

LAW OF THE REPUBLIC OF INDONESIA
NUMBER 20 OF 2023
ON
CIVIL SERVICE
BY THE BLESSINGS OF ALMIGHTY GOD

PRESIDENT OF THE REPUBLIC OF INDONESIA,

- Considering : a. that in order to realize the nation's ideals and achieve the objectives of the state as stated in the Preamble to the 1945 Constitution of the Republic of Indonesia, it is necessary to establish civil service with integrity, professionalism, neutrality and free from political intervention, clean from corrupt, collusive, and nepotistic practices, as well as capable of delivering public services to the people and fulfilling its role as a unifying element of the national unity and integrity based on Pancasila and the 1945 Constitution of the Republic of Indonesia;
- b. that in order to accelerate the implementation of the transformation of the civil service to realize a civil service with high performance and behaviour that is service-oriented, accountable, competent, harmonious, loyal, adaptive, and collaborative, it is necessary to improve the implementation of civil service management;
- c. that the provisions of Law Number 5 of 2014 on Civil Service are no longer in accordance with the developments in the implementation of the functions of the civil service and the needs of society, and therefore need to be replaced;
- d. that based on the considerations as referred to in point a, point b, and point c, it is necessary to establish a Law on Civil Service.

Observing : Article 20 and Article 21 of the 1945 Constitution of the Republic of Indonesia;

With the Joint Approval of
THE HOUSE OF REPRESENTATIVES
and
THE PRESIDENT OF THE REPUBLIC OF INDONESIA

HAS DECIDED
To enact : LAW OF THE REPUBLIC OF INDONESIA ON CIVIL SERVICE

CHAPTER I GENERAL PROVISIONS

Article 1

In this Law:

1. Civil Service (*Aparatur Sipil Negara*), hereinafter abbreviated as ASN, means a profession for civil servants and contract-based government employee who work in government agencies.
2. Civil Service Employee, hereinafter referred to as ASN Employees means a civil servant and contract-based government employee who are appointed by civil service appointing officer and assigned duties in a government position or other state duties, and is provided with income in under legislation.
3. Civil Servant (*Pegawai Negeri Sipil*), hereinafter abbreviated as PNS, means an Indonesian citizen who meets certain requirements, appointed as an ASN Employee on a permanent basis by the civil service appointing officer to occupy a government position.
4. Contract-based Government Employee (*Pegawai Pemerintah dengan Perjanjian Kerja*), hereinafter abbreviated as PPPK, means an Indonesian citizen who meet certain requirements, appointed under a work agreement for a specified period of time in order to carry out governmental duties and/or occupy a government position.
5. ASN Management means a series of processes for managing ASN to realize professional ASN with high work performance and behavior in accordance with ASN's core values, free from political intervention, and clean from practices of corruption, collusion, and nepotism.
6. Digitalization of ASN Management means the process of ASN Management utilizing digital technology that is integrated in both system and data to facilitate the implementation and services of ASN Management.
7. Managerial Position means a group of positions that function to lead organizational units and have employees directly under their supervision in order to achieve organizational goals.
8. Non-Managerial Position means a group of positions that prioritize technical competencies in their respective fields and does not carry direct responsibility in managing and supervising employee performance.
9. Minister means the minister administering government affairs in the field of state apparatus.
10. Civil Service Appointing Officer means an official who has the authority to determine the appointment, transfer, and dismissal of ASN Employees, as well as the supervision of ASN Management within government agencies, in accordance with the provisions of legislation.
11. Delegated Appointing Officer means an official who has the authority to carry out the process of appointment, transfer, and dismissal of ASN employees in accordance with the provisions of legislation.

12. Government Agency means central agencies and regional agencies.
13. Central Agency means ministries, non-ministerial government agencies, secretariats of state agencies, and secretariats of non-structural agencies.
14. Regional Agency means provincial government units and regency/municipal government units.
15. Merit System means the implementation of ASN Management in accordance with the principles of meritocracy.

CHAPTER II PRINCIPLES, CORE VALUES, AND CODE OF ETHICS AND CODE OF CONDUCT

Part One Principles

Article 2

The implementation of ASN policy and Management is based on principles of:

- a. legal certainty;
- b. professionalism;
- c. proportionality;
- d. integration;
- e. delegation;
- f. neutrality;
- g. accountability;
- h. effectiveness and efficiency;
- i. transparency;
- j. non-discrimination;
- k. unity and integrity;
- l. justice and equality; and
- m. welfare.

Part Two Core Values

Article 3

- (1) ASN Employees uphold the ideology of Pancasila, the 1945 Constitution of the Republic of Indonesia, remain loyal to the Unitary State of the Republic of Indonesia, and to the legitimate government.
- (2) ASN Employees implement the core values of ASN which are:
 - a. service-oriented;
 - b. accountable;
 - c. competent;
 - d. harmonious;
 - e. loyal;
 - f. adaptive; and
 - g. collaborative.

Part Three
Code of Ethics and Code of Conduct

Article 4

- (1) The code of ethics and code of conduct aim to uphold the dignity and honor of ASN, as well as the interests of the nation and the state.
- (2) The core values of ASN are elaborated into the ASN code of ethics and code of conduct as follows:
 - a. service-oriented, namely a commitment to providing excellent service for public satisfaction, which includes:
 1. understanding and fulfilling the needs of the public;
 2. being friendly, responsive, solution-oriented, and reliable; and
 3. carrying out continuous improvement.
 - b. accountable, namely being responsible for the trust given, which includes:
 1. carrying out duties with honesty, responsibility, thoroughness, discipline, and high integrity;
 2. using state assets and property responsibly, effectively, and efficiently; and
 3. not abusing official authority.
 - c. competent, namely continuously learning and developing capabilities, which includes:
 1. improving self-competence to respond to ever-changing challenges;
 2. helping others to learn; and
 3. carrying out duties with the highest quality.
 - d. harmonious, namely maintaining mutual respect and care for diversity, which includes:
 1. respecting every individual regardless of background;
 2. helpful; and
 3. building conducive work environment;
 - e. loyal, namely being dedicated and prioritizing the interests of the nation and state, which includes:
 1. uphold the ideology of Pancasila, the 1945 Constitution of the Republic of Indonesia of 1945, remain loyal to the Unitary State of the Republic of Indonesia, and to the legitimate government;
 2. uphold the good name of ASN, institutions, and state and
 3. safeguarding state secrets and policies;
 - f. adaptive, namely continuously innovating and enthusiasm in driving and responding changes, which includes:
 1. being quick to adjust to dynamic situations;
 2. continuously innovating and developing creativity; and
 3. being proactive.
 - g. collaborative, namely building synergistic cooperation, which includes:

1. providing opportunities for diverse parties to contribute;
 2. open collaboration to create added value; and
 3. mobilizing utilization of various resources for common goal.
- (3) Further provisions regarding the code of ethics and code of conduct of ASN are regulated in a Government Regulation.

CHAPTER III TYPES AND STATUS

Part One Types

Article 5

ASN Employees consist of:

- a. PNS; and
- b. PPPK.

Article 6

Provisions regarding the scope of duties/positions and the working mechanism of PPPK as referred to in Article 5 point b are regulated in a Government Regulation.

Article 7

- (1) ASN Employees have an employee identification number.
- (2) Further provisions regarding the employee identification number are regulated in a Government Regulation.

Part Two Status

Article 8

ASN Employees have the status of being element of the state apparatus.

Article 9

- (1) ASN Employees implement policies determined by the leadership of Government Agencies.
- (2) ASN Employees must be free from the influence and intervention of all groups and political parties.

CHAPTER IV FUNCTIONS, DUTIES, AND ROLES

Part One Functions

Article 10

ASN employees function as:

- a. implementers of public policy;
- b. public servants; and
- c. binders and unifiers of the nation.

Part Two
Duties

Article 11

ASN employees have the duties to:

- a. implement public policies made by the Civil Service Appointing Officer in accordance with the provisions of legislation;
- b. provide professional and high-quality public services; and
- c. strengthen the unity and integrity of the Unitary State of the Republic of Indonesia.

Part Three
Role

Article 12

ASN employees play roles as planners, implementers, and supervisors of the implementation of general government duties and national development through the execution of policies and public services that are professional, free from political intervention, and clean from practices of corruption, collusion, and nepotism.

CHAPTER V
ASN POSITIONS

Part One
General

Article 13

ASN positions consist of:

- a. Managerial Positions; and
- b. Non-Managerial Positions.

Part Two
Managerial Positions

Article 14

Managerial Positions as referred to in Article 13 point a consist of:

- a. principal senior executive positions;
- b. high-level senior executive positions;
- c. first-level senior executive positions;
- d. middle management positions; and
- e. supervisory positions.

Article 15

- (1) The senior executive service as referred to in Article 14 point a, point b, and point c comprises higher-level Managerial Positions that bear responsibility and play roles in managing, motivating, and supporting the development of ASN Employees, utilizing resources, as well as making decisions according to their level of position to achieve organizational goals.
- (2) The middle management positions as referred to in Article 14 point d constitute mid-level Managerial Positions that

bear responsibility and play roles in managing, motivating, and supporting the development of ASN Employees, leading and coordinating the implementation of strategies for achieving organizational goals, as well as public services and administration.

- (3) The supervisory positions as referred to in Article 14 point e are entry-level Managerial Positions that bear responsibility and play roles in managing, motivating, and supporting the development of ASN Employees, leading and coordinating the implementation of strategies for achieving organizational goals, as well as public services and administration.

Article 16

Every Managerial Position as referred to in Article 14 has its own competencies and position requirements.

Article 17

Further provisions regarding the Managerial Positions as referred to in Article 14, Article 15, and Article 16 are regulated in a Government Regulation.

Part Three

Non-Managerial Positions

Article 18

- (1) The Non-Managerial Positions as referred to in Article 13 point b consist of:
 - a. specialist positions; and
 - b. general service positions.
- (2) The specialist positions as referred to in section (1) point a bear responsibility for providing services and performing tasks in accordance with specific expertise and/or skills.
- (3) The general service positions as referred to in section (1) point b bear responsibility for providing services and performing tasks that are routine and simple.
- (4) Every Non-Managerial Position as referred to in section (1) has its own competencies and position requirements.
- (5) Further provisions regarding Non-Managerial Positions are regulated in a Government Regulation.

Article 19

- (1) ASN positions are filled from ASN Employees.
- (2) Certain ASN positions may be filled by:
 - a. soldiers of the Defence Force of Indonesia; and
 - b. members of the Indonesian National Police.
- (3) The filling of certain ASN positions originating from soldiers of the Defence Force of Indonesia and members of the Indonesian National Police as referred to in section (2) is carried out in Central Agencies as regulated in a Law concerning Defence Force of Indonesia and a Law concerning Indonesian National Police.
- (4) Further provisions regarding certain ASN positions that may be filled by soldiers of the Defence Force of Indonesia and members of the Indonesian National Police, as well as

the procedures for filling such positions as referred to in section (3), are regulated in a Government Regulation.

Article 20

- 1) ASN Employees may occupy positions within the Defence Force of Indonesia and the Indonesian National Police in accordance with the required competencies.
- (2) Further provisions regarding the filling of positions within the Defence Force of Indonesia and the Indonesian National Police as referred to in section (1) are regulated in a Government Regulation.

CHAPTER VI
RIGHTS AND OBLIGATIONS

Part One
Rights

Article 21

- (1) ASN Employees have the right to receive rewards and recognition in the form of material and/or non-material benefits.
- (2) The components of rewards and recognition for ASN employees as referred to in section (1) consist of:
 - a. income;
 - b. motivational rewards;
 - c. allowances and facilities;
 - d. social security;
 - e. work environment;
 - f. self-development; and
 - g. legal assistance.
- (3) The income as referred to in section (2) point a may consist of:
 - a. salary; or
 - b. wages.
- (4) The motivational rewards as referred to in section (2) point b may be in the form of:
 - a. financial rewards; and/or
 - b. non-financial rewards.
- (5) The allowances and facilities as referred to in section (2) point c may consist of:
 - a. positional allowances and facilities; and/or
 - b. individual allowances and facilities.
- (6) The social security as referred to in section (2) point d consists of:
 - a. health security;
 - b. employment injury security;
 - c. death security;
 - d. pension security; and
 - e. old-age security.
- (7) The work environment as referred to in section (2) point e may be:
 - a. physical; and/or
 - b. non-physical.
- (8) The self-development as referred to in section (2) point f may consist of:

- a. talent and career development; and/or
- b. competency development.
- (9) The legal assistance as referred to in section (2) point g may be in the form of:
 - a. litigation; and/or
 - b. non-litigation
- (10) The President may adjust the components of rewards and recognition as referred to in section (2) by taking into account the financial capacity of the State.

Article 22

- (1) Pension security and old-age security as referred to in Article 21 section (6) point d and point e are paid after the ASN Employee ceases employment.
- (2) Pension security and old-age security as referred to in section (1) are provided as protection for income continuity in old age, as a right, and as appreciation of service.
- (3) Pension security and old-age security as referred to in section (1) include pension security and old-age security provided under social security programs in accordance with the national social security system and social security agency.
- (4) The sources of funding for pension security and old-age security as referred to in section (1) come from the government as the employer and contribution from the respective ASN Employees.
- (5) Further provisions regarding pension security and old-age security for ASN Employees as referred to in section (1) are regulated in a Government Regulation.

Article 23

Provisions regarding social security as referred to in Article 21 section (6) are regulated in a Government Regulation based on provisions of legislation regulating the national social security system.

Part Two Obligations

Article 24

- (1) ASN Employees are obligated to:
 - a. be loyal and obedient to Pancasila, the 1945 Constitution of the Republic of Indonesia, the Unitary State of the Republic of Indonesia, and the legitimate government;
 - b. comply with the provisions of legislation;
 - c. implement the ASN core values and the ASN code of ethics and code of conduct;
 - d. maintain neutrality; and
 - e. be willing to be assigned anywhere within the territory of the Unitary State of the Republic of Indonesia and in the representatives of the Unitary State of the Republic of Indonesia located outside the territory of Indonesia.

- (2) The ASN Employees who fail to comply with the obligations as referred to in section (1) are subject to disciplinary violations and disciplinary punishment.
- (3) Government Agencies are obligated to enforce discipline among ASN Employees as well as to implement various measures to improve ASN Employee discipline.

Article 25

Further provisions regarding the rights and obligations of ASN Employees as referred to in Article 21 and Article 24 are regulated in a Government Regulation.

CHAPTER VII INSTITUTIONAL ARRANGEMENTS

Article 26

- (1) The President, as the holder of governmental power, is the highest authority in policy, professional development, and ASN Management.
- (2) To exercise the authority as referred to in section (1), the President delegates part of such authority to ministries and/or agencies that carry out governmental duties and functions in the following areas:
 - a. formulation and establishment of strategic policies, as well as coordination, synchronization, and control of ASN Management policies;
 - b. formulation and establishment of technical policies and the guidance, implementation, and control of the implementation of technical policies for ASN capacity building and learning;
 - c. formulation and establishment of technical policies, guidance, implementation of services, and control of the implementation of technical policies for ASN Management; and
 - d. supervision of the implementation of the Merit System.
- (3) The ministry performing governmental duties and function for formulating and establishing strategic policies, as well as coordinating, synchronizing, and controlling ASN Management policies coordinates the work plans of institutions related to ASN Management implementation, as well as synchronize and control the performance of duties and functions as referred to in section (2) point b, point c, and point d.
- (4) The establishment of technical policies as referred to in section (2) point b and point c may only be determined after being coordinated with the Minister.
- (5) Further provisions regarding the performance of duties and functions as referred to in section (2) are regulated by a Presidential Regulation.

CHAPTER VIII ASN MANAGEMENT

Part One
General

Article 27

- (1) ASN Management consists of the PNS management and the PPPK management.
- (2) The ASN Management as referred to in section (1) is conducted based on the Merit System.

Article 28

- (1) The implementation of ASN Management in Government Agencies is adjusted to the institutional characteristics of each agency.
- (2) Further provisions regarding ASN Management are regulated in a Government Regulation.

Part Two
Civil Service Appointing Officers and Delegated Appointing Officers

Paragraph 1
Civil Service Appointing Officers

Article 29

- (1) The President, as the holder of governmental authority in the development of ASN Employees, may delegate the authority to determine the appointment, transfer, and dismissal of officials other than Principal Senior Executive Officer, other High Level Senior Executive Officer, and other than the highest Specialist Officer to:
 - a. ministers in ministries;
 - b. heads of agencies in non-ministerial government agencies;
 - c. heads of secretariats in state agencies and non-structural agencies;
 - d. governors in provinces; and
 - e. regents/mayors in regencies/municipalities.
- (2) Civil Service Appointing Officers are obligated to implement the Merit System in exercising their authority.

Paragraph 2
Delegated Appointing Officers

Article 30

- 1) The President may delegate the authority for the development of ASN Management to Delegated Appointing Officers in ministries, secretaries-general/secretariats of state agencies, secretariats of non-structural agencies, and regional secretaries of provinces and regencies/municipalities.
- (2) The Delegated Appointing Officer as referred to in section (1) carry out the functions of ASN Management in Government Agencies based on the Merit System and in consultation with the Civil Service Appointing Officer of their respective agencies.

- (3) The Delegated Appointing Officer as referred to in section (1) proposes recommendations to the Civil Service Appointing Officer of their respective agencies.
- (4) Delegated Appointing Officer propose the appointment, transfer, and dismissal of ASN Employees, other than:
 - a. principal senior executive officer;
 - b. high level senior executive officer; and
 - c. the highest specialist officer,to the Civil Service Appointing Officer of their respective agencies.
- (5) Delegated Appointing Officer are obligated to implement the Merit System in the exercise of their authority.
- (6) Further provisions regarding Delegated Appointing Officer are regulated in a Government Regulation.

Part Three Scope of ASN Management

Paragraph 1 Scope

Article 31

ASN Management at least consists of:

- a. workforce planning;
- b. recruitment;
- c. strengthening organizational culture and institutional image;
- d. performance management;
- e. talent and career development;
- f. competency development;
- g. granting of rewards and recognition; and
- h. dismissal.

Paragraph 2 Workforce Planning

Article 32

- (1) The Minister determines policies on national workforce planning for ASN Employees based on national priorities in accordance with the national medium-term development plan and by taking into account the state's financial capacity.
- (2) The workforce planning policies for ASN Employees as referred to in section (1) serve as guidelines for Government Agencies in formulating their ASN Employee requirements.
- (3) The Government Agencies prepare ASN Employee workforce plans in accordance with the workforce planning policies for ASN Employees as referred to in section (1).

Article 33

Further provisions regarding workforce planning for ASN Employees as referred to in Article 32 are regulated in a Government Regulation.

Paragraph 3
Recruitment

Article 34

- (1) The Managerial Positions as referred to in Article 14 and Non-Managerial Positions as referred to in Article 18 are preferably filled by PNS.
- (2) Certain Managerial and Non-Managerial Positions may be filled by PPPK.
- (3) Further provisions regarding the criteria for filling Managerial Positions and Non-Managerial Positions by PPPK are regulated in a Government Regulation.

Article 35

Every Government Agency plans the implementation of the recruitment of ASN Employees.

Article 36

Every Government Agency publicly announces the availability of positions to be occupied by prospective ASN Employees.

Article 37

Every Indonesian citizen has equal opportunity to become an ASN Employee after fulfilling the requirements.

Article 38

Further provisions regarding the recruitment of ASN Employees are regulated in a Government Regulation.

Paragraph 4

Strengthening Work Culture and Institutional Image

Article 39

- (1) The ASN core values as referred to in Article 3 and the ASN code of ethics and code of conduct as referred to in Article 4 serve as guidelines for ASN Employees in their behavior and in fostering a work culture and institutional image.
- (2) Every Government Agency is obligated to make efforts to internalize the ASN core values as referred to in Article 3 and the ASN code of ethics and code of conduct as referred to in Article 4 within its environment.

Paragraph 5

Performance Management

Article 40

Performance management of ASN Employees is carried out to achieve organizational goals and objectives through:

- a. continuous improvement of work results and behavior;
- b. strengthening the role of leadership; and
- c. strengthening collaboration between leaders and ASN Employees, among ASN Employees, and between ASN Employees and other stakeholders.

Article 41

The performance management of ASN Employees as referred to in Article 40 is implemented through a flexible and collaborative work mechanism.

Article 42

The performance management of ASN Employees as referred to in Article 40 is oriented toward:

- a. work results and work behavior of ASN Employees;
- b. development of ASN Employee performance;
- c. fulfillment of leadership expectations in achieving organizational performance; and
- d. intensive performance dialogue between leaders and ASN Employees.

Article 43

- (1) Performance management of ASN Employees is the authority of Delegated Appointing Officer within each Government Agency.
- (2) The performance management of ASN Employees as referred to in section (1) is delegated in a hierarchical manner.

Article 44

- (1) The results of ASN Employee performance management are used to ensure effectiveness in the development of ASN Employees.
- (2) The results of ASN Employee performance management serve as requirements or considerations in granting rewards and recognition as well as in imposing sanctions.

Article 45

Further provisions regarding performance management as referred to in Articles 40 to Article 44 are regulated in a Government Regulation.

Paragraph 6

Talent and Career Development

Article 46

- (1) Talent and career development are carried out by taking into account qualifications, competencies, performance, and the needs of Government Agencies.
- (2) Talent and career development are implemented through talent mobility.
- (3) Talent mobility is conducted:
 - a. within 1 (one) Government Agency;
 - b. between Government Agencies; or
 - c. outside Government Agencies.
- (4) The talent mobility as referred to in section (3) is organized based on the Merit System through talent management.

Article 47

- (1) The President has the authority to carry out talent mobility as referred to in Article 46 on a national scale to support

national priorities in accordance with the national medium-term development plan.

- (2) The authority of the President as referred to in section (1) may be delegated to the Minister.
- (3) National talent mobility is aimed at addressing talent gaps.

Article 48

Further provisions regarding talent and career development as referred to in Article 46 and Article 47 are regulated in a Government Regulation.

Paragraph 7

Competency Development

Article 49

- (1) Every ASN Employee is obligated to undertake competency development through continuous learning to remain relevant to organizational demands.
- (2) The learning as referred to in section (1) is carried out through an integrated learning system.
- (3) The integrated learning system as referred to in section (2) is an approach that comprehensively positions the learning process of ASN Employees as:
 - a. integrated with work;
 - b. an important and interconnected part of the components of ASN Management; and
 - c. connected with other ASN Employees across Government Agencies as well as with relevant parties.
- (4) Further provisions regarding competency development are regulated in a Government Regulation.

Paragraph 8

Granting of Rewards and Recognition

Article 50

- (1) The components of rewards and recognition for ASN Employees as referred to in Article 21 section (2) are provided fairly, appropriately, and competitively.
- (2) Funding for rewards and recognition for ASN Employees working in Central Agencies is sourced from the state budget.
- (3) Funding for rewards and recognition for ASN Employees working in Regional Agencies is sourced from the local budget.

Article 51

Further provisions regarding rewards and recognition as referred to in Article 50 are regulated in a Government Regulation.

Paragraph 9

Dismissal

Article 52

- (1) Dismissal of ASN Employees includes:
 - a. upon their own request; and

- b. not upon their own request.
- (2) Dismissal upon their own request occurs when an ASN Employee resigns.
- (3) Dismissal not upon their own request for ASN Employees occurs when:
 - a. committing deviation against Pancasila and the 1945 Constitution of the Republic of Indonesia;
 - b. passing away;
 - c. reaching the mandatory retirement age for the position and/or the expiration of the employment agreement;
 - d. affected by organizational downsizing or government policy;
 - e. being physically and/or mentally unfit to perform duties and obligations;
 - f. underperforming;
 - g. committing a serious disciplinary violation;
 - h. being sentenced to imprisonment by a court decision that has permanent legal force for committing a criminal offense with a minimum imprisonment of 2 (two) years;
 - i. being sentenced to imprisonment or confinement by a court decision that has permanent legal force for committing an offense related to official duties or an offense connected to their position; and/or
 - j. becoming a member and/or administrator of a political party.
- (4) The dismissal of ASN Employees due to the reasons as referred to in section (3) point a, point g, point i, and point j is categorized as dismissal with dishonor.

Article 53

- (1) PNS are temporarily dismissed if:
 - a. appointed as a state official;
 - b. appointed as a commissioner or member of a non-structural institution; or
 - c. taking unpaid leave from government.
- (2) ASN Employees who are detained as suspects or defendants are temporarily dismissed to support the legal process.
- (3) The reinstatement of PNS as referred to in section (1) and ASN Employees as referred to in section (2) who are temporarily dismissed is carried out by Civil Service Appointing Officer.

Article 54

Further provisions regarding the procedures for dismissal, temporary dismissal, and reinstatement of ASN Employees are regulated in a Government Regulation.

Article 55

The retirement age limits for ASN Employee are as follows:

- a. Managerial Positions:
 - 1. 60 (sixty) years for principal senior executive officer, high level senior executive officer, first level senior executive officer; and

2. 58 (fifty-eight) years for middle management officer and supervisory officer.
- b. Non-Managerial Positions:
 1. in accordance with the provisions of legislation for specialist officer; and
 2. 58 (fifty-eight) years for general service officer.

Part Four

senior executive Officer Running as Governors and Vice Governors, Regents/Mayors, and Vice Regents/ Vice Mayors

Article 56

High level senior executive officer and first level senior executive officer who intend to run as governors and vice governors, regents/mayors, and vice regents/ vice mayors are obligated to submit a written resignation from the PNS once they are officially designated as candidates.

CHAPTER IX

ASN EMPLOYEES WHO BECOME STATE OFFICIALS

Article 57

ASN Employees may serve as state officials.

Article 58

The state officials as referred to in Article 57 are:

- a. President and Vice President;
- b. Speaker, vice speaker, and members of the People's Consultative Assembly;
- c. Speaker, vice speaker, and members of the House of Representatives;
- d. Speaker, vice speaker, and members of the House of Regional Representatives;
- e. Chief justice, deputies' chief justice, chairperson of civil chambers, and justices of the Supreme Court, as well as the chief, vice chief, and judges of all judicial bodies, except *ad hoc* judges;
- f. Chairpersons, deputy chairpersons, and members of the Constitutional Court;
- g. Chairpersons, vice chairpersons, and members of the Audit Board of Indonesia;
- h. Chair, vice chair, and members of the Judicial Commission;
- i. Chairperson and vice chairperson of the Corruption Eradication Commission;
- j. ministers and minister-level officials;
- k. heads of Indonesian diplomatic missions abroad serving as ambassadors extraordinary and plenipotentiary;
- l. governors and vice governors;
- m. regents/mayors and vice regents/vice mayors; and
- n. other state officials as determined by Law.

Article 59

- (1) PNS appointed as:
 - a. Chairpersons, deputy chairpersons, and members of the Constitutional Court;

- b. Chairpersons, vice chairpersons, and members of the Audit Board of Indonesia;
 - c. Chair, vice chair, and members of the Judicial Commission;
 - d. chairperson and vice chairperson of the Corruption Eradication Commission;
 - e. ministers and minister-level officials;
 - f. heads of Indonesian diplomatic missions abroad serving as ambassadors extraordinary and plenipotentiary,
- are temporarily dismissed.
- (2) PNS who no longer hold the positions as referred to in section (1) are reinstated as PNS.
 - (3) ASN Employees who run or are nominated as President and Vice President, members of the House of Representatives, members of the House of Regional Representatives, governors and vice governors, regents/mayors, and vice regents/ vice mayors are obligated to submit a written resignation from their status as ASN Employees once they are officially designated as candidates.

Article 60

- (1) PNS who no longer serve as state officials as referred to in Article 59 section (1) may hold an ASN position as long as a vacancy is available.
- (2) In the event that there are no ASN position available as referred to in section (1) within a maximum period of 5 (five) years, the concerned PNS is honorably discharged.

Article 61

Further provisions regarding the appointment and dismissal of ASN Employees, as well as the temporary dismissal and reinstatement of PNS as referred to in Article 57 to Article 60 are regulated in a Government Regulation.

CHAPTER X ORGANIZATION

Article 62

- (1) ASN Employees join a professional organization of ASN.
- (2) The ASN professional organization as referred to in section (1) aims to:
 - a. uphold the professional code of ethics and standards of ASN professional services;
 - b. realize the ASN esprit de corps as a unifying force of the nation;
 - c. enhance work motivation and engagement of ASN Employees;
 - d. strengthen collaboration among ASN Employees;
 - e. improve work productivity of ASN Employees;
 - f. foster innovation and creativity of ASN Employees;
 - and
 - g. disseminate knowledge and skills.

- (3) In achieving the objectives as referred to in section (2), the ASN professional organization as referred to in section (1) has the following functions:
 - a. guidance and development of the ASN profession;
 - b. provision of legal protection and advocacy to members of the ASN professional organization against alleged violations of the Merit System in the implementation of ASN Management and for those facing legal issues in performing their duties;
 - c. provision of recommendations to the Government Agencies ethics council regarding violations of the professional code of ethics and professional code of conduct;
 - d. organization of initiatives to improve the welfare of ASN professional organization members in accordance with the provisions of legislation;
 - e. advancement of ASN interests in the formulation of ASN policies;
 - f. promotion of equality in the implementation of ASN Management; and
 - g. improvement of welfare and quality of the ASN work environment.
- (4) Further provisions regarding the ASN professional organization as referred to in section (1) are regulated in a Government Regulation.

CHAPTER XI DIGITALIZATION OF ASN MANAGEMENT

Article 63

- (1) The Digitalization of ASN Management is implemented to ensure efficiency, effectiveness, and accuracy in the administration of processes and decision-making in ASN Management, as well as to realize a comprehensive ecosystem of ASN Management.
- (2) The Digitalization of ASN Management as referred to in section (1) provides various digital services that support ASN Management and are nationally integrated.
- (3) The Digitalization of ASN Management as referred to in section (1) align with the organizational transformation and work systems of ASN.
- (4) The Digitalization of ASN Management as referred to in section (1) is required to observe the principles of sustainability, confidentiality, and cybersecurity in accordance with the provisions of legislation.
- (5) Further provisions regarding the Digitalization of ASN Management are regulated in a Government Regulation.

CHAPTER XII DISPUTE RESOLUTION

Article 64

- (1) ASN Employee disputes are resolved through administrative remedies.
- (2) Administrative remedies as referred to in section (1) consist of objections and administrative appeals.

- (3) Further provisions regarding administrative remedies as referred to in section (2) are regulated in a Government Regulation.

CHAPTER XIII PROHIBITIONS

Article 65

- (1) The Civil Service Appointing Officer is prohibited from appointing non-ASN employees to fill ASN positions.
- (2) The prohibition as referred to in section (1) also applies to other officials in Government Agencies who appoint non-ASN employees.
- (3) Civil Service Appointing Officer and other officers as referred to in section (1) and section (2) who appoint non-ASN employees to fill ASN positions are subject to sanctions in accordance with the provisions of legislation.

CHAPTER XIV CLOSING PROVISIONS

Article 66

The arrangement of non-ASN employees or any other names is required to be finalized not later than December 2024 and as of the date this Law comes into force, Government Agencies are prohibited from appointing non-ASN employees or any other names other than ASN Employees.

Article 67

The policies and Management of ASN regulated in this Law are implemented with due regard to the specificities of certain regions and citizens with special needs.

Article 68

The implementing regulation of this Law must be issued not later than 6 (six) months as of the promulgation of this Law.

Article 69

The provisions on ASN Management under this Law is implemented not later than 1 (one) year as of the promulgation of this Law.

Article 70

- (1) The National Institute of Public Administration existing at the time this Law comes into force remains to carry out its duties and functions as referred to in Article 26 section (2) point b.
- (2) The National Civil Service Agency existing at the time this Law comes into force remains to carry out its duties and functions as referred to in Article 26 section (2) point c.
- (3) The Civil Service Commission existing at the time this Law comes into force remains to carry out its duties and functions until the implementing regulations of this Law are established.

Article 71

The Digitalization of ASN Management as referred to in Article 63 is implemented nationally not later than 1 (one) year as of the date this Law is promulgated.

Article 72

At the time this Law comes into force, Central PNS and Regional PNS are referred to as ASN Employees.

Article 73

At the time this Law comes into force, the provisions of legislation concerning the code of ethics and the resolution of violations of the code of ethics for certain specialist positions remain effective to the extent not contrary to this Law.

Article 74

At the time this Law comes into force, Law Number 11 of 1969 on Employee Pensions and Pensions for Employee Widows/Widowers (State Gazette of the Republic of Indonesia of 1969 Number 42, Supplement to the State Gazette of the Republic of Indonesia Number 2906) and its implementing regulations remain effective until the implementing regulations of this Law governing the ASN Employee pension program are issued.

Article 75

At the time this Law comes into force, all legislation constituting implementing regulations of Law Number 5 of 2014 on Civil Service (State Gazette of the Republic of Indonesia of 2014 Number 6, Supplement to the State Gazette of the Republic of Indonesia Number 5494), are declared to remain effective to the extent to not contrary to the provisions of this Law.

Article 76

At the time this Law comes into force, Law Number 5 of 2014 on Civil Service (State Gazette of the Republic of Indonesia of 2014 Number 6, Supplement to the State Gazette of the Republic of Indonesia Number 5494) is repealed and declared ineffective.

Article 77

This Law comes into force on the date of its promulgation.

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

Enacted in Jakarta
on 31 October 2023
PRESIDENT OF THE REPUBLIC OF
INDONESIA,

signed

JOKO WIDODO

Promulgated in Jakarta
on 31 October 2023
MINISTER OF STATE SECRETARY
OF THE REPUBLIC OF INDONESIA,

signed

PRATIKNO
STATE GAZETTE OF THE REPUBLIC OF INDONESIA OF 2023 NUMBER 141

Jakarta, 18 September 2025
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

ELUCIDATION
OF
LAW OF THE REPUBLIC OF INDONESIA
NUMBER 20 OF 2023
ON
CIVIL SERVICE

I. GENERAL

The Unitary State of the Republic of Indonesia, as declared in the Preamble to the 1945 Constitution of the Republic of Indonesia, has set forth its national objectives, namely: to establish a Government of the State of Indonesia that protect all the people of Indonesia and all the independence and the land that has been struggled for, and to improve public welfare, to educate the life of the nation and to participate toward the establishment of a world order based on freedom, perpetual peace and social justice. The objectives enshrined in the Preamble to the 1945 Constitution of the Republic of Indonesia serve as a source of motivation, aspiration, and determination for the Indonesian nation to remain independent and to realize those state objectives.

In order to carry out the mandate to establish the Government of the State of Indonesia as referred to in the Preamble to the 1945 Constitution of the Republic of Indonesia, it is necessary to have a good governance bureaucracy. The Government has launched an action plan to ensure that the state is always present by building a system of governance that is clean, effective, democratic, and trustworthy. To realize this, it requires ASN as the main engine of bureaucracy who are professional, neutral and free from political intervention, free from corruption, collusion, and nepotism, capable of delivering quality public services, and able to serve as a unifying force for the nation, based on Pancasila and the 1945 Constitution of the Republic of Indonesia.

The regulatory framework governing ASN at present is Law Number 5 of 2014. In facing a rapidly changing world, accompanied by rapid technological advancement, rising public demands for better public services, including the demand to resolve the issue of honorary workers, as well as the global economic opportunities and challenges that Indonesia must address in order to compete with other nations, it is necessary to amend the main provisions of that Law.

The various provisions regulated in this Law are expected to provide the foundation for accelerating the transformation of ASN management to realize a professional, world-class bureaucracy. The ASN needs to have a digital mindset in carrying out bureaucratic and ASN management transformation. This is related to changes in working patterns in the new order, where bureaucratic work has shifted to a digital-based system, and organizational structures are beginning to transform from hierarchical to coordination-based.

In addition to these sociological facts and empirical conditions, juridically, Law Number 5 of 2014 on Civil Service needs also to be adjusted in line with Constitutional Court decisions that have implications for the material

contents of that Law. These include, among others: Constitutional Court Decision Number 41/PUU-XII/2014 concerning the resignation of PNS who participate in political contests; Constitutional Court Decision Number 8/PUU-XIII/2015 concerning PNS who no longer hold positions as state officials and where no available positions exist; and Constitutional Court Decision Number 87/PUU-XVI/2018 concerning dismissal with dishonor PNS due to committing criminal acts.

The main provisions contained in this Law are as follows:

1. strengthening the supervision of the Merit System;
2. determining the needs of PNS and PPPK;
3. welfare of PNS and PPPK;
4. arrangement of honorary workers; and
5. digitalization of ASN management, including transformation of its components.

II. ARTICLE BY ARTICLE

Article 1

Sufficiently clear.

Article 2

Point a

The term “principle of legal certainty” means that the implementation of policies and ASN Management prioritizes the foundation of legislation, propriety, and justice.

Point b

The term “principle of professionalism” means that the implementation of ASN Management prioritizes expertise based on the code of ethics and code of conduct of ASN, as well as the provisions of legislation.

Point c

The term “principle of proportionality” means that the implementation of ASN Management prioritizes a balance between the rights and obligations of ASN Employees.

Point d

The term “principle of integration” means that the implementation of ASN Management is based on a single nationally integrated management system.

Point e

The term “principle of delegation” means that part of the authority of ASN Management may be delegated for implementation to Government Agencies.

Point f

The term “principle of neutrality” means that every ASN Employee remains impartial from any form of influence and does not take sides with any interests other than the interests of the nation and the state.

Point g

The term “principle of accountability” means that every work outcome and conduct of ASN Employees must be accountable to the public in accordance with the provisions of legislation.

Point h

The term “principle of effectiveness and efficiency” means that the implementation of ASN Management must be oriented toward achieving organizational objectives through optimal resource management.

Point i

The term “principle of transparency” means that the implementation of ASN Management is open to the public in accordance with the provisions of legislation.

Point j

The term “principle of non-discrimination” means that the implementation of ASN Management does not differentiate based on ethnicity, race, skin color, religion, origin, sex, marital status, age, or special needs.

Point k

The term “principle of unity and integrity” means that ASN Employees serve as a unifying force and bond for the nation.

Point l

The term “principle of justice and equality” means that the regulation of ASN Management reflects fairness and equal opportunity in the functions and roles of ASN Employees.

Point m

The term “principle of welfare” means that the implementation of ASN Management is directed toward improving the quality of life of ASN Employees.

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.

Article 12

Sufficiently clear.

Article 13

Sufficiently clear.

Article 14

Sufficiently clear.

Article 15

Sufficiently clear.

Article 16

Sufficiently clear.

Article 17

Sufficiently clear.

Article 18

Sufficiently clear.

Article 19

Sufficiently clear.

Article 20

Section (1)

The placement of ASN in positions within the Defence Forces of Indonesia and the Indonesian National Police, and vice versa, is intended to ensure that ASN, members of the Defence Forces of Indonesia, and members of the Indonesian National Police have balance and equality in their career development based on the Merit System.

Section (2)

Sufficiently clear.

Article 21

Sufficiently clear.

Article 22

Section (1)

The term “cessation of employment” means, among others, employees who have reached the mandatory retirement age, whose contract period has ended, who have passed away, who have become incapacitated (a disability rendering the employee unable to work), or as otherwise determined in accordance with the provisions of legislation. The formulation of the amount of pension security and old-age security is determined by taking into account, among other things, the amount of contributions paid. Such benefits may also be paid to heirs in accordance with the provisions of legislation.

Section (2)

Sufficiently clear.

Section (3)

Sufficiently clear.

Section (4)

In the event that the accumulation of pension security contributions and old-age security contributions is developed, the proceeds of such development also serve as a source of financing for pension benefits and old-age benefits.

Section (5)

Sufficiently clear.

Article 23

Sufficiently clear.

Article 24

Sufficiently clear.

Article 25

Sufficiently clear.

Article 26

Section (1)

Sufficiently clear.

Section (2)

Point a

Sufficiently clear.

Point b

Sufficiently clear.

Point c

Sufficiently clear.

Point d

The Merit System is implemented in accordance with the principle of meritocracy.

The term “principle of meritocracy” means the principle of human resource management based on qualifications, competence, potential, and performance, as well as integrity and morality, carried out fairly and reasonably without

distinction as to ethnicity, race, skin color, religion, origin, gender, marital status, age, or special needs.

Section (3)

Sufficiently clear.

Section (4)

Sufficiently clear.

Section (5)

Sufficiently clear.

Article 27

Sufficiently clear.

Article 28

Section (1)

Institutional characteristics include, among others, the legislative bodies, the executive bodies, and the judicial bodies.

Section (2)

Sufficiently clear.

Article 29

Sufficiently clear.

Article 30

Sufficiently clear.

Article 31

Sufficiently clear.

Article 32

Sufficiently clear.

Article 33

Sufficiently clear.

Article 34

Section (1)

Sufficiently clear.

Section (2)

The filling of Managerial Positions from PPPK is only be designated for certain senior executive positions, with priority given to certain Central Government Agencies.

Section (3)

Sufficiently clear.

Article 35

Sufficiently clear.

Article 36

Sufficiently clear.

Article 37

Sufficiently clear.

Article 38

Sufficiently clear.

Article 39

Sufficiently clear.

Article 40

Sufficiently clear.

Article 41

Sufficiently clear.

Article 42

Sufficiently clear.

Article 43

Sufficiently clear.

Article 44

Sufficiently clear.

Article 45

Sufficiently clear.

Article 46

Section (1)

Sufficiently clear.

Section (2)

Sufficiently clear.

Section (3)

Point a

Sufficiently clear.

Point b

Talent mobility between Government Agencies includes, among others, the mobility of ASN for ASN positions within the executive bodies, judicial bodies, legislative bodies, as well as working units or public service agencies/regional public service agencies.

Point c

Talent mobility outside Government Agencies includes, among others, state-owned enterprises, local-owned enterprises, international organizations, other legal entities established by legislation, and private entities.

Section (4)

Sufficiently clear.

Article 47

Sufficiently clear.

Article 48

Sufficiently clear.

Article 49

Sufficiently clear.

Article 50

Sufficiently clear.

Article 51

Sufficiently clear.

Article 52

Sufficiently clear.

Article 53

Sufficiently clear.

Section (1)

The temporary dismissal of PNS upon appointment as state officials, commissioners, or members of non-structural institutions eliminate employment rights related to the length of service of the respective PNS.

Section (2)

Sufficiently clear.

Section (3)

Sufficiently clear.

Article 54

Sufficiently clear.

Article 55

Sufficiently clear.

Article 56

Sufficiently clear.

Article 57

Sufficiently clear.

Article 58

Sufficiently clear.

Article 59

Sufficiently clear.

Article 60

Sufficiently clear.

Article 61

Sufficiently clear.

Article 62

Sufficiently clear.

Article 63

Sufficiently clear.

Article 64

Sufficiently clear.

Article 65

Sufficiently clear.

Article 66

The term “arrangement” includes verification, validation, and appointment by the authorized institution.

Article 67

Sufficiently clear.

Article 68

Sufficiently clear.

Article 69

Sufficiently clear.

Article 70

Sufficiently clear.

Article 71

Sufficiently clear.

Article 72

Sufficiently clear.

Article 73

Sufficiently clear.

Article 74

Sufficiently clear.

Article 75

Sufficiently clear.

Article 76

Sufficiently clear.

Article 77

Sufficiently clear.

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