

REGULATION OF THE GOVERNMENT OF THE REPUBLIC OF INDONESIA
NUMBER 7 OF 2025
ON

ADJUSTMENT TO 2025 EMPLOYMENT INJURY SECURITY CONTRIBUTIONS
FOR CERTAIN LABOUR-INTENSIVE INDUSTRIAL COMPANIES

BY THE BLESSINGS OF ALMIGHTY GOD,

PRESIDENT OF THE REPUBLIC OF INDONESIA,

Considering : a. that in order to maintain purchasing power and welfare levels of the society, and accelerate inclusive and sustainable economic growth, the Government is preparing a policy on incentive package in the economic sector;
b. that in order to maintain business continuity and anticipate the inability of certain labour-intensive industrial companies to pay massively social security contributions for workers, it is necessary to make adjustments to the 2025 employment injury security program contributions;
c. that based on the considerations as referred to in point a and point b, it is necessary to issue a Government Regulation on Adjustment to 2025 Employment Injury Security Contributions for Certain Labour-Intensive Industrial Companies;

Observing : 1. Article 5 section (2) of the 1945 Constitution of the Republic of Indonesia;
2. 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);
3. Law Number 24 of 2011 on Social Security Agency (State Gazette of the Republic of Indonesia of 2011 Number 116, Supplement to the State Gazette of the Republic of Indonesia Number 5256);
4. Government Regulation Number 44 of 2015 on the Implementation of Employment Injury Security and Death Security Programs (State Gazette of the Republic of Indonesia of 2015 Number 154, Supplement to the State Gazette of the Republic of Indonesia Number 5714) as

amended several times and last by Government Regulation Number 49 of 2023 on Second Amendment to Government Regulation Number 44 of 2015 on Administration of Employment Injury Security and Death Security Programs (State Gazette of the Republic of Indonesia of 2023 Number 128, Supplement to the State Gazette of the Republic of Indonesia Number 6893);

HAS DECIDED:

To issue : GOVERNMENT REGULATION ON ADJUSTMENT TO 2025 EMPLOYMENT INJURY SECURITY CONTRIBUTIONS FOR CERTAIN LABOUR-INTENSIVE INDUSTRIAL COMPANIES.

CHAPTER I
GENERAL PROVISIONS

Article 1

In this Government Regulation:

1. 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 has employment injury or disease caused by work environment.
2. Job Loss Security (*Jaminan Kehilangan Pekerjaan*), hereinafter abbreviated as JKP, means a social security provided to Workers/Labourers who experience termination of employment relation in the form of cash benefits, labour market information access, and Job Training.
3. Contribution means amount of money paid regularly by the members and/or employers.
4. Wage means workers right received and paid in the form of money as compensation from an Employer to the workers received and paid pursuant to employment contract, agreement or legislation, including allowances for the workers and their families for a work and/or service that they have performed or will perform.
5. Benefit means any social security benefit which becomes rights of the members and/or their family members.
6. Member means any person including a foreigner national who works for at least 6 (six) months in Indonesia, who has paid Contributions.
7. Worker means any person who works and earns a salary, a Wage, or other forms of remuneration.
8. Company means:
 - a. every business which is incorporated or unincorporated, owned by an individual, a partnership, or a legal entity, whether private-owned or state-owned enterprises, and employs Workers/labourers by paying Wages or other forms of compensation;

- b. social businesses and other businesses which have administrator(s) and employ other persons by paying Wages or other forms of compensation.
- 9. Social Security Agency for Employment (*Badan Penyelenggara Jaminan Sosial Ketenagakerjaan*), hereinafter referred to as BPJS Ketenagakerjaan, means a public legal entity established under Law Number 24 of 2011 on Social Security Agency.

Article 2

This Government Regulation aims to provide relief for JKK contribution payments for the employment social security programs for a certain period of time for certain labour-intensive industrial Companies while still providing protection for workers from the risks of employment injuries and diseases due to the work environment.

CHAPTER II ADJUSTMENT TO EMPLOYMENT INJURY SECURITY CONTRIBUTIONS

Article 3

- (1) The government is adjusting the JKK Contributions for certain labour-intensive industrial Companies.
- (2) The JKK Contribution adjustment as referred to in section (1) is JKK contribution relief.
- (3) Certain labour-intensive industrial Companies as referred to in section (1) are industries which have a number of workers at least 50 (fifty) persons and they are registered as active members in BPJS Ketenagakerjaan.
- (4) Certain labour-intensive industrial Companies as referred to in section (1) include:
 - a. food, beverage, and tobacco industry;
 - b. textiles and apparel industry;
 - c. leather and leather goods industry;
 - d. footwear industry;
 - e. children's toy industry; and
 - f. furniture industry.

Article 4

- (1) JKK Contribution relief is given at 50% (fifty percent), so JKK Contributions for every work environment risk level group are:
 - a. for a very low risk level at 0.24% (zero point two four percent) of the monthly Wages, a relief granted to be 0.120% (zero point one two zero percent) of the monthly Wages;
 - b. for a low risk level at 0.54% (zero point five four percent) of the monthly Wages, a relief granted to be 0.270% (zero point two seven zero percent) of the monthly Wages;
 - c. for medium risk level at 0.89% (zero point eight nine percent) of the monthly Wages, a relief granted to be 0.445% (zero point four four five percent) of the monthly Wages;

- d. for high risk level at 1.27% (one point two seven percent) of the monthly Wages, a relief granted to be 0.635% (zero point six three five percent) of the monthly Wages; and
- e. for very high-risk level at 1.74% (one point seven four percent) of the monthly Wages, a relief granted to be 0.870% (zero point eight seven zero percent) of the monthly Wages.

(2) The work environment risk level group as referred to in section (1) complies with the provisions of legislation on JKK.

Article 5

- (1) The JKK Contribution relief as referred to in Article 4 is granted through adjustment to the JKK Contributions by BPJS Ketenagakerjaan.
- (2) The JKK Contribution relief as referred to in section (1) is granted through verification of the requirements as referred to in Article 3 section (3) and Article (4).
- (3) The JKK Contribution relief as referred to in section (1) and section (2) is implemented with a membership system managed by BPJS Ketenagakerjaan.

Article 6

- (1) The JKK Contributions as referred to in Article 4 are paid by the Company every month by not later than the 15th day of the following month.
- (2) Certain labour-intensive industrial Companies are granted JKK Contribution relief after paying off the JKK Contributions until January 2025.
- (3) In the event that a certain labour-intensive industrial Company has paid off the JKK Contributions of January 2025 Contributions or the following month and has made overpayment, then the overpayment of the JKK Contributions are calculated for the following month's JKK Contributions.

Article 7

A late payment of JKK Contribution relief is imposed a fine in accordance with the provisions of legislation.

Article 8

The JKK Contribution relief as referred to in Article 4 does not reduce the benefits of the JKK programs received by the Members in accordance with the provisions of legislation.

CHAPTER III

ADJUSTMENT TO RECOMPOSITION AMOUNT OF EMPLOYMENT INJURY SECURITY CONTRIBUTIONS FOR THE JOB LOSS SECURITY CONTRIBUTIONS

Article 9

(1) The JKK Contributions as referred to in Article 4 section (1) are recomposed as:

- a. work environment with very low risk level for the JKP Contributions at 0.120% (zero point one two zero percent) from the monthly Wages; and
- b. work environment with low, medium, high and very high risk levels for the JKP Contributions at 0.140% (zero point one four zero percent) of the monthly Wages.

(2) The monthly Wages used as the basis for calculating the JKP Contributions as referred to in section (1) comply with the provisions of legislation on JKP.

CHAPTER IV ENFORCEMENT

Article 10

The adjustment of JKK Contributions and re-composition of the JKK Contributions for the JKP programs as referred to in this Government Regulation applies to the JKK Contributions on February 2025 until July 2025.

Article 11

If the JKK Contribution adjustment period as referred to in this Government Regulation ends, the Company is required to pay the JKK Contribution adjustment and JKK program fines to BPJS Ketenagakerjaan by not later than 31 December 2025.

CHAPTER V CLOSING PROVISION

Article 12

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

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

Issued in Jakarta
on 7 February 2025

PRESIDENT OF THE REPUBLIC OF 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 15

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,



**ELUDICATION OF
REGULATION OF THE GOVERNMENT OF THE REPUBLIC OF INDONESIA
NUMBER 7 OF 2025
ON
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I. GENERAL

In 2024, Indonesia faces economic challenges due to the global economic recession, resulting in a decline in market demand, particularly in certain labour-intensive industries, impacting job and business continuity. On the other hand, certain labour-intensive industries are a crucial sector in the Indonesian economy and contribute significantly to expand manpower.

Data on Workers who suffer from the termination of employment relation, PHK/*Pemutusan Hubungan Kerja* in certain labour-intensive industries in August 2024 show 23,529 (twenty-three thousand five hundred and twenty-nine) workers or 51% (fifty-one percent) of the total number of national PHK (source: SigapHI of the Ministry of Manpower). This illustrates the decline in the Companies' productivity in running their business which later has an impact on the manpower efficiency until the winding-up of the Company.

In line with this issue, the Government views the importance of ensuring protection for Workers/labourer and business continuity through the JKK Contribution Adjustment policy in the form of JKK Contribution relief for certain labour-intensive industrial Companies, namely the food, beverage and tobacco, textile and apparel, leather and leather goods, footwear, children's toy, and furniture industries.

This Government Regulation regulates the policy of JKK Contribution relief for certain labour-intensive industrial Companies for a specific period. The JKK Contribution relief policy stipulated in this Government Regulation is expected to maintain purchasing power and level of community welfare, accelerate inclusive and sustainable economic growth, maintain business continuity, and anticipate the inability of certain labour-intensive industrial Companies to pay JKK Contributions on a massive scale.

II. ARTICLE BY ARTICLE

Article 1

Sufficiently clear.

Article 2

Sufficiently clear.

Article 3
Sufficiently clear.

Article 4
Sufficiently clear.

Article 5
Sufficiently clear.

Article 6
Sufficiently clear.

Article 7
Sufficiently clear.

Article 8
Sufficiently clear.

Article 9
Sufficiently clear.

Article 10
Sufficiently clear.

Article 11
Sufficiently clear.

Chapter 12
Sufficiently clear.

SUPPLEMENT TO THE STATE GAZETTE OF THE REPUBLIC OF INDONESIA
NUMBER 7094