supports;
 - f. handling, including comorbidity and complication related to Employment Injury and occupational diseases;
 - g. special service;
 - h. medical tools and implants;
 - i. doctor or medical services;
 - j. surgery;
 - k. blood service;
 - l. medical rehabilitation; and/or
 - m. home care for Members who are unable to continue hospital treatment.
- (2) The home care as referred to in section (1) point m is done under the following provisions:
 - a. it is not possible for the Member to continue treatment at the hospital due to physical limitation and/or geographical condition;
 - b. the home care is required to be recommended by the examining doctor and/or advising doctor and is made in cooperation with a health facility; and
 - c. the home care includes medical actions and nursing in accordance with the home care standards.
- (3) The health service as referred to in section (1) also applies for Indonesian Migrant Workers who are proven to have suffered from the risks of physical abuse and/or rape.
- (4) The health service as referred to in section (1) is organized in the health facilities that are in cooperation with BPJS Ketenagakerjaan.
- (5) In the event that an Employment Injury occurs within an area with no health facilities that meet the standards for cooperating with BPJS Ketenagakerjaan, the health service as referred to in section (1) is provided at the nearest health facility.
- (6) The costs of health service at the nearest health facility as referred to in section (5) for Prospective Indonesian Migrant Workers or Indonesian Migrant Workers due to Employment Injury are first paid by the Prospective Indonesian Migrant Workers or Indonesian Migrant Workers and they are entitled to reimbursement from BPJS Ketenagakerjaan under the cost standard in accordance with the provisions of legislation.

Article 27

- (1) Cash compensation as referred to in Article 25 point b, covers:
 - a. reimbursement of transportation expense for Members who have Employment Injury to the hospital and/or to their home, first aid, and referral to other hospital;
 - b. compensation for Partial Anatomical Disability, Partial Functional Disability, and Total Permanent Disability;
 - c. compensation for death due to Employment Injury;
 - d. periodic compensation paid in lump-sum if the Members have Total Permanent Disability due to Employment Injury;
 - e. rehabilitation cost in the form of orthese and/or prothese purchase;
 - f. reimbursement of expenses for denture, hearing aid, and glasses due to Employment Injury;
 - g. cash compensation for Prospective Indonesian Migrant Workers who fail to depart not due to the mistakes of the Prospective Indonesian Migrant Workers;
 - h. cash compensation for Indonesian Migrant Workers who suffer from a loss due to the actions of other party on the return trip to their hometown;
 - i. cash compensation for Prospective Indonesian Migrant Workers or Indonesian Migrant Workers who are proven as the victim of rape; and/or
 - j. educational or training scholarship.
- (2) The Total Permanent Disability as referred to in section (1) point b is declared by an advising doctor based on the result of physical and/or mental examination to the Member.
- (3) The fail to depart not due to the mistakes of the Prospective Indonesian Migrant Workers as referred to in section (1) point g is under the following provisions:
 - a. not due to Placement Operators' mistakes; and/or
 - b. not due to the Government of Indonesia's policies.
- (4) The cash compensation for Prospective Indonesian Migrant Workers or Indonesian Migrant Workers who are proven as the victim of rape as referred to in section (1) point i has already included compensation for Partial Functional Disability if the trauma includes permanent mental disability.
- (5) The educational or training scholarship as referred to in section (1) point j is implemented under the following provisions:
 - a. is provided if the Member:
 1. suffers from Total Permanent Disability due to Employment Injury; or
 2. passed away due to Employment Injury.
 - b. is applied at the time the Member has been already declared suffers from Total Permanent Disability or passed away due to Employment Injury;
 - c. is provided for a maximum of 2 (two) Children under the conditions of:

1. Children of school age;
 2. have not reached the age of 23 (twenty-three) years old;
 3. not married yet; and/or
 4. unemployed.
- d. the Children as referred to in point c has been registered by the Members as their heirs and the beneficiaries of educational scholarship;
 - e. Children illegible to be registered as the beneficiaries of educational scholarship benefits are the Member's Children who are born, including legal stepchildren or adopted Children according to the provisions of legislation before the Member is declared to suffer from Total Permanent Disable due to Employment Injury or passed away due to Employment Injury;
 - f. the Members or their heir register the name of 2 (two) Children as the beneficiary of scholarship to BPJS Ketenagakerjaan at the latest of the time of claiming the JKK benefits;
 - g. if the Child who is the beneficiary of scholarship benefits passed away before receiving such scholarship, the heir is obligated to submit data change regarding the Child as the scholarship beneficiary, at the latest of the time of claiming the benefit, by providing death certificate to transfer the corresponding scholarship benefit;
 - h. if the Child who is the beneficiary of scholarship passed away at the time he/she is within the term of such benefit, the scholarship benefit may be transferred to the Member's other Child as the substitute, under the following conditions:
 1. is provided in the amount of the remaining benefit to be disbursed if the deceased Child is still alive;
 2. is provided according to the educational level of the Member's Child who becomes the substitute; and
 3. transfer of scholarship benefit only applies 1 (one) time and is only applicable for 1 (one) Member's Child who becomes the substitute.
 - i. scholarship benefit is annually claimed to BPJS Ketenagakerjaan by the Member's Child or the Child's guardian according to the educational level of Member's Child;
 - j. if the Member's Child or Child's guardian is late in claiming the scholarship benefit for the very first time, the scholarship benefit will still be provided starting from the time the Member is declared to suffer from Total Permanent Disability or passed away due to Employment Injury; and
 - k. if scholarship benefit is not annually claimed by the Member's Child or the Child's guardian, benefit payments will be accumulatively disbursed from the remaining benefit that has not been claimed for.

- (6) Higher education scholarship benefit for the level of graduate/equivalent or for training will be provided for a maximum of 4 (four) years under the following provisions:
 - a. if the Child passed the higher education for the level of graduate/equivalent within less than 4 (four) years, the Child cannot claim scholarship for other graduate/equivalent or training education;
 - b. if the Child has not passed his/her study and selects other major or educational institution or switches to training, the Child will still be entitled to scholarship benefit by providing statement letter concerning him/her not finishing the study at the corresponding educational institution as well as not spending the benefit limit namely the said 4 (four) years starting from the date of scholarship benefit being claimed for the very first time for the desired educational level; and
 - c. switching to other major or other educational institution or to training only applies for 1 (one) time.
- (7) The scholarship benefit for training will be provided for 1 (one) type of training that may be gradually participated in, with the benefit limit of a maximum of 4 (four) years starting from the date of claim for such scholarship benefit for the desired level, under the following provisions:
 - a. claim for advanced training scholarship benefits for tiered training is proven by providing the previous training certificate;
 - b. training is organized by training institution that has license and/or is accredited;
 - c. if the scholarship beneficiary has not completed his/her training and opts to switch to a higher education institution, the scholarship beneficiary will still receive scholarship benefit according to his/her level by providing a statement letter of not completing the training issued by the training institution, and the benefit limit is for a maximum of 4 (four) years starting from the date of scholarship benefit being claimed for the very first time for the corresponding educational level; and
 - d. switching to higher education institution only applies for 1 (one) time.
- (8) For the Member's Child of pre-school age up to primary school level at the time the Member suffers from Total Permanent Disability due to Employment Injury or passed away due to Employment Injury, the educational scholarship will be provided when the Child reaches the school age.

Article 28

- (1) The assistance and vocational training benefit as referred to in Article 25 point c is claimed 1 (one) time for each case of Employment Injury to BPJS Ketenagakerjaan.
- (2) The organizing of assistance and vocational training as referred to in section (1) is carried out in collaboration with government, local government or private training institutions.

Article 29

Details on the amount of benefits of JKK program for Prospective Indonesian Migrant Workers or Indonesian Migrant Workers before work and after work as well as the percentage of Partial Anatomical Disability and Partial Functional Disability are stated in Annex II as an integral part of this Ministerial Regulation.

Paragraph 2

Protection during Work

Article 30

- (1) Benefits of JKK program for Indonesian Migrant Workers during work are given in the form of:
 - a. health service that consists of:
 1. healthcare and treatment due to Employment Injury in the destination country; and/or
 2. Advanced health service due to Employment Injury for Indonesian Migrant Workers who are sent home to Indonesia by their employer;
 - b. cash compensation; and/or
 - c. assistance and vocational training in Indonesia for Indonesian Migrant Workers who suffers from Partial Anatomical Disability and/or Partial Functional Disability due to Employment Injury.
- (2) The Health Service as referred to in section (1) point a, also applies for Indonesian Migrant Workers who are proven to have suffered from the risks of physical abuse and/or rape.
- (3) Benefits of JKK program for Indonesian Migrant Workers as referred to in section (1) are also provided for Indonesian Migrant Workers who suffer from Employment Injury while travelling home to Indonesia and/or on the way return to the destination country on the leave.

Article 31

- (1) The healthcare and treatment due to Employment Injury in the destination country as referred to in Article 30 section (1) point a point 1, may be provided in the event of the care and treatment cost in the destination country has exceeded the benefit limit of social security and/or insurance in the destination country.
- (2) The healthcare and treatment costs due to Employment Injury in the destination country as referred to in section (1) may be paid in advance by the employer, Placement Operators, business partners, or by Indonesian Migrant Workers who are entitled to reimbursement from BPJS Ketenagakerjaan.

Article 32

In the event of social security or insurance membership by Indonesian Migrant Workers in the destination country has not been activated, BPJS Ketenagakerjaan serves as the guarantor over healthcare and treatment costs due to Employment Injury.

Article 33

- (1) The advanced health service due to Employment Injury for Indonesian Migrant Workers who are sent home to Indonesia by their employer as referred to in Article 30 section (1) point a point 2 is provided in accordance with the medical needs, including:
 - a. basic and supporting medical check-up;
 - b. first and advanced healthcare;
 - c. class I inpatient healthcare at government hospital, local government hospital, or equivalent private hospital;
 - d. intensive care;
 - e. diagnostic supports;
 - f. handling, including comorbidity and complication related to Employment Injury and occupational diseases;
 - g. special service;
 - h. medical tools and implants;
 - i. doctor or medical services;
 - j. surgery;
 - k. blood service;
 - l. medical rehabilitation; and/or
 - m. home care for Members who are unable to continue hospital treatment.
- (2) The home care as referred to in section (1) point m is done under the following provisions:
 - a. it is not possible for the Member to continue treatment at the hospital due to physical limitation and/or geographical condition;
 - b. the home care is required to be recommended by the examining doctor and/or advising doctor and is made in cooperation with a health facility; and
 - c. the home care includes medical actions and nursing in accordance with the home care standards.
- (3) The advanced healthcare as referred to in section (1) is organized in the health facilities that are in cooperation with BPJS Ketenagakerjaan.
- (4) In the event that the Member resides within an area with no health facilities that meet the standards for cooperating with BPJS Ketenagakerjaan, the healthcare as referred to in section (3) is provided at the nearest health facility.
- (5) The costs of healthcare at the nearest health facility as referred to in section (4) for Indonesian Migrant Workers due to Employment Injury are first paid by the Indonesian Migrant Workers and they are entitled to reimbursement from BPJS Ketenagakerjaan under the cost standard in accordance with the provisions of legislation.

Article 34

- (1) Cash compensation as referred to in Article 30 section (1) point b, covers:
 - a. reimbursement of transportation expense for Members who have Employment Injury to the hospital and/or to their home, first aid, and referral to other hospital, in the destination country;

- b. reimbursement to transportation expense to repatriate Indonesian Migrant Workers who suffer from Employment Injury that not lead to their death, from the destination country to their hometown;
 - c. reimbursement to transportation expense to repatriate problematic Indonesian Migrant Workers, from the destination country to their hometown;
 - d. cash compensation and reimbursement to transportation expense to repatriate Indonesian Migrant Workers who are potentially failed to be placed not due to the mistakes of Indonesian Migrant Workers;
 - e. cash compensation and reimbursement to transportation expense to repatriate Indonesian Migrant Workers who are placed not in accordance with their employment contract and were placed against their will;
 - f. compensation for Partial Anatomical Disability, Partial Functional Disability, and Total Permanent Disability;
 - g. compensation for death due to Employment Injury;
 - h. periodic compensation paid in lump-sum if the Members have Total Permanent Disability due to Employment Injury;
 - i. rehabilitation cost in the form of orthese and/or prothese purchase;
 - j. reimbursement of expenses for denture, hearing aid, and glasses due to Employment Injury;
 - k. cash compensation for Indonesian Migrant Workers who are proven as the victim of rape;
 - l. cash compensation for Indonesian Migrant Workers who suffer from PHK due to Employment Injury that not lead to their death;
 - m. cash compensation for Indonesian Migrant Workers who suffer from PHK that is not due to Employment Injury; and/or
 - n. educational or training scholarship.
- (2) The reimbursement to transportation expense to repatriate problematic Indonesian Migrant Workers as referred to in section (1) point c is provided under the provisions that the reimbursement is not provided for:
- a. Indonesian Migrant Workers who are proven to deliberately commit criminal offense or committing activities that violate the law, so the Indonesian Migrant Workers get into trouble; or
 - b. Indonesian Migrant Worker who are proven to deliberately distribute and/or use narcotics, psychotropic drugs, and/or alcoholic beverages prohibited by the destination country government, which directly get the Indonesian Migrant Workers into trouble.
- (3) The cash compensation and reimbursement to transportation expense to repatriate Indonesian Migrant Workers who are potentially failed to be placed not due to the mistakes of Indonesian Migrant Workers as referred to

in section (1) point d is provided under the following provisions:

- a. Indonesian Migrant Workers have arrived in the destination country; and
 - b. termination of employment contract by the Employer before Indonesian Migrant Workers performing the work according to the employment contract.
- (4) The cash compensation and reimbursement to transportation expense to repatriate Indonesian Migrant Workers who are placed not in accordance with their employment contract and were placed against their will as referred to in section (1) point e is provided under the following provisions:
- a. Indonesian Migrant Workers have arrived in the destination country; and
 - b. termination of employment contract by the Employer or by Indonesian Migrant Workers due to their objection to be placed at work place that is not in accordance with the employment contract.
- (5) The cash compensation for Indonesian Migrant Workers who are proven as the victim of rape as referred to in section (1) point k has already included compensation for Partial Functional Disability if the trauma includes permanent mental disability.
- (6) The cash compensation for Indonesian Migrant Workers who suffer from PHK due to Employment Injury that not lead to their death as referred to in section (1) point l is provided under the provision that the PHK is imposed before the employment contract is concluded.
- (7) The cash compensation for Indonesian Migrant Workers who suffer from PHK that is not due to Employment Injury as referred to in section (1) point m is provided under the following provisions:
- a. PHK is unilaterally made by the employer not due to the mistakes of Indonesian Migrant Workers and made before the employment contract is concluded; or
 - b. PHK is made because the employer passed away.
- (8) The cash compensation for Indonesian Migrant Workers who suffer from PHK that is not due to Employment Injury as referred to in section (1) point m is not provided in the event of:
- a. the Indonesian Migrant Workers:
 1. resign;
 2. are deported by the destination country government;
 3. are proven committing criminal offense or committing activities that violate the law, deliberately distribute and/or use narcotics, psychotropic drugs, and/or alcoholic beverages prohibited by the destination country government; and/or
 4. near retirement age, suffers from Total Permanent Disability, and passed away.
 - b. the employment contract is concluded;

- c. change to politics and the government policies, either the government of Indonesia or the government of the destination country; and/or
 - d. war, natural disaster, or pandemic in the destination country.
- (9) Provisions regarding the providing of educational or training scholarship benefit during the before working and after working protection term as referred to in Article 27 section (5), section (6), section (7), and section (8) apply *mutatis mutandis* to the providing of educational scholarship or training benefit in during working protection term.

Article 35

- (1) The assistance and vocational training benefit as referred to in Article 30 section (1) point c is claimed 1 (one) time for each case of Employment Injury, to BPJS Ketenagakerjaan.
- (2) The organizing of assistance and vocational training as referred to in section (1) is carried out in collaboration with government, local government or private training institutions.

Article 36

Details on the amount of benefits of JKK program for Indonesian Migrant Workers during work and the percentage of Partial Anatomical Disability and Partial Functional Disability are stated in Annex II as an integral part of this Ministerial Regulation.

Part Two Death Security

Article 37

The JKM program benefit is paid to the heir of Prospective Indonesian Migrant Worker or Indonesian Migrant Worker if the Member passed away during his/her active membership term.

Article 38

The JKM program benefits for Prospective Indonesian Migrant Worker or Indonesian Migrant Worker before work and after work include:

- a. death benefit;
- b. periodical benefit; and
- c. funeral cost.

Article 39

- (1) The JKM program benefits for Indonesian Migrant Worker during work include:
 - a. death benefit;
 - b. periodical benefit;
 - c. funeral cost; and
 - d. educational or training scholarship.
- (2) The JKM program benefits for Indonesian Migrant Worker as referred to in section (1) is also provided for Indonesian Migrant Worker who passed away during leave.

- (3) The educational or training scholarship as referred to in section (1) point d is implemented under the following provisions:
- a. provided if the Member passed away not due to Employment Injury;
 - b. provided for a maximum of 2 (two) Children with the requirements of:
 1. Children of school age;
 2. have not reached the age of 23 (twenty-three) years old;
 3. not married yet; and/or
 4. unemployed.
 - c. the Children as referred to in point b have been registered by the Member as his/her heirs and the beneficiary of educational scholarship;
 - d. a Child who is illegible to be registered as the beneficiary of educational scholarship benefit is the Member's Child who is born, including legal stepchildren or adopted Children according to the provisions of legislation before the Member passed away not due to Employment Injury;
 - e. the Member or his/her heir registers the name of 2 (two) Children as the beneficiary of scholarship to BPJS Ketenagakerjaan at the latest of the time of claiming the JKM benefits;
 - f. if the Child as the beneficiary of scholarship benefits passed away before receiving the scholarship, the heir is obligated to submit data change regarding the Child as the scholarship beneficiary, at the latest of the time of claiming the benefit, by providing death certificate to transfer the corresponding scholarship benefit;
 - g. if the Child as the scholarship beneficiary passed away at the time he/she is within the term of such benefit, the scholarship benefit may be transferred to the Member's other Child as the substitute, under the following conditions:
 1. the benefit is provided in the amount of the remaining benefit to be disbursed if the deceased Child is still alive;
 2. provided according to the educational level of the substitute Child of the Member; and
 3. the transfer of scholarship benefit only applies 1 (one) time and is only applicable for 1 (one) substitute Child of the Member.
 - h. scholarship benefit is annually claimed to BPJS Ketenagakerjaan by the Member's Child or the Child's guardian according to the Member Child's educational level;
 - i. if the Member's Child or Child's guardian is late in claiming the scholarship benefit for the very first time, the scholarship benefit will still be provided starting from the time the Member passed away not due to Employment Injury; and
 - j. if scholarship benefit is not annually applied by the Member's Child or the Child's guardian, benefit

- payments will be accumulatively disbursed from the remaining benefit that has not been claimed for.
- (4) Higher education scholarship benefit for the level of graduate/equivalent or for training will be provided for a maximum of 4 (four) years under the following provisions:
 - a. if the Child passed the higher education for the level of graduate/equivalent within less than 4 (four) years, the Child cannot claim scholarship for other graduate/equivalent or training education;
 - b. if the Child has not passed his/her study and selects other major or educational institution or switches to training, the Child will still be entitled to scholarship benefit by providing statement letter concerning him/her not finishing the study at the corresponding educational institution as well as not spending the benefit limit namely the 4 (four) years starting from the date of scholarship benefit being claimed for the very first time for the desired educational level; and
 - c. switching to other major or other educational institution or to training only applies 1 (one) time.
 - (5) The scholarship benefit for training is provided for 1 (one) type of training that may be gradually participated in, with the benefit limit of a maximum of 4 (four) years starting from the date of claim for such scholarship benefit for the desired level, under the following provisions:
 - a. claim for advanced training scholarship benefits for tiered training is proven by providing the previous training certificate;
 - b. training is organized by training institution that has license and/or is accredited;
 - c. if the scholarship beneficiary has not completed his/her training and opts to switch to a higher education institution, the scholarship beneficiary will still receive scholarship benefit according to his/her level by providing a statement letter of him/her not finishing the training issued by the training institution, and the benefit limit is a maximum of 4 (four) years starting from the date of scholarship benefit being claimed for the very first time for the corresponding educational level; and
 - d. switching to higher education institution only applies 1 (one) time.
 - (6) For the Member's Children of pre-school age up to primary school level at the time the Member passed away not due to Employment Injury, such educational scholarship is provided when the Child reaches the school age.

Article 40

Details on the amount of the JKM program benefits for Prospective Indonesian Migrant Worker or Indonesian Migrant Worker before work, during work and after work are stated in Annex II as an integral part of this Ministerial Regulation.

Part Three
Old-Age Security

Article 41

- (1) The amount of JHT program benefit for Prospective Indonesian Migrant Worker or Indonesian Migrant Worker is equal to the accumulated value of all contributions that have been paid up, plus the development results as being recorded in the Member's individual account.
- (2) The development of the JHT program benefit value as referred to in section (1) can still be continued after the Member terminates the employment contract and the JHT program benefit has not been paid up in lump sum.
- (3) The JHT program benefit is provided at the time the Prospective Indonesian Migrant Worker or Indonesian Migrant Worker:
 - a. enters the retirement age;
 - b. passed away; or
 - c. suffers from Total Permanent Disability.
- (4) Entering the retirement age as referred to in section (3) point a includes:
 - a. reaching the age of 56 (fifty-six) years old;
 - b. Prospective Indonesian Migrant Worker who fails to depart; or
 - c. Indonesian Migrant Worker who fails to be placed or resigned his/her position.
- (5) Indonesian Migrant Workers who resign their positions as referred to section (4) point c consist of:
 - a. the employment contract is concluded;
 - b. suffering from PHK;
 - c. resigned; or
 - d. becoming foreign citizen.
- (6) In preparing to enter retirement, JHT benefits may be partially provided up to a certain limit if the Member has had a membership term of at least 10 (ten) years, namely:
 - a. a maximum of 30% (thirty percent) of the amount of JHT, for house proprietorship; or
 - b. a maximum of 10% (ten percent) of the amount of JHT, for other purposes in preparing the retirement.

Part Four
Advanced Social Security Program

Article 42

- (1) At the time the employment contract is concluded in the destination country and upon returning to Indonesia, Indonesian Migrant Worker can continue his/her membership of the social security program.
- (2) Such participation to advanced social security program as referred to in section (1) corresponds to the Worker's status during his/her time in Indonesia, namely as:
 - a. wage recipient Member; or
 - b. non-wage recipient Member.
- (3) Membership to such advanced social security program is implemented in accordance with the provisions of legislation.

CHAPTER VII
REPORTING AND CLAIM PROCEDURES

Part One
Employment Injury Security

Paragraph 1
Employment Injury Security Reporting
For Protection Before work and After work

Article 43

- (1) Reporting procedures for Employment Injury before work and after work are made through Service Channel.
- (2) Employment Injury reporting as referred to in section (1) is submitted to BPJS Ketenagakerjaan by:
 - a. Placement Operators;
 - b. Prospective Indonesian Migrant Worker;
 - c. Indonesian Migrant Worker;
 - d. the Member's family;
 - e. health facility providing services;
 - f. Director General;
 - g. BP2MI;
 - h. Provincial Office; or
 - i. Regency/Municipal Office.
- (3) Reporting as referred to in section (2) is made at the very first occasion following the occurrence of Employment Injury until one day before the expiration date.
- (4) The report as referred to in section (2) is accounted as first phase report.

Article 44

- (1) The report submitter as referred to in Article 43 section (2) must report the effects of an Employment Injury to BPJS Ketenagakerjaan as a second phase report from the time the Prospective Indonesian Migrant Worker or Indonesian Migrant Worker is declared recovered, disabled or dead.
- (2) The second phase report as referred to in section (1) also serves as the claim over JKK benefit to BPJS Ketenagakerjaan.

Article 45

- (1) Reporting of the failure to depart not due to the mistakes of Indonesian Migrant Workers or any loss due to other party's action against the Indonesian Migrant Worker during return trip from the destination country to his/her hometown, is immediately reported starting from the time the failure to depart occurs or starting from the loss being realized, up to one day before the expiration date.
- (2) Reporting as referred to in section (1) also serves as the claim over JKK benefit to BPJS Ketenagakerjaan.

Paragraph 2
Employment Injury Security Reporting For During Working
Protection

Article 46

- (1) Procedures of Employment Injury reporting during work are submitted through Service Channel.
- (2) Employment Injury reporting as referred to in section (1) to BPJS Ketenagakerjaan is submitted by:
 - a. the corresponding Indonesian Migrant Worker;
 - b. the Heir to the Indonesian Migrant Worker;
 - c. Indonesian Missions or IETO;
 - d. Placement Operators;
 - e. Director General; or
 - f. BP2MI.
- (3) Reporting as referred to in section (1) also serves as the claim over JKK benefit to BPJS Ketenagakerjaan.

Paragraph 3

Employment Injury Security Reporting for Protection Before
Work and After Work

Article 47

- (1) The first phase Employment Injury report is made using first phase reporting form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
 - a. BPJS Ketenagakerjaan Member Card; and
 - b. resident identity card, passport, or other proof of identity.
- (2) The second phase Employment Injury report is made using phase II reporting form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
 - a. examination result by the examining doctor and/or advising doctor;
 - b. receipt and details of treatment and/or healthcare costs if the corresponding health facility have not cooperated with BPJS Ketenagakerjaan;
 - c. the original or photocopy of transportation costs receipt;
 - d. photocopy of saving account under the name of Prospective Indonesian Migrant Worker or Indonesian Migrant Worker; and
 - e. other receipts or documents related to the Employment Injury.
- (3) In the event of Prospective Indonesian Migrant Worker or Indonesian Migrant Worker passed away due to Employment Injury as referred to in section (1) and section (2), the Heir also provides:
 - a. resident identity card, passport or other proof of identity of the heir;
 - b. family card;
 - c. death certificate issued by doctor or authorized official;
 - d. declaration of heirs issued by authorized official; and
 - e. saving account under the name of the legitimate heir.
- (4) In the event of Prospective Indonesian Migrant Worker or Indonesian Migrant Worker proven as the victim of rape, along with documents as referred to in section (1) and

section (2), Prospective Indonesian Migrant Worker or Indonesian Migrant Worker provides *visum et repertum* issued by doctor.

- (5) The documents as referred to in section (1), section (2), section (3) and section (4) are submitted online or offline.

Article 48

- (1) Report on departure failure not due to the mistakes of Indonesian Migrant Workers is made using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
- BPJS Ketenagakerjaan Member Card;
 - resident identity card, passport or other proof of identity;
 - statement letter issued by the local Regency/Municipal Office, stating the date and the reasons the Prospective Indonesian Migrant Worker declared fail to depart; and
 - saving account under the name of the Prospective Indonesian Migrant Worker.
- (2) Report on the loss due to other party's action against Indonesian Migrant Worker during the return trip from the destination country to their hometown, is made using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
- BPJS Ketenagakerjaan Member Card;
 - passport;
 - police report;
 - baggage manifest or air cargo manifest or other supporting evidences that are reliable; and
 - saving account under the name of the Indonesian Migrant Worker.
- (3) The documents as referred to in section (1) and section (2) are submitted online or offline.

Article 49

- (1) Claim for educational scholarship benefits from kindergarten to higher education is made for the very first time using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
- the Child's birth certificate;
 - family card;
 - statement letter that the Child is actually studying, issued by the school or by higher education institution;
 - the most recent school report or academic transcript;
 - the beneficiary Child's identity card or other proof of identity; and
 - saving account under the name of the beneficiary Child.
- (2) Claim for training scholarship benefits is made using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
- the beneficiary Child's resident identity card or other proof of identity;

- b. family card;
 - c. statement letter that the Child is or still actually taking the training, issued by training institution that has license and/or is accredited;
 - d. diploma of high school/equivalent;
 - e. previous training certificate for tiered or linear training; and
 - f. saving account under the name of the beneficiary Child.
- (3) The documents as referred to in section (1) and section (2) are submitted online or offline.

Paragraph 4
Employment Injury Security Claim For During Working
Protection

Article 50

- (1) Report on Employment Injury and/or the impact of Employment Injury including physical abuse in the destination country is made using reporting form of Indonesian Migrant Worker's Employment Injury during work as regulated by BPJS Ketenagakerjaan Regulation, by providing the following documents:
- a. BPJS Ketenagakerjaan Member Card;
 - b. passport;
 - c. statement letter issued by the employer, the Indonesian Missions, IETO, or institution administering government affairs in the field of manpower.
 - d. diagnose or medical resume issued by the hospital or health facility in the destination country;
 - e. receipt of transportation expense in the destination country;
 - f. saving account under the name of Indonesian Migrant Worker or under the name of the Party who paid in advance; and
 - g. receipt or other documents related to such Employment Injury.
- (2) In the event of healthcare and treatment costs exceeding benefit limit of social security and/or insurance in the destination country, the following documents are provided:
- a. statement letter issued by the insurance company in the destination country, of the Indonesian Missions, IETO or institution administering government affairs in the field of manpower, regarding the amount of coverage to the treatment or healthcare costs paid in advance, in the event of payment difference;
 - b. receipt of treatment or healthcare costs issued by the hospital or health facility; and
 - c. saving account under the name of the Party who paid in advance.
- (3) In the event of Indonesian Migrant Worker passed away due to Employment Injury, along with the documents referred to in section (1) except for point f, the heir provides the following documents:

- a. resident identity card, or other proof of identity of the heir;
 - b. family card of the Indonesian Migrant Worker and/or his/her heir;
 - c. death certificate issued by doctor or authorized official;
 - d. declaration of heirs issued by authorized official; and
 - e. saving account under the name of the legitimate heir.
- (4) Report to claim reimbursement to transportation expense for the repatriation of Indonesian Migrant Worker who suffers from Employment Injury not leading to his/her death, from the destination country to their hometown, is made using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
- a. BPJS Ketenagakerjaan Member Card;
 - b. passport;
 - c. statement letter issued by the employer, the Indonesian Missions, IETO, or institution administering government affairs in the field of manpower.
 - d. receipt of transportation expense and ticket of flight or other transportation modes, from the destination country to the hometown; and
 - e. saving account under the name of the Indonesian Migrant Worker.
- (5) Report to claim reimbursement to transportation expense to repatriate problematic Indonesian Migrant Workers, from the destination country to their hometown, is made using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
- a. BPJS Ketenagakerjaan Member Card;
 - b. passport;
 - c. employment contract;
 - d. statement letter issued by the employer, the Indonesian Missions, IETO, or institution administering government affairs in the field of manpower stating that the Indonesian Migrant Worker's employment contract is concluded;
 - e. receipt of transportation expense and ticket of flight or other transportation modes, from the destination country to the hometown; and
 - f. saving account under the name of the Indonesian Migrant Worker.
- (6) Report to claim cash compensation and reimbursement to transportation expense to repatriate Indonesian Migrant Workers who are potentially failed to be placed not due to the mistakes of Indonesian Migrant Workers, is made using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
- a. BPJS Ketenagakerjaan Member Card;
 - b. passport;
 - c. placement contract or employment contract;

- d. statement letter issued by the employer, the Indonesian Missions, IETO, or institution administering government affairs in the field of manpower stating that the Indonesian Migrant Worker fail to be placed;
 - e. receipt of transportation expense and ticket of flight or other transportation modes, from the destination country to the hometown; and
 - f. saving account under the name of the Indonesian Migrant Worker.
- (7) Report to claim cash compensation and reimbursement to transportation expense to repatriate Indonesian Migrant Workers who are placed not in accordance with their employment contract and were placed against their wills made using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
- a. BPJS Ketenagakerjaan Member Card;
 - b. passport;
 - c. employment contract;
 - d. statement letter issued by the employer, the Indonesian Missions, IETO, or institution administering government affairs in the field of manpower stating that the Indonesian Migrant Worker was placed not in accordance with the employment contract;
 - e. receipt of transportation expense and ticket of flight or other transportation modes, from the destination country to the hometown; and
 - f. saving account under the name of the Indonesian Migrant Worker.
- (8) Report to claim cash compensation for Indonesian Migrant Workers who are proven as the victim of rape is made using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
- a. BPJS Ketenagakerjaan Member Card;
 - b. passport;
 - c. *visum et repertum* issued by doctor;
 - d. statement letter issued by the Indonesian Missions, IETO, or institutions administering government affairs in the field of manpower; and
 - e. saving account under the name of the Indonesian Migrant Worker.
- (9) Report to claim cash compensation for Indonesian Migrant Worker who suffers from PHK due to Employment Injury is made using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
- a. BPJS Ketenagakerjaan Member Card;
 - b. passport;
 - c. employment contract;
 - d. statement letter issued by the employer, the Indonesian Missions, IETO, or institution administering government affairs in the field of manpower, stating that the Indonesian Migrant

- Worker suffers from PHK due to Employment Injury;
and
- e. saving account under the name of the Indonesian Migrant Worker.
- (10) Report to claim cash compensation for Indonesian Migrant Workers who suffer from PHK that is not due to Employment Injury and unilaterally made by the employer not due to the mistakes of Indonesian Migrant Workers is made using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation and by providing the following documents:
- a. BPJS Ketenagakerjaan Member Card;
 - b. passport;
 - c. employment contract;
 - d. statement letter issued by the employer, the Indonesian Missions, IETO, or institution administering government affairs in the field of manpower stating that the Indonesian Migrant Workers are imposed unilateral PHK; and
 - e. saving account under the name of the Indonesian Migrant Worker.
- (11) Provisions regarding report and documents that are provided to obtain educational or training scholarship related to JKK claim for protection before work and after work as referred to in Article 49 apply mutatis mutandis to claim for educational or training scholarship for during working protection.
- (12) The documents as referred to in section (1) to section (10) are submitted online or offline.

Article 51

- (1) Report on JKK program benefits claim for Indonesian Migrant Worker who suffers from Employment Injury while travelling home to Indonesia and/or on the way return to the destination country on the leave is made using reporting form for Indonesian Migrant Worker's Employment Injury during work as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
- a. BPJS Ketenagakerjaan Member Card;
 - b. passport;
 - c. statement letter issued by the employer, the Indonesian Missions, IETO, or institution administering government affairs in the field of manpower stating that the Indonesian Migrant Worker is on the leave;
 - d. saving account under the name of the Indonesian Migrant Worker; and
 - e. receipt or other documents related to Employment Injury.
- (2) The documents as referred to in section (1) are submitted online or offline.

Paragraph 5

Expiration to Submission of Employment Injury Security
Claim

Article 52

The right to claim JKK program benefits will expire if such claim is not submitted within 5 (five) years since the Employment Injury occurs.

Paragraph 6

Stipulation and Payment of Employment Injury Security

Article 53

- (1) BPJS Ketenagakerjaan will conduct examination and verification to the report on JKK benefits claim at the very latest of 7 (seven) days starting from such report being received.
- (2) If the result of examination and verification as referred to in section (1) indicates that Prospective Indonesian Migrant Worker, Indonesian Migrant Worker or his/her heir is entitled to JKK benefits, therefore BPJS Ketenagakerjaan will calculate and pay such JKK benefits at the latest of 5 (five) work days starting from the examination and verification completed.
- (3) If the result of such examination and verification is not complete and/or incorrect, BPJS Ketenagakerjaan will notify the Prospective Indonesian Migrant Worker, Indonesian Migrant Worker, his/her respective heir, or Placement Operators at the latest of 2 (two) work days starting from such examination and verification completed.
- (4) JKK program benefits payment as referred to in section (2) are made to domestic or overseas account of the entitled Prospective Indonesian Migrant Worker, Indonesian Migrant Worker or his/her heir, in accordance with JKK benefits payment provisions.

Article 54

- (1) JKK program benefits payment is paid-up to Prospective Indonesian Migrant Worker or Indonesian Migrant Worker.
- (2) In the event of an Employment Injury leads to the death of Prospective Indonesian Migrant Worker or Indonesian Migrant Worker, JKK program benefits are paid-up to his/her heir.
- (3) The heir as referred to in section (2) consist of:
 - a. widow, widower, or the Children;
 - b. in the event that there are no the widow, widower or Children, JKK program benefits are provided according to these degrees:
 1. lineal descendants to the Prospective Indonesian Migrant Worker or Indonesian Migrant Worker in a straight line up and down to the second degree;
 2. biological siblings;
 3. parents in-laws; or
 4. parties of Prospective Indonesian Migrant Worker or Indonesian Migrant Worker's will.
- (4) In the event of such parties of Prospective Indonesian Migrant Worker or Indonesian Migrant Worker's will as referred to in section (3) point b point 4 does not exist, JKK

program benefits in the form of death benefit and funeral cost will be provided under the following provisions:

- a. Funeral cost namely in the amount of Rp10,000,000.00 (ten million rupiah) will be taken from the benefits that actually are paid in lump sum, to pay the funeral organizer; and
- b. the remaining of the benefits namely death benefit in the amount of Rp75,000,000.00 (seventy-five million rupiah) will be donated to social security fund.

Paragraph 7
Dispute Resolution

Article 55

- (1) In the event of dispute regarding Employment Injury and dispute over the amount of JKK program benefits that have been determined by BPJS Ketenagakerjaan for the protection before work, during work, or after work, Prospective Indonesian Migrant Worker, Indonesian Migrant Worker or his/her heir may request a determination from the Labour Inspector.
- (2) Determination by the Manpower Inspector as referred to in section (1) may be coordinated beforehand with the related parties.

Part Two
Death Security

Paragraph 1
Death Security Reporting and Claim

Article 56

- (1) Report on death is submitted through Service Channel.
- (2) Report as referred to in section (1) also serves as JKM program benefits claim to BPJS Ketenagakerjaan.
- (3) Report as referred to in section (1) may be submitted by:
 - a. the Member's heir;
 - b. Indonesian Missions or IETO;
 - c. Placement Operators;
 - d. Director General; or
 - e. BP2MI.

Article 57

- (1) The Member's heir submits the request for JKM program benefits payment to BPJS Ketenagakerjaan using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
 - a. BPJS Ketenagakerjaan Member Card;
 - b. resident identity card, passport, or other proof of identity of the Prospective Indonesian Migrant Worker or Indonesian Migrant Worker;
 - c. resident identity card or other proof of identity of the heir;
 - d. family card;
 - e. death certificate issued by doctor or authorized official, death certificate issued by the Indonesian

- Missions or IETO, or declaration of loss issued by the Indonesian Missions or IETO;
- f. declaration of heirs issued by authorized official; and
 - g. saving account under the name of the legitimate heir.
- (2) In the event of Indonesian Migrant Worker passed away while on the leave in Indonesia, in addition to the documents as referred to in section (1), the heir provides statement letter by the employer, Placement Operators, the Indonesian Missions or IETO stating that the Indonesian Migrant Worker is on the leave.
 - (3) In the event of such death certificate as referred to in section (1) point e cannot be issued, therefore the Indonesian Missions or IETO issues a statement letter stating the Indonesian Migrant Worker is lost at sea based on statement letter issued by authorized institution in the corresponding country.
 - (4) The heir as referred to in section (1) consists of:
 - a. widow, widower, or the Child;
 - b. In the event of the said Widow, Widower or Child does not exist, JKM program benefits are provided according to these degrees:
 - 1. lineal descendants to the Prospective Indonesian Migrant Worker or Indonesian Migrant Worker in a straight line up and down to the second degree;
 - 2. biological siblings;
 - 3. parents in-laws; or
 - 4. parties of the Member's will.
 - (5) In the event that there are no such parties of the Member's will as referred to in section (4) point b point 4, JKM program benefits in the form of death benefit, periodical benefit and funeral cost will be provided under the following provisions:
 - a. for Prospective Indonesian Migrant Worker or Indonesian Migrant Worker who passed away before work or after work, the funeral cost will be paid-up to the funeral organizer, whilst the death benefit and periodical benefit will be donated to social security fund; or
 - b. for Indonesian Migrant Worker who passed away during work:
 - 1. funeral cost namely in the amount of Rp10,000,000.00 (ten million rupiah) will be taken from the benefits that are actually paid in lump sum, to pay the funeral organizer; and
 - 2. The remaining of the benefits namely death benefit in the amount of Rp75,000,000.00 (seventy-five million rupiah) will be donated to social security fund.

Article 58

- (1) Claim for educational scholarship benefits from kindergarten to higher education is made for the very first time using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
 - a. Child's birth certificate;

- b. family card;
 - c. statement letter that the Child is actually studying, issued by the school or by higher education institution;
 - d. the most recent school report or academic transcript;
 - e. the beneficiary Child's resident identity card or other proof of identity; and
 - f. saving account under the name of the beneficiary Child.
- (2) Claim for training scholarship benefits is made using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing the following documents:
- a. the beneficiary Child's resident identity card or other proof of identity;
 - b. family card;
 - c. statement letter that the Child is or still actually taking the training, issued by training institution that has license and/or is accredited;
 - d. diploma of high school/equivalent;
 - e. previous training certificate for tiered or linear training; and
 - f. saving account under the name of the beneficiary Child.
- (3) The documents as referred to in section (1) and section (2) are submitted online or offline.

Paragraph 2 Stipulation and Payment of Death Security

Article 59

- (1) BPJS Ketenagakerjaan conducts examination and verification to the report on JKM benefits claim at the very latest of 7 (seven) days starting from such report being received.
- (2) If the result of examination and verification as referred to in section (1) indicates that the heir is entitled to JKM benefits, therefore BPJS Ketenagakerjaan will calculate and pay such JKM benefits at the latest of 3 (three) work days starting from the examination and verification completed.
- (3) If the result of such examination and verification is not complete and/or incorrect, BPJS Ketenagakerjaan will notify the heir at the latest of 2 (two) work days starting from such examination and verification completed.
- (4) JKM program benefits payment as referred to in section (2) is made to the legitimate heir's account in accordance with JKM benefits payment provisions.

Part Three Old-Age Security

Paragraph 1 Old-Age Security Reporting and Claim

Article 60

- (1) Prospective Indonesian Migrant Worker, Indonesian Migrant Worker or his/her heir submit JHT program benefits claim to BPJS Ketenagakerjaan through Service Channel.
- (2) Request for JHT program benefits claim as referred to in section (1), is made using benefits claim form as regulated in BPJS Ketenagakerjaan Regulation, by providing documents according to the following provisions:
 - a. JHT claim requirements due to the death of Prospective Indonesian Migrant Worker or Indonesian Migrant Worker, consist of:
 1. BPJS Ketenagakerjaan Member Card;
 2. resident identity card, passport, or other proof of identity of the Prospective Indonesian Migrant Worker or Indonesian Migrant Worker;
 3. resident identity card or other proof of identity of the heir;
 4. family card;
 5. death certificate issued by doctor or authorized official, or death certificate issued by the Indonesian Missions or IETO, or declaration of loss issued by the Indonesian Missions or IETO;
 6. declaration of heirs issued by authorized official; and
 7. saving account under the name of the legitimate heir.
 - b. JHT claim requirements due to the Prospective Indonesian Migrant Worker or Indonesian Migrant Worker suffers Total Permanent Disability, consist of:
 1. BPJS Ketenagakerjaan Member Card;
 2. resident identity card, passport, or other proof of identity;
 3. examination result issued by the examining doctor and/or advising doctor; and
 4. saving account under the name of Prospective Indonesian Migrant Worker or Indonesian Migrant Worker.
 - c. JHT claim requirements due to Indonesian Migrant Worker reaches the age of 56 (fifty-six) years old, consist of:
 1. BPJS Ketenagakerjaan Member Card;
 2. resident identity card, passport, or other proof of identity;
 3. saving account under the name of Indonesian Migrant Worker.
 - d. JHT claim requirements due to departure failure, consist of:
 1. BPJS Ketenagakerjaan Member Card;
 2. resident identity card, passport, or other proof of identity;
 3. statement letter issued by the local Regency/Municipal Office stating the date and the reasons the Prospective Indonesian Migrant Worker declared fail to depart; and

4. saving account under the name of Prospective Indonesian Migrant Worker.
- e. JHT claim requirements due to placement failure, consist of:
 1. BPJS Ketenagakerjaan Member Card;
 2. passport and work visa;
 3. placement contract or employment contract;
 4. statement letter issued by the employer, the Indonesian Missions, or IETO stating that the Indonesian Migrant Worker fail to be placed; and
 5. saving account under the name of the Indonesian Migrant Worker.
- f. JHT claim requirements because the employment contract is concluded, consist of:
 1. BPJS Ketenagakerjaan Member Card;
 2. passport and work visa;
 3. employment contract;
 4. statement letter issued by the employer, the Indonesian Missions or IETO stating that the Indonesian Migrant Worker's employment contract is concluded; and
 5. saving account under the name of the Indonesian Migrant Worker.
- g. JHT claim requirements due to the Indonesian Migrant Worker suffering from PHK, consist of:
 1. BPJS Ketenagakerjaan Member Card;
 2. passport and work visa;
 3. statement letter issued by the employer, the Indonesian Missions or IETO stating that the Indonesian Migrant Worker suffered from PHK; and
 4. saving account under the name of the Indonesian Migrant Worker.
- h. JHT claim requirements due to the Indonesian Migrant Worker resigns, consist of:
 1. BPJS Ketenagakerjaan Member Card;
 2. passport and work visa;
 3. statement letter issued by the employer, the Indonesian Missions, IETO, Placement Operators, BP2MI, the Ministry, Regency/Municipal Office or Provincial Office stating that the Indonesian Migrant Worker resigned; and
 4. saving account under the name of the Indonesian Migrant Worker.
- i. JHT claim requirements due to the Indonesian Migrant Worker during his/her work becomes foreign citizen, consist of:
 1. BPJS Ketenagakerjaan Member Card;
 2. citizenship renouncement certificate issued by authorized institution and/or proof of foreign citizenship; and
 3. saving account under the name of the Indonesian Migrant Worker.
- j. JHT claim requirements over a part of the maximum of 30% (thirty percent) for house proprietorship, consist of:
 1. BPJS Ketenagakerjaan Member Card;

2. resident identity card, passport, or other proof of identity;
 3. documents related to house sale and purchase; and
 4. saving account under the name of the Prospective Indonesian Migrant Worker or Indonesian Migrant Worker.
- k. JHT claim requirements over a part of the maximum of 10% (ten percent) for other purposes in preparing the retirement, consists of:
1. BPJS Ketenagakerjaan Member Card;
 2. resident identity card, passport, or other proof of identity; and
 3. saving account under the name of the Prospective Indonesian Migrant Worker or Indonesian Migrant Worker.
- (3) In the event of Indonesian Migrant Worker passed away while on the leave in Indonesia, in addition to the documents as referred to in section (2) point a, the heir provides statement letter by the employer, the Indonesian Missions or IETO stating that the Indonesian Migrant Worker passed away while on the leave.
- (4) In the event of such death certificate as referred to in section (2) point a point 5 cannot be issued, therefore the Indonesian Missions or IETO issue a statement letter stating the Indonesian Migrant Worker is lost at sea.
- (5) Documents as referred to in section (2), section (3) and section (4) are submitted online or offline.

Paragraph 2

Stipulation and Payment of Old-Age Security

Article 61

- (1) BPJS Ketenagakerjaan will conduct examination and verification to JHT benefits claim at the very latest of 3 (three) days starting from such claim being received.
- (2) If the result of examination and verification as referred to in section (1) declared complete and correct, therefore BPJS Ketenagakerjaan will pay such JHT benefits at the latest of 3 (three) work days starting from the examination and verification completed.
- (3) If the result of such examination and verification is not complete and/or incorrect, BPJS Ketenagakerjaan will notify the Prospective Indonesian Migrant Worker, Indonesian Migrant Worker or the heir at the latest of 2 (two) work days starting from such examination and verification completed.

Article 62

- (1) JHT program benefits are paid to Prospective Indonesian Migrant Worker or Indonesian Migrant Worker in lump sum.
- (2) In the event of Prospective Indonesian Migrant Worker or Indonesian Migrant Worker passed away, JHT program benefits are paid to the heir in lump sum.
- (3) The heir as referred to in section (2) consists of the widow, the widower, or the Children.

- (4) In the event that there are no widow, widower or Children, JHT program benefits are provided according to these degrees:
 - a. lineal descendants to the Member in a straight line up and down to the second degree;
 - b. biological siblings;
 - c. parents in-laws; or
 - d. parties of the Member's will.
- (5) In the event that there are no parties of the Member's will as referred to in section (4) point d, JHT program benefits are transferred to Property and Heritage Agency.

CHAPTER VIII REPORTING AND EVALUATION

Article 63

- (1) BPJS Ketenagakerjaan is obligated to submit monthly, quarterly and annual reports to the Minister and Head of BP2MI.
- (2) Report as referred to in section (1) contains at the very least of:
 - a. data and numbers of membership;
 - b. the amount of received contribution;
 - c. the amount of submitted claim; and
 - d. the amount of benefits being paid-up.
- (3) Report as referred to in section (1) is delivered through the integrated electronic system.

Article 64

- (1) The Minister evaluates the report as referred to in Article 63.
- (2) The evaluation as referred to in section (1) is conducted once every 2 (two) years or at any time as needed.
- (3) The evaluation as referred to in section (1) may be in the form of evaluation on program and benefits implementation.
- (4) The evaluation as referred to in section (2) may involve BPJS Ketenagakerjaan.
- (5) The evaluation result is used as the basis for policies improvement.

CHAPTER IX MISCELLANEOUS PROVISIONS

Article 65

In order to improve services for Indonesian Migrant Workers and expand the membership of employment social security, BPJS Ketenagakerjaan may collaborate with:

- a. the Indonesian Missions and IETO through manpower attaché, manpower technical staff, or head of manpower affairs in the destination country;
- b. other social security agencies in the destination country;
- c. banking channel or non-banking channel that operates domestically or overseas; and/or

- d. ministries/institutions and local government in accordance to their respective authority based on the provisions of legislation.

Article 66

- (1) Required documents of Member registration for Prospective Indonesian Migrant Worker or Indonesian Migrant Worker as referred to in Article 9 are submitted through the integrated electronic system between the Ministry, BPJS Ketenagakerjaan and BP2MI.
- (2) In the event of such system as referred to in section (1) has not been established and the documents submission is made through BP2MI, therefore BP2MI submits such required documents to BPJS Ketenagakerjaan in electronic form or in photocopy.
- (3) Required documents for claim that is not available yet in the integrated electronic system between the Ministry, BP2MI and BPJS Ketenagakerjaan are submitted by Prospective Indonesian Migrant Worker, Indonesian Migrant Worker or his/her heir to BPJS Ketenagakerjaan in electronic form or in photocopy.

CHAPTER X TRANSITIONAL PROVISION

Article 67

- (1) At the time this Ministerial Regulation comes into force, Indonesian Migrant Worker who works in the destination country and have not been registered as Member, is obligated to be registered as the Member of social security program for Indonesian Migrant Worker.
- (2) Social security membership for Indonesian Migrant Workers who are placed for the company's own interests is performed in accordance with the provisions of legislation which regulate the procedures for administering JKK, JKM and JHT for wage-recipient workers.

CHAPTER XI CLOSING PROVISIONS

Article 68

At the time this Ministerial Regulation comes into force, Regulation of the Minister of Manpower Number 18 of 2018 on Social Security for Indonesian Migrant Workers (State Bulletin of the Republic of Indonesia of 2018 Number 1624) is repealed and declared ineffective.

Article 69

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 Ministerial Regulation by its placement in the State Bulletin of the Republic of Indonesia.

Issued in Jakarta,
on 21 February 2023

MINISTRY OF MANPOWER OF
THE REPUBLIC OF INDONESIA,

signed

IDA FAUZIYAH

Promulgated in Jakarta,
on 22 February 2023

MINISTER OF LAW AND HUMAN
RIGHTS OF THE REPUBLIC OF INDONESIA,

signed

YASONNA H. LAOLY

STATE BULLETIN OF THE REPUBLIC OF INDONESIA OF 2023 NUMBER 171

Jakarta, 9 December 2024

Has been translated as an Official Translation
on behalf of the Minister of Law
of the Republic of Indonesia

DIRECTOR GENERAL OF LEGISLATION,

DHAHANA PUTRA



ANNEX I TO
REGULATION OF THE MINISTER OF
MANPOWER OF THE REPUBLIC OF
INDONESIA
NUMBER 4 OF 2023
ON
SOCIAL SECURITY FOR
INDONESIAN MIGRANT WORKERS

THE AMOUNT OF CONTRIBUTION FOR EMPLOYMENT INJURY SECURITY, DEATH
SECURITYSECURITY AND OLD-AGE SECURITY PROGRAMS

- A. The Amount of Contribution for JKK and JKM Programs
1. Prospective Indonesian Migrant Workers or Indonesian Migrant Workers who are placed by Placement Executives:

NO.	TERM OF COVERAGE	AMOUNT OF CONTRIBUTION	DETAILS
1.	Before work: A maximum of 5 (five) months and may be renewed for the next 5 (five) months should not departed yet.	Rp37,500.00 (thirty-seven thousand and five hundred Rupiah)	1) JKK is in the amount of Rp17,500.00 (seventeen thousand and five hundred Indonesian Rupiah); and 2) JKM is in the amount of Rp20,000.00 (twenty thousand Rupiah)
2.	a. during work: 24 (twenty-four) months during the time in the designation country, plus 1 (one) month to arrange the repatriation to Indonesia; and b. after work: a maximum of 1 (one) month in Indonesia.	Rp332,500.00 (three hundred thirty-two thousand and five hundred Rupiah)	1) JKK is in the amount of Rp156,500.00 (one hundred fifty-six thousand and five hundred Rupiah); and 2) JKM is in the amount of Rp176,000.00 (one hundred and seventy-six thousand Rupiah)
3.	a. during work: 12 (twelve) months during the time in the	Rp189,000.00 (one hundred and eighty-nine	1) JKK is in the amount of Rp82,000.00

	<p>designation country, plus 1 (one) month to arrange the repatriation to Indonesia; and</p> <p>b. after work: a maximum of 1 (one) month in Indonesia.</p>	thousand Rupiah)	<p>(eighty-two thousand Rupiah); and</p> <p>2) JKM is in the amount of RP107,000.00 (one hundred and seven thousand Rupiah)</p>
4.	<p>a. during work: 6 (six) months during the time in the designation country, plus 1 (one) month to arrange the repatriation to Indonesia; and</p> <p>b. after work: a maximum of 1 (one) month in Indonesia.</p>	Rp108,000.00 (one hundred and eight thousand Rupiah)	<p>1) JKK is in the amount of Rp45,500.00 (forty five thousand and five hundred Rupiah); and</p> <p>2) JKM is in the amount of Rp62,500.00 (sixty-two thousand and five hundred Rupiah)</p>
5.	<p>Indonesian Migrant Workers who undertakes:</p> <p>a. Initial employment contract exceeding 24 (twenty-four) months, starting from the 25th (twenty fifth) month;</p> <p>b. Initial employment contract exceeding 12 (twelve) months and shorter than 24 (twenty-four) months, starting from the 13th (thirteenth) month; and</p> <p>c. Initial employment contract exceeding 6 (six) months and shorter than 12 (twelve) months, starting from the 7th (seventh) month</p>	Rp13,500.00 (thirteen thousand and five hundred Rupiah) per month, paid in lump sum.	<p>1) JKK is in the amount of Rp6,000.00 (six thousand Indonesian Rupiah); and</p> <p>2) JKM is in the amount of Rp7,500.00 (seven thousand and five hundred Rupiah)</p>
6.	Indonesian Migrant Workers who renews the participation in order of employment contract	Rp13,500.00 (thirteen thousand and five hundred Rupiah)	1) JKK is in the amount of Rp6,000.00 (six thousand

	renewal.	per month, paid in lump sum.	Rupiah); and 2) JKM is in the amount of Rp7,500.00 (seven thousand and five hundred Rupiah)
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2. Prospective Indonesian Migrant Workers or Individual Indonesian Migrant Workers:

NO.	TERM OF COVERAGE	AMOUNT OF CONTRIBUTION	DETAILS
1.	a. Before work: A maximum of 1 (one) month prior to the departure to the designation country plus 24 (twenty-four) months in the designation country plus 1 (one) month to arrange the repatriation to Indonesia; and b. After work: A maximum of 1 (one) month in Indonesia	Rp332,500.00 (three hundred thirty-two thousand and five hundred Rupiah)	1) JKK is in the amount of Rp156,500.00 (one hundred fifty-six thousand and five hundred Indonesian Rupiah); and 2) JKM is in the amount of Rp176,000.00 (one hundred and seventy-six thousand Rupiah)
2.	a. Before work: A maximum of 1 (one) month prior to the departure to the designation country plus 12 (twelve) months in the designation country plus 1 (one) month to arrange the repatriation to Indonesia; and b. After work: A maximum of 1 (one) month in Indonesia	Rp189,000.00 (one hundred and eighty-nine thousand Rupiah)	1) JKK is in the amount of Rp82,000.00 (eighty-two thousand Rupiah); and 2) JKM is in the amount of Rp107,000.00 (one hundred and seven thousand Rupiah)
3.	a. Before work: A maximum of 1 (one) month prior to the departure to the designation country	Rp108,000.00 (one hundred and eight thousand Rupiah)	1) JKK is in the amount of Rp45,500.00 (forty-five thousand and

	plus 6 (six) months in the designation country plus 1 (one) month to arrange the repatriation to Indonesia; and b. After work: A maximum of 1 (one) month in Indonesia		five hundred Rupiah); and 2) JKM is in the amount of Rp62,500.00 (sixty-two thousand and five hundred Rupiah)
4.	Indonesian Migrant Workers who undertakes: a. Initial employment contract exceeding 24 (twenty-four) months, starting from the 25th (twenty fifth) month; b. Initial employment contract exceeding 12 (twelve) months and shorter than 24 (twenty-four) months, starting from the 13th (thirteenth) month; and c. Initial employment contract exceeding 6 (six) months and shorter than 12 (twelve) months, starting from the 7th (seventh) month	RP13,500.00 (thirteen thousand and five hundred Rupiah) per month, paid in lump sum.	1) JKK is in the amount of Rp6,000.00 (six thousand Indonesian Rupiah); and 2) JKM is in the amount of Rp7,500.00 (seven thousand and five hundred Rupiah)
5.	Indonesian Migrant Workers who renews the participation in order of employment contract renewal.	Rp13,500.00 (thirteen thousand and five hundred Rupiah) per month, paid in lump sum.	1) JKK is in the amount of Rp6,000.00 (six thousand Rupiah); and 2) JKM is in the amount of Rp7,500.00 (seven thousand and five hundred Rupiah)

B. The Amount of JHT Program Contribution

NO.	THE AMOUNT OF JHT CONTRIBUTION
1.	Rp50,000.00 (fifty thousand Indonesian Rupiah)
2.	Rp100,000.00 (one hundred thousand Rupiah)
3.	Rp200,000.00 (two hundred thousand Rupiah)
4.	Rp300,000.00 (three hundred thousand Rupiah)
5.	Rp400,000.00 (four hundred thousand Rupiah)
6.	Rp500,000.00 (five hundred thousand Rupiah)
7.	RP600,000.00 (six hundred thousand Rupiah)

MINISTRY OF MANPOWER OF
THE REPUBLIC OF INDONESIA

signed

IDA FAUZIYAH

ANNEX II TO
REGULATION OF THE MINISTER OF
MANPOWER OF THE REPUBLIC OF
INDONESIA
NUMBER 4 OF 2023
ON
SOCIAL SECURITY FOR
INDONESIAN MIGRANT WORKERS

THE AMOUNT OF BENEFIT FOR
EMPLOYMENT INJURY SECURITY AND DEATH SECURITY PROGRAMS

A. JKK Program Benefit of Health Service

1. JKK Program Benefit of Health Service for Prospective Indonesian Migrant Workers or Indonesian Migrant Workers before work and after work, namely home care for Participant who is hindered to continue treatment at the hospital, shall be implemented under the following provisions:
 - a. Provided for the Participant for a maximum of 1 (one) year since being recommended to undertake such home care with the costs of a maximum of Rp20,000,000.00 (twenty million Indonesian Rupiah); and
 - b. In the event of such home care has reached 1 (one) year or the costs has reached Rp20,000,000.00 (twenty million Indonesian Rupiah) and the Participant still in need of care and treatment, therefore the related health service due to Employment Injury will be continued at health facility which is in cooperation with Manpower BPJS.
2. JKK Program Benefit of Health Service for Indonesian Migrant Workers during work, consists of:
 - a. Aid in the form of care and treatment costs due to Employment Injury in the designation country, equal to the costs being paid, namely a maximum of Rp50,000,000.00 (fifty million Indonesian Rupiah) per Employment Injury case;
 - b. Home care for Participant who is hindered to continue treatment at the hospital, shall be implemented under the following provisions:
 - 1) Provided for the Participant for a maximum of 1 (one) year since being recommended to undertake such home care with the costs of a maximum of Rp20,000,000.00 (twenty million Indonesian Rupiah); and
 - 2) In the event of such home care has reached 1 (one) year or the costs has reached Rp20,000,000.00 (twenty million Indonesian Rupiah) and the Participant still in need of care and treatment, therefore the related health service due to Employment Injury will be continued at health facility which is in cooperation with Manpower BPJS.

B. JKK Program Benefit in the Form of Cash

1. JKK Program Benefit in the Form of Cash for Prospective Indonesian Migrant Workers or Indonesian Migrant Workers before work and after work, consists of:
 - a. Reimbursement to transportation cost for the Participants who suffer Employment Injury, to the hospital and/or to their home, or

transportation cost related to emergency response or referral to other hospital, with details as follow:

- 1) If by land, river or lake transport, namely in a maximum of Rp5,000,000.00 (five million Rupiah);
 - 2) If by sea transport, namely in a maximum of Rp2,000,000.00 (two million Rupiah);
 - 3) If by air transport, namely in a maximum of Rp10,000,000.00 (ten million Rupiah); or
 - 4) If designating more than 1 (one) mode of transportation, then the Participant is entitled to the greatest amount of cost in accordance with the maximum reimbursement of each transportation as referred to in point 1), point 2) and point 3).
- b. Disability Benefit, consists of:
- 1) Partial Anatomical Disability = % according to the Table x Rp142,000,000.00 (one hundred and forty-two million Rupiah);
 - 2) Partial Functional Disability = % of impairment x % according to the Table x Rp142,000,000.00 (one hundred and forty-two million Rupiah); and
 - 3) Total Permanent Disability, namely in the amount of RP100,000, (one hundred million Rupiah)
- c. Death benefit due to Employment Injury, namely in the amount of Rp85,000,000.00 (eighty-five million Rupiah);
- d. Periodical benefit paid in lump sum in the event of the Participants suffer Total Permanent Disability due to Employment Injury, namely in the amount of $24 \times \text{Rp}500,000.00 = \text{Rp}12,000,000.00$ (twelve million Rupiah);
- e. Rehabilitation cost namely the purchase of aid device (*orthese*) or prosthesis (*prothese*) for the Participants who lost their body part or being disabled due to Employment Injury, for each case using the price standard set out by the rehabilitation center of government public hospital, plus 40% (forty percent) of such price and medical rehabilitation costs;
- f. Reimbursement to the cost of dentures, hearing aid, and glasses due to Employment Injury will be provided under the following provisions:
- 1) Reimbursement to dentures, namely in a maximum of Rp5,000,000.00 (five million Rupiah);
 - 2) Reimbursement to hearing aid, namely in a maximum of Rp2,500,000.00 (two million and five hundred thousand Rupiah);
 - 3) Reimbursement to glasses, namely in a maximum of Rp1,000,000.00 (one million Rupiah);
- g. Aid in cash for Prospective Indonesian Migrant Workers who fail to depart not due to their fault, namely in the amount of Rp10,000,000.00 (ten million Rupiah);
- h. Aid in cash for Indonesian Migrant Workers who suffer loss due to other party's action during the return trip from the designation country until arriving at the hometown, namely in a maximum of Rp10,000,000.00 (ten million Rupiah);
- i. Aid in cash for Prospective Indonesian Migrant Workers or Indonesian Migrant Workers who are proven as the victim of rape, namely in the amount of Rp50,000,000.00 (fifty million Rupiah);

- j. Educational or training scholarship will be provided under the following provisions:
 - 1) For kindergarten/equivalent, namely in the amount of Rp1,500,000.00 (one million and five hundred thousand Indonesian Rupiah) per person per year, by completing the education in a maximum of 2 (two) years;
 - 2) For elementary school/equivalent, namely in the amount of Rp1,500,000.00 (one million and five hundred thousand Rupiah) per person per year, by completing the education in a maximum of 6 (six) years;
 - 3) For middle school/equivalent, namely in the amount of Rp2,000,000.00 (two million Rupiah) per person per year, by completing the education in a maximum of 3 (three) years;
 - 4) For high school/equivalent, namely in the amount of Rp3,000,000.00 (three million Rupiah) per person per year, by completing the education in a maximum of 3 (three) years;
 - 5) For higher education maximum of Strata-1 or training, namely in the amount of Rp12,000,000.00 (twelve million Indonesian Rupiah) per person per year, by completing the education in a maximum of 4 (four) years;
- 2. JKK program benefit in the form of aid in cash for Indonesian Migrant Workers during work, consists of:
 - a. Reimbursement to transportation cost for the Participants who suffer Employment Injury, to the hospital and/or to their home, or transportation cost related to emergency response or referral to other hospital in the designation country, consists of:
 - 1) If by land, river or lake transport, namely in a maximum of Rp5,000,000.00 (five million Rupiah);
 - 2) If by sea transport, namely in a maximum of Rp2,000,000.00 (two million Rupiah);
 - 3) If by air transport, namely in a maximum of Rp10,000,000.00000 (ten million Rupiah); or
 - 4) If designating more than 1 (one) mode of transportation, then the Participant is entitled to the greatest amount of cost in accordance with the maximum reimbursement of each transportation as referred to in point 1), point 2) and point 3).
 - b. Reimbursement to transportation cost to repatriate Indonesian Migrant Workers who suffer Employment Injury not leading to their death, from the designation country to their hometown, will be provided a maximum of Rp15,000,000.00 (fifteen million Rupiah) for economy class flight and/or transportation from the airport/port of debarkation to their hometown;
 - c. Reimbursement to transportation cost to repatriate problematic Indonesian Migrant Workers, from the designation country to their hometown, will be provided a maximum of Rp15,000,000.00 (fifteen million Rupiah) for economy class flight and/or transportation from the airport/port of debarkation to their hometown;
 - d. Aid in cash and reimbursement to transportation cost to repatriate Indonesian Migrant Workers who are potentially fail to be placed not due to their fault, consist of:

- 1) Aid in cash in the amount of Rp25,000,000.00 (twenty-five million Rupiah); and
- 2) Reimbursement to transportation cost in a maximum of Rp15,000,000.00 (fifteen million Rupiah) for economy class flight and/or transportation from the airport/port of debarkation to their hometown;
- e. Aid in cash and reimbursement to transportation cost to repatriate Indonesian Migrant Workers who are placed not in accordance with their employment contract and was placed against their will, consist of:
 - 1) Aid in cash in the amount of Rp25,000,000.00 (twenty-five million Rupiah); and
 - 2) Reimbursement to transportation cost in a maximum of Rp15,000,000.00 (fifteen million Rupiah) for economy class flight and/or transportation from the airport/port of debarkation to their hometown;
- f. Disability Benefit, consists of:
 - 1) Partial Anatomical Disability = % according to the Table x Rp142,000,000.00 (one hundred and forty-two million Rupiah);
 - 2) Partial Functional Disability = % of impairment x % according to the Table x Rp142,000,000.00 (one hundred and forty-two million Rupiah); and
 - 3) Total Permanent Disability, namely in the amount of Rp100,000,000.00 (one hundred million Rupiah);
- g. Death benefit due to Employment Injury, namely in the amount of Rp85,000,000.00 (eighty-five million Rupiah);
- h. Periodical benefit paid in lump sum in the event of the Participants suffer Total Permanent Disability due to Employment Injury, namely in the amount of $24 \times \text{Rp}500,000.00 = \text{Rp}12,000,000.00$ (twelve million Rupiah);
- i. Rehabilitation cost namely the purchase of aid device (*orthese*) or prosthesis (*prothese*) for the Participant who lost his/her body part or being disabled due to Employment Injury, for each case using the price standard set out by the rehabilitation center of government public hospital, plus 40% (forty percent) of such price and medical rehabilitation costs;
- j. Reimbursement to the cost of dentures, hearing aid, and glasses due to Employment Injury will be provided under the following provisions:
 - 1) Reimbursement to dentures, namely in a maximum of Rp5,000,000.00 (five million Rupiah);
 - 2) Reimbursement to hearing aid, namely in a maximum of Rp2,500,000.00 (two million and five hundred thousand Rupiah);
 - 3) Reimbursement to glasses, namely in a maximum of Rp1,000,000.00 (one million Rupiah);
- k. Aid in cash for Prospective Indonesian Migrant Workers or Indonesian Migrant Workers who are proven as the victim of rape, namely in the amount of Rp50,000,000.00 (fifty million Rupiah);
- l. Aid in cash for Indonesian Migrant Workers who suffer from PHK due to Employment Injury that not lead to their death will be provided according to term of service as follow:

- 1) From the start of work until less than 6 (six) months, namely in the amount of Rp2,000,000.00 (two million Rupiah);
- 2) For 6 (six) months until less than 12 (twelve) months service, namely in the amount of Rp3,000,000.00 (three million Rupiah);
- 3) For 12 (twelve) months of service until 1 (one) month prior to the expiration of employment contract, namely in the amount of Rp5,000,000.00 (five million Rupiah);
- m. Aid in cash for Indonesian Migrant Workers who suffer from PHK not due to Employment Injury and unilaterally made by the employer not due to Indonesian Migrant Workers' fault, with term of service starting from Indonesian Migrant Workers starts to work until 1 (one) month prior to the expiration of employment contract, will be in the amount of Rp1,500,000.00 (one million and five hundred thousand Rupiah); and/or
- n. Educational or training scholarship will be provided under the following provisions:
 - 1) For kindergarten/equivalent, namely in the amount of Rp1,500,000.00 (one million and five hundred thousand Rupiah) per person per year, by completing the education in a maximum of 2 (two) years;
 - 2) For elementary school/equivalent, namely in the amount of Rp1,500,000.00 (one million and five hundred thousand Rupiah) per person per year, by completing the education in a maximum of 6 (six) years;
 - 3) For middle school/equivalent, namely in the amount of Rp2,000,000.00 (two million Rupiah) per person per year, by completing the education in a maximum of 3 (three) years;
 - 4) For high school/equivalent, namely in the amount of Rp3,000,000.00 (three million Rupiah) per person per year, by completing the education in a maximum of 3 (three) years;
 - 5) For higher education maximum of Graduate or training, namely in the amount of Rp12,000,000.00 (twelve million Rupiah) per person per year, by completing the education in a maximum of 4 (four) years.

C. Percentage of Partial Anatomical Disability and Partial Functional Disability

1. Table of Percentage of Partial Anatomical Disability and Partial Functional Disability

No.	DISABILITIES	% (PERCENTAGE)
1.	right arm from the shoulder joint down (for left-handed the opposite applies)	40
2.	left arm from the shoulder joint down	35
3.	right arm from or above the elbow to the bottom (for left-handed the opposite applies)	35
4.	left arm from or above the elbow to below	30
5.	right hand from or above the wrist to the bottom	32
6.	left hand from or from the top of the wrist to the bottom (for left-handed the opposite applies)	28

No.	DISABILITIES	% (PERCENTAGE)
7.	both legs from the groin down	70
8.	one leg from the groin down	35
9.	both legs from below the ankles to the bottom	50
10.	one leg from the ankle down	25
11.	Both eyes	70
12.	one eye or diplopia of near vision	35
13.	Hearing of one ear	20
14.	Hearing of both ears	40
15.	Right thumb	15
16.	Left thumb	12
17.	Right index finger	9
18.	Left index finger	7
19.	One of other right fingers	4
20.	One of other left fingers	3
21.	first segment of the right index finger	4.5
22.	first segment of the left index finger	3.5
23.	First segment of other right fingers	2
24.	First segment of other left fingers	1.5
25.	One of the first toes	5
26.	One of the second toes	3
27.	One of the other toes	2
28.	Peeled-off of scalp	10-30
29.	Erectile dysfunction	40
30.	Shortening of one leg: Shorter than 5 cm 5 cm up to less than 7.5 cm 7.5 cm or longer	10 20 30
31.	Impairment of hearing for both ears for every 10 decibel	6
32.	Impairment of hearing for one ear for every 10 decibel	3
33.	Loss of one auricle	5
34.	Loss of both auricles	10
35.	Loss of nostrils	30
36.	Nasal perforation	15
37.	Anosmia	10
38.	Loss of physical function: 51%-70% 26%-50% 10%-25%	40 20 5
39.	Permanent loss of mental function	70
40.	Partial loss of visual function every 10% loss of visual acuity efficiency. If the right and left visual efficiencies are different, the binocular visual efficiency shall be based on the visual efficiency loss formula: (3 x % best visual efficiency) + % worst visual efficiency)	7

No.	DISABILITIES	% (PERCENTAGE)
41.	Loss of color vision	10
42.	Every loss of field of vision by 10%	7

2. In the event of the Participants suffer Partial Anatomical Disability and/or Partial Functional Disability, the percentage of disability shall not exceed 70% (seventy percent).
3. In the event of disability of body organs not listed in the Table as referred to in letter a, determination of the percentage of disability shall be made using the calculation of the percentage of physical function ability loss as referred to in number 38 in the Table, based on the recommendation of the advising doctor or based on other regulations regulating diagnostic guidelines and assessment of disability due to Employment Injury.

D. JKM Program Benefits

1. JKM program benefits for Prospective Indonesian Migrant Workers or Indonesian Migrant Workers before work and after work, consist of:
 - a. Death benefit in the amount of Rp20,000,000.00 (twenty million Rupiah);
 - b. Periodical benefit paid in lump sum, namely in the amount of 24 x Rp500,000.00 = Rp12,000,000.00 (twelve million Rupiah); and
 - c. Funeral cost in the amount of Rp10,000,000.00 (ten million Rupiah).
2. JKM program benefits for Indonesian Migrant Workers during work, consist of:
 - a. Death benefit, periodical benefit and funeral cost paid in lump sum in the amount of Rp85,000,000.00 (eighty five million Rupiah); and
 - b. Educational or training scholarship will be provided under the following provisions:
 - 1) For kindergarten/equivalent, namely in the amount of Rp1,500,000.00 (one million and five hundred thousand Rupiah) per person per year, by completing the education in a maximum of 2 (two) years;
 - 2) For elementary school/equivalent, namely in the amount of Rp1,500,000.00 (one million and five hundred thousand Rupiah) per person per year, by completing the education in a maximum of 6 (six) years;
 - 3) For middle school/equivalent, namely in the amount of Rp2,000,000.00 (two million Rupiah) per person per year, by completing the education in a maximum of 3 (three) years;
 - 4) For high school/equivalent, namely in the amount of Rp3,000,000.00 (three million Rupiah) per person per year, by completing the education in a maximum of 3 (three) years; and
 - 5) For higher education maximum of Strata-1 or training, namely in the amount of Rp12,000,000.00 (twelve million Rupiah) per person per year, by completing the education in a maximum of 4 (four) years;

3. JKM program benefits as extra-protection provided for Individual Indonesian Migrant Workers for a maximum term of 1 (one) month starting from registration and contribution payment, including the trip from their hometown until arriving at the embarkation in Indonesia, consist of:
 - a. Death benefit in the amount of Rp20,000,000.00 (twenty million Rupiah);
 - b. Periodical benefit paid in lump sum, namely in the amount of 24 x Rp500,000.00 = Rp12,000,000.00 (twelve million Rupiah); and
 - c. Funeral cost in the amount of Rp10,000,000.00 (ten million Rupiah).

MINISTRY OF MANPOWER OF
THE REPUBLIC OF INDONESIA

signed

IDA FAUZIYAH

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

Issued in Jakarta,
on 21 February 2023

MINISTRY OF MANPOWER OF
THE REPUBLIC OF INDONESIA,

signed

IDA FAUZIYAH

Promulgated in Jakarta,
on 22 February 2023

MINISTER OF LAW AND HUMAN
RIGHTS OF THE REPUBLIC OF INDONESIA,

signed

YASONNA H. LAOLY

STATE BULLETIN OF THE REPUBLIC OF INDONESIA OF 2023 NUMBER 171

Jakarta, 9 December 2024

Has been translated as an Official Translation
on behalf of the Minister of Law
of the Republic of Indonesia

DIRECTOR GENERAL OF LEGISLATION,

DHAHANA PUTRA

