

REGULATION OF THE GOVERNMENT OF THE REPUBLIC OF INDONESIA
NUMBER 6 OF 2025
ON
AMENDMENT TO THE GOVERNMENT REGULATION NUMBER 37 OF 2021
ON ADMINISTRATION OF JOB LOSS SECURITY PROGRAM

BY THE BLESSINGS OF ALMIGHTY GOD

PRESIDENT OF THE REPUBLIC OF INDONESIA,

- Considering : a. that in order to improve the protection and welfare and reduce social risks for any workers/labourers suffer from termination of employment relation due to the impact of economic condition, it is necessary to issue adaptive policies;
- b. that provisions on job loss security which have been regulated in the Government Regulation Number 37 of 2021 on Administration of Job Loss Security Program are no longer suitable for the needs in the field, so they need to be amended;
- c. that based on the considerations as referred to in point a and point b, it is necessary to issue a Government Regulation on Amendment to the Government Regulation Number 37 of 2021 on Administration of Job Loss Security Program;
- Observing : 1. Article 5 section (2) 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) as amended several times and last by Law Number 6 of 2023 on Enactment of Government Regulation in Lieu of Law Number 2 of 2022 on Job Creation to Become Law (State Gazette of the Republic of Indonesia of 2023 Number 41, Supplement to the State Gazette of the Republic of Indonesia Number 6856);
3. Law Number 40 of 2004 on National Social Security System (State Gazette of the Republic of Indonesia of 2004 Number 150, Supplement to the State Gazette of the Republic of Indonesia Number 4456);
4. Law Number 24 of 2011 on Social Security Agency (State Gazette Republic of Indonesia of 2011 Number 116, Supplement to the State Gazette of the Republic of Indonesia Number 5256);

5. Government Regulation Number 37 of 2021 on Administration of Job Loss Security Program (State Gazette of the Republic of Indonesia of 2021 Number 47, Supplement to the State Gazette of the Republic of Indonesia Number 6649);

HAS DECIDED:

To issue : GOVERNMENT REGULATION ON AMENDMENT TO GOVERNMENT REGULATION NUMBER 37 OF 2021 ON ADMINISTRATION OF JOB LOSS SECURITY PROGRAM.

Article I

Several provisions in the Government Regulation Number 37 of 2021 on Administration of Job Loss Security Program (State Gazette of the Republic of Indonesia of 2021 Number 47, Supplement to the State Gazette of the Republic of Indonesia Number 6649) are amended as follows:

1. Provisions of section (3) of Article 4 are amended and provisions of section (4) of Article 4 are deleted, so Article 4 reads as follows:

Article 4

- (1) Members consist of:
 - a. Workers/Labourers who have been included by the Employer in the social security program; and
 - b. Workers/Labourers who are just registered by the Employer to the social security program.
 - (2) The Members as referred to in section (1) must meet following requirements:
 - a. Indonesian citizen;
 - b. have not reached the age of 54 (fifty-four) years old at the time of registering; and
 - c. have an employment relationship with the Employer.
 - (3) In addition to the requirements as referred to in section (2), they must also fulfil following provisions:
 - a. Workers/Labourers who work in large and medium enterprises are included in the program JKK, JHT, JP, and JKM and also registered in the JKN program; and
 - b. Workers/Labourers who work in micro-enterprises and small enterprises, are included at least in the JKK, JHT, and JKM programs as well as are registered in the JKN program;
 - (4) Deleted.
2. The provisions of section (2), section (3), section (5), and section (7) of Article 11 are amended, so Article 11 reads as follows:

Article 11

- (1) The JKP program contributions are required to be paid every month.

- (2) The contributions as referred to in section (1) is 0.36% (zero point three-six percent) of the monthly Wage.
 - (3) The contributions of 0.36% (zero point three six percent) as referred to in section (2) come from the contributions paid by the Central Government and JKP funding source.
 - (4) The contributions paid by the Central Government as referred to in section (3) is 0.22% (zero point two-two percent) of the monthly Wage.
 - (5) The JKP funding source as referred to in section (3) is a re-composition of the JKK program contributions, provided that the JKK contributions are recomposed at 0.14% (zero point one-four percent) from the monthly Wage, so the JKK contributions for every work environment risk level group becomes:
 - a. very low risk level at 0.10% (zero point one zero percent) of the monthly Wage;
 - b. low risk level at 0.40% (zero point four zero percent) of the monthly Wage;
 - c. medium risk level at 0.75% (zero point seven five percent) of the monthly Wage;
 - d. high risk level at 1.13% (one point one three percent) of the monthly Wage; and
 - e. very high risk level at 1.60% (one point six zero percent) of the monthly Wage.
 - (6) The Wage used as the basis for calculating the contribution as referred to in section (2) is the latest Worker/Labourer Wage reported by the Employer to BPJS Ketenagakerjaan and does not exceed the ceiling Wages.
 - (7) The ceiling Wages as referred to in section (6) for the first time is set at Rp5,000,000.00 (five million rupiah).
 - (8) In the event that the Wages exceed the ceiling Wages as referred to in section (7), then the Wages used as the basis for calculating the contributions are the same as the ceiling Wages.
3. The provisions of section (3) of Article 19 are amended, so Article 19 reads as follows:

Article 19

- (1) JKP benefits are given to Members who experience Termination of Employment Relation, both for work relations based on employment contract for an unspecified period of time or an employment contract for a specified period of time.
- (2) In addition to fulfilling the provisions as referred to in section (1), JKP beneficiaries must be willing to work again.
- (3) The JKP benefits may be submitted after the Members have contributed at least 12 (twelve) months with BPJS Ketenagakerjaan in 24 (twenty-four) calendar months prior to the Termination of Employment Relation or ending of employment relations.

4. Provisions of section (3) of Article 20 are amended, so Article 20 reads as follows:

Article 20

- (1) JKP benefits for Members who experience Termination of Employment Relation are exempted for reasons of Termination of Employment Relation due to:
 - a. resignation;
 - b. permanent total disability;
 - c. pension; or
 - d. death.
 - (2) JKP benefits for Members whose employment relation are based on an employment contract for a specified period of time is given if Termination of Employment Relation by the Employer is made before the termination of the employment contract for a specified period of time.
 - (3) Termination of Employment Relation as referred to in section (1) is proven by:
 - a. proof of receipt of Termination of Employment Relation by the Worker/Labourer and receipt of a report on Termination of Employment Relation from the ministry administering government affairs in the field of manpower, or office administering government affairs in the field of provincial manpower, office administering government affairs in the field of regency/municipal manpower;
 - b. collective agreement accompanied with:
 1. deed of collective agreement registration proof issued by the industrial relations court; or
 2. receipt of Termination of Employment Relation report from the ministry administering government affairs in the field of manpower and/or office administering government affairs in the field of provincial manpower, or office administering government affairs in the field of regency/municipal manpower; or
 - c. excerpt or copy of decision of the industrial relations court which has permanent legal force.
5. The provisions of section (1) and section (3) of Article 21 are amended, so Article 21 reads as follows:

Article 21

- (1) Cash benefits are given every month in the amount of 60% (sixty percent) of Wages, for a maximum of 6 (six) months.
- (2) The Wage used as the basis for payment of cash benefits is the Worker's/Labourer's last Wage reported by the Employer to BPJS Ketenagakerjaan and does not exceed the fixed ceiling Wages

- (3) The ceiling Wages is set out at Rp5,000,000.00 (five million rupiahs).
 - (4) In the event that the Wage exceeds the ceiling Wage, then the Wage used as the basis for payment of cash benefits is the ceiling Wage.
6. Provisions of section (2) of Article 25 are amended, so Article 25 reads as follows:

Article 25

- (1) The benefits of labour market information access as referred to in Article 18 point b are provided in the form of services:
 - a. labour market information; and/ or
 - b. job assistance.
 - (2) The service as referred to in section (1) is implemented by employment placement service officers at the ministry administering government affairs in the field of manpower, office administering government affairs in the field of provincial manpower, or office administering government affairs in the field of regency/municipal manpower, through the Employment Information System.
7. Provisions of section (2) of Article 31 are amended, so Article 31 reads as follows:

Article 31

- (1) Job training is implemented through government-owned, private, or corporate Job Training Institutions.
 - (2) The Job Training Institutions as referred to in section (1) must meet the minimum requirements:
 - a. have work competency-based training in accordance with the needs of the labour market by considering the Indonesia national, international, or special job competency standards;
 - b. registered and verified in the Employment Information System; and
 - c. accredited from an accreditation agency for Job Training Institutions evidenced by an accreditation certificate.
 - d. deleted.
 - (3) Further provisions regarding the procedure for registration, selection of types of training, training institutions, and training utilization are regulated in a Ministerial Regulation.
8. Provisions of section (1) and section (3) of Article 39 are amended, so Article 39 reads as follows:

Article 39

- (1) Employers who are in arrears for JKK and JKM contributions as a source of funding for the JKP

program for up to 3 (three) consecutive months and Termination of Employment Relation occurs, BPJS Ketenagakerjaan is obligated to pay cash benefits as referred to in Article 21 section (1) to Members .

- (2) In the event that BPJS Ketenagakerjaan has paid cash benefits as referred to in section (1) then the Employers are obligated to pay the arrears of contributions.
 - (3) Employers who are in arrears for JKK and JKM contributions as a source of funding for the JKP program for more than 3 (three) consecutive months and Termination of Employment Relation occurs, Employers are obligated to pay cash benefits to Members in advance as referred to in Article 21 section (1)
 - (4) In the event that the Employer has paid all arrears of contributions and fines that are their obligations, the Employer may request reimbursement of the cash benefits that have been paid as referred to in section (3) to BPJS Ketenagakerjaan.
 - (5) Employers submit a request for cash benefit reimbursement to BPJS Ketenagakerjaan not later than 3 (three) months after the Employers pay the Members' rights.
 - (6) BPJS Ketenagakerjaan is obligated to pay cash benefit reimbursement as referred to in section (4) not later than 7 (seven) work days after the request letter and supporting documents are received completely and correctly by BPJS Ketenagakerjaan.
9. Between Article 39 and Article 40, 1(one) article is inserted, namely Article 39A, so it reads as follows:

Article 39A

- (1) In the event that the company is declared bankrupt or wound-up in accordance with the provisions of legislation and it is in arrears with contributions for at the maximum 6 (six) months, the JKP benefits remain to be paid by BPJS Ketenagakerjaan.
 - (2) The provisions for the payment of JKP benefits as referred to in Article (1) do not remove the Employer's obligation to pay off arrears in contributions and fines for the employment social security program.
10. Provisions of Article 40 are amended, so Article 40 reads as follows:

Article 40

The right to JKP benefits as referred to in Article 18 is lost if a Worker/Labourer:

- a. does not submit an application for a JKP benefit claim for 3 (three) months after the Termination of Employment Relation occurs;
- b. has got a job; or
- c. dies.

Article II

1. The ministry administering government affairs in the field of manpower, BPJS Ketenagakerjaan, and BPJS Kesehatan adjust the JKP membership by not later than 15 (fifteen) workdays after this Government Regulation comes into force.
2. The JKP benefits are adjusted to this Government Regulation since this Government Regulation is promulgated.
3. At the time this Government Regulation comes into force, all implementing regulations of the Government Regulation Number 37 of 2021 on Administration of Job Loss Security Program (State Gazette of the Republic of Indonesia of 2021 Number 47, Supplement to the State Gazette of the Republic of Indonesia Number 6649) are declared remain effective to the extent not contrary to the provisions of this Government Regulation.
4. This Government Regulation comes into force on the date of its promulgation.

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

Issues in Jakarta
on 7 February 2025

PRESIDENT OF THE REPUBLIC INDONESIA,

signed

PRABOWO SUBIANTO

Promulgated in Jakarta
on 7 February 2025

MINISTER OF STATE SECRETARY
OF THE REPUBLIC OF INDONESIA,

signed

PRASETYO HADI

STATE GAZETTE OF THE REPUBLIC OF INDONESIA OF 2025 NUMBER 14

Jakarta, 23 December 2025
Has been translated as an Official Translation
on behalf of the Minister of Law
of the Republic of Indonesia
DIRECTOR GENERAL OF LEGISLATION,



ELUCIDATION OF
REGULATION OF THE GOVERNMENT OF THE REPUBLIC OF INDONESIA
NUMBER 6 OF 2025
ON
AMENDMENT TO THE GOVERNMENT REGULATION NUMBER 37 OF 2021
ON ADMINISTRATION OF JOB LOSS SECURITY PROGRAM

I. GENERAL

The government has established a protection policy for Workers/Labourers who suffer from Termination of Employment Relation Terminated from their Employment through the JKP program, in order to maintain a decent standard of living when the Worker/Labourer loses his/her job/is affected by the Termination of Employment Relation. This program provides cash benefits, labour market information, and training benefits.

The JKP program has been administered since 2022 and it needs to be periodically evaluated in every 2 (two) years regarding the contribution amount and ceiling wage. This is in accordance with the mandate of Article 12 and Article 22 of the Government Regulation Number 37 of 2021 on Administration of Job Loss Security Program.

The Ministry of Manpower noted that there was an increase in the number of workers who suffered from the Termination of Employment Relation since 2022, amounting to 25,114 (twenty-five thousand one hundred and fourteen) persons and increasing in the year of 2023 as many as 64,855 (sixty-four thousand eight hundred and fifty-five) persons. In August 2024 there are 46,240 (forty-six thousand two hundred and forty) workers suffered from the Termination of Employment Relation, this number shows an increase of 8,865 (eight thousand eight hundred and sixty-five) persons or 23.7% (twenty-three point seven percent) compared to the month of August 2023 which is 37,375 (thirty-seven thousand three hundred and seventy-five) persons.

Based on data on August 2024, it is recorded that 13.38 (thirteen point three eight) million members of the JKP program from 25.84 (twenty-five point eighty-four million) active members of BPJS Ketenagakerjaan in the wage earner segment or 51.78% (fifty-one point seven eight percent), which shows an increase from 2021 to August 2024 where the average is only 8% (eight percent) per year. The JKP program beneficiaries until August 2024 consists of cash benefit recipients of 101,092 (one hundred and one thousand ninety-two) persons, 226 (two hundred and twenty-six) persons as the training beneficiaries, and beneficiaries who return to work are 7,131 (seven thousand one hundred and thirty-one) persons.

Based on these issues, it is necessary to amend the Government Regulation Number 37 of 2021 on Administration of Job Loss Security Program. The amendment to this Government Regulation Number 37 of 2021 include amendments to provisions regarding membership requirements, claim expiration, contribution requirements, and proof of Termination of Employment Relation. The purpose of amending this Government Regulation is to optimize the protection for any workers who suffer from Termination of Employment Relation in this current economic condition and the high rate of Termination of Employment Relation in companies.

All JKP benefits are paid in accordance with the provisions of this Government Regulation since this Government Regulation is promulgated, either the JKP benefits which are new applications from the Members or the remaining months of benefits submitted by the Members who have received benefits.

II. ARTICLE BY ARTICLE

Article I

Point 1

Article 4

Section (1)

Sufficiently clear.

Section (2)

Sufficiently clear.

Section (3)

The term “registered in the JKN program” means a Worker/Labourer who registers her/himself or is registered with BPJS Kesehatan (Health).

BPJS Kesehatan and BPJS Ketenagakerjaan exchange membership data to implement the social security program.

Point 2

Article 11

Section (1)

Sufficiently clear.

Section (2)

Sufficiently clear.

Section (3)

Sufficiently clear.

Section (4)

The contribution paid by the Central Government comes from the State Budget.

Section (5)

Sufficiently clear.

Section (6)

Sufficiently clear.

Section (7)

Sufficiently clear.

Section (8)

Sufficiently clear.

Point 3

Article 19

Section (1)

Sufficiently clear.

Section (2)

The term “willing to work again” means working as a wage earning worker or as an independent worker or entrepreneur.

Section (3)

The meaning of 24 (twenty-four) months in the provisions of Article 19 section (3) is calendar months, not contribution period months nor months of membership in the BPJS Ketenagakerjaan program.

The 12 (twelve)-month contribution period requirement is interpreted as the number of months of JKP contribution paid by the members as an accumulation of the number of months of contribution in 24 (twenty-four) calendar months.

Simulation 1

The Worker started working at PT “A” under an employment

contract for an unspecified period of time, *perjanjian kerja waktu tidak tertentu* (PKWTT) on 15th December 2020 and registered in 5 (five) social security programs (JKN, JKK, JKM, JP, and JHT). In June 2022, the Worker suffer from Termination of Employment Relation due to the company’s efficiency measures. In this case, the Worker is entitled to receive the JKP benefits because he has fulfilled 12 (twelve) months of contribution period before the Termination of Employment.

Simulation 2

The Worker started to work at PT “B” under a employment

contract for a specified period of time, *perjanjian kerja waktu tertentu* (PKWT) for 6 (six) months from 3rd February 2021 to 2nd August 2021. The Worker was registered in 5 (five) social security programs (JKN, JKK, JKM, JP, and JHT). The Worker returned to work with a 12 (twelve)-month PKWT at PT “C” which was effective from the 1st October 2021 to 30th September 2022 and registered in 5 (five) social security programs (JKN, JKK, JKM, JP, and JHT), but in June 2022, the Worker suffers from Termination of Employment Relation due to efficiency. In this case, the Worker is entitled to the JKP benefits because she/he has had total contribution periods of 14 (fourteen) months at PT “B” and PT “C”.

Simulation 3

The Worker started to work at:

1. PT “A” under PKWT for 3 (three) months since 1st March 2021 to 31st May 2021 and she/he was registered in 5 (five) social security programs.

2. Return to work under PKWT at PT “B” for 6 (six) months starting from 1st September 2021 to 28th February 2022 and registered in 5 (five) social security programs.
3. Return to work under PKWT at PT. “C” for 5 (five) months starting from 1st May 2022 to 30th September 2022 and registered in 5 (five) social security programs.
4. Return to work under PKWT at PT. “D” for 12 (twelve) months starting from 1st November 2022 to 31st October 2023. On 5th March 2023, the Worker was terminated because the company experienced losses.

In this case, the Worker, since she/he worked at PT “A”, PT “B”, PT “C”, and PT “D”, have accumulated contribution period more of 12 (twelve) months for 24 (twenty-four) calendar months even if the Worker changes her / his workplace for several times, therefore, the Worker is entitled to receive JKP benefits.

Point 4

Article 20

Section (1)

Point a

Sufficiently clear.

Point b

The term "permanent total disability" means a disability that results in the inability of a person to perform job duties.

Point c

Sufficiently clear.

Point d

Sufficiently clear.

Section (2)

Sufficiently clear.

Section (3)

Sufficiently clear.

Point 5

Article 21

Sufficiently clear.

Point 6

Article 25

Section (1)

Sufficiently clear.

Section (2)

The term “employment placement service officers” means a civil servant who is given a task, responsibility, authority, and full right by authorized officials to carry out inter-work services.

Point 7

Article 31

Section (1)

The term “government-owned Job Training Institutions” means Job Training Institutions owned by the Central Government and/or Local Government.

Section (2)

Sufficiently clear.

Section (3)

Sufficiently clear.

Point 8

Article 39

Sufficiently clear.

Point 9

Article 39A

Section (1)

A bankrupt company is proven by a court decision which has permanent legal force.

The closure of a company is proven by a notice or statement on dissolution which is issued by ministry administering government affairs in the field of Law.

Section (2)

Sufficiently clear.

Point 10

Article 40

Sufficiently clear.

Article II

Sufficiently clear.