

REGULATION OF THE GOVERNMENT OF THE REPUBLIC OF INDONESIA
NUMBER 44 OF 2015
ON
THE ADMINISTRATION OF EMPLOYMENT INJURY SECURITY AND DEATH
SECURITY PROGRAMS
BY THE BLESSINGS OF THE ALMIGHTY GOD

PRESIDENT OF THE REPUBLIC OF INDONESIA,

Considering : that in order to implement the provisions of Articles 33, Article 34 section (4), Article 45 section (3), and Article 46 section (4) of Law Number 40 of 2004 on National Social Security System, it is necessary to issue the Government Regulation on the Administration of Employment Injury Security and Death Security Programs;

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);

HAS DECIDED:

To issue : GOVERNMENT REGULATION ON THE ADMINISTRATION OF EMPLOYMENT INJURY SECURITY AND DEATH SECURITY PROGRAMS.

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. Death Security (Jaminan Kematian), hereinafter referred to as JKM, means a benefit in the form of cash given to the beneficiaries of members deceased not caused by employment injury.
3. Employer means an individual, entrepreneur, legal entity, or other entities employing workers or state administrator employing civil servants by paying them salary, wage, or other forms of remuneration
4. Member means any person including a foreigner national who works for at least 6 (six) months in Indonesia, who has paid contributions.
5. Worker means any person who works and earns a salary, a wage, or other forms of remuneration.
6. Employment Injury means an accident occurred during employment relations, including the accident occurred during the commutes from home to the workplace or vice versa, and disease caused by work environment.
7. 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.
8. Contribution means amount of money paid regularly by the members and/or employers
9. 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.

10. Construction Service means construction works planning consultation service, construction works implementation service, and construction works supervisory consultation service.
11. Social Security Agency for Employment, hereinafter referred to as BPJS Ketenagakerjaan, means a public legal entity established under Law Number 24 of 2011 on Social Security Agency.
12. BPJS Ketenagakerjaan Member Card, means a card indicating Membership in BPJS Ketenagakerjaan having a single identity number applicable for employment injury security, old age security, pension security, and death security programs, pursuant to membership stages.
13. Labour Inspector Officer, hereinafter referred to as Labour Inspector, means a civil servant appointed and assigned in functional position as labour inspector in accordance with the provisions of the legislation.
14. Minister means a minister administering government affairs in the field of manpower.

Article 2

- (1) JKK and JKM programs are administered by BPJS Ketenagakerjaan.
- (2) JKK and JKM programs for Members at State administrator Employer are regulated in the separate Government Regulation.

Article 3

Rights on JKK and JKM cannot be transferred, mortgaged, or seized to implement court's order.

CHAPTER II

MEMBERSHIP AND REGISTRATION PROCEDURE

Part One

General

Article 4

- (1) Every non-state administrator Employers is obligated to register itself and its Worker as a Member to JKK and JKM programs with BPJS Ketenagakerjaan in accordance with the provisions of legislation.
- (2) Any person who works is obligated to register itself as a Member to JKK and JKM programs with BPJS Ketenagakerjaan in accordance with in accordance with the provisions of legislation.

Part Two
Membership

Article 5

- (1) Members of JKK and JKM programs consist of:
 - a. Wage Recipient Members employed by Non-state administrator Employers; and
 - b. Non-Wage Recipient Members.
- (2) Wage Recipient Members as referred to in section (1) point a includes:
 - a. Workers in a company;
 - b. Workers of individual; and
 - c. foreigners who work in Indonesia for at least 6 (six) months.
- (3) The non-Wage Recipient Members as referred to in section (1) point b include:
 - a. Employers;
 - b. Workers without employment relations or independent Workers; and
 - c. Workers excluded in point b who are non-Wage recipients.

Part Three
Registration Procedure

Paragraph 1

Wage Recipient Members Employed by Non-State Administrator
Employers

Article 6

- (1) Non-state administrator Employers in registering themselves and all their Workers are obligated to submit completely filled-out application form comprising of their identity and Workers' identity as well as family members to BPJS Ketenagakerjaan, not later than 30 (thirty) work days since the receipt of application form by BPJS Ketenagakerjaan.
- (2) BPJS Ketenagakerjaan is obligated to issue membership number within 1 (one) work day upon the complete and correct receipt of application form and upon the full payment to BPJS Ketenagakerjaan of the first Contribution.
- (3) Membership at BPJS Ketenagakerjaan is effective since the issue of membership number by BPJS Ketenagakerjaan.

Article 7

- (1) BPJS Ketenagakerjaan issues membership certificate for the company and BPJS Ketenagakerjaan Member Card for the non-state administrator Employers not later than 7 (seven) work days upon the complete and correct receipt of application form and upon the full payment to BPJS Ketenagakerjaan of the first Contribution.
- (2) Non-state administrator Employers deliver BPJS Ketenagakerjaan Member Card to each Members not later than 3 (three) work days since the receipt of such from BPJS Ketenagakerjaan.

Article 8

- (1) Relocated Member is obligated to inform its membership to the new Employer by presenting its BPJS Ketenagakerjaan Member Card.
- (2) The new Employer is obligated to continue the membership of the Member by reporting BPJS Ketenagakerjaan Member Card and paying Contributions to BPJS Ketenagakerjaan since the Workers work with the new Employer.
- (3) In the event that Employer as referred to in section (2) has not reported and paid Contribution, if any risk occurs to its Workers, the Employer is obligated to provide the rights of the Workers in accordance with the provisions of this Government Regulation.

Article 9

- (1) Members are obligated to inform any change in data completely and correctly to non-state administrator Employers, in the event of change in data of the Members and their families.
- (2) Upon the receipt of change in data as referred to in section (1), the non-state administrator Employers are obligated to inform such change to BPJS Ketenagakerjaan within 7 (seven) work days since the receipt of data.
- (3) In the event that change in data of Wage, number of Workers, company address, and other data change in relation to the administration of the social security system, the non-state administrator Employers are obligated to inform such change to BPJS Ketenagakerjaan not later than 7 (seven) work days since the change occurs.

Article 10

- (1) In the event that the non-state administrator Employers neglectfully register their Workers as referred to in Article 4 section (1), Workers are entitled to register themselves in social security program to BPJS Ketenagakerjaan in accordance with the program required in the membership stages.

- (2) The registration as referred to in section (1) is performed by the relevant Workers by filling out application form as determined and attaching:
 - a. Employment contract, letter of employment, or other document evidencing the status of Workers/labourers;
 - b. Resident Identity Card; and
 - c. Family Card.
- (3) BPJS Ketenagakerjaan verifies the non-state administrator Employers not later than 7 (seven) work days upon the application pursuant to registration as referred to in section (1) and section (2).
- (4) In the event of the verification results as referred to in section (3) non-state administrator Employers neglect, then the non-state administrator Employers are obligated to pay Contribution being its obligation to BPJS Ketenagakerjaan pursuant to the program required in membership stages.
- (5) Within 1 (one) work day upon the registration and the receipt of the first Contribution, BPJS Ketenagakerjaan is obligated to issue membership number based on the registration as referred to in section (1) and section (2).
- (6) BPJS Ketenagakerjaan membership is effective as of the issue of membership number by BPJS Ketenagakerjaan.
- (7) In the event that the Workers have registered themselves as referred to in section (1) but the non-state administrator Employers have not paid the first Contribution in full as referred to in section (4) to BPJS Ketenagakerjaan, the non-state administrator Employers are obligated to pay the rights of Workers in accordance with the provisions of this Government Regulation.

Paragraph 2

Non-Wage Recipient Members

Article 11

- (1) The non-Wage recipient Members as referred to in Article 5 section (3) is obligated to register themself to BPJS Ketenagakerjaan pursuant to membership stages.

- (2) In the event that the Members as referred to in section (1) have more than 1 (one) business or occupation, the Member is obligated to include the description of business or occupation activities into application form, a maximum of 2 (two) occupation types.
- (3) Registration of membership to BPJS Ketenagakerjaan may be made independently, through a platform, or certain group established by Members by filling out application form.
- (4) BPJS Ketenagakerjaan is obligated to issue membership number within 1 (one) work day since the complete and correct receipt of application form and upon the full payment to BPJS Ketenagakerjaan of the first Contribution.
- (5) Membership at BPJS Ketenagakerjaan is effective since the issuance of membership number by BPJS Ketenagakerjaan.

Article 12

- (1) BPJS Ketenagakerjaan is obligated to issue BPJS Ketenagakerjaan Member Card not later than 7 (seven) work days upon the complete and correct receipt of application form and upon the full payment of the first Contribution.
- (2) Within 3 (three) work days, BPJS Ketenagakerjaan is obligated to deliver BPJS Ketenagakerjaan Member Card as referred to in section (1) directly to the Members, through a platform, or certain group established by Members.

Article 13

- (1) In the event of any change in data of the Members and their families, change in business activities, or occupation, Members are obligated to report such change completely and correctly to BPJS Ketenagakerjaan not later than 7 (seven) work days since the change occurs.
- (2) Change in data as referred to in section (1) may be informed directly to BPJS Ketenagakerjaan, through a platform, or certain group established by Members.
- (3) Further provisions regarding the mechanism of establishing

platform or certain group by the Members as referred to in section (2) are regulated by Minister.

Article 14

Provisions regarding the form of BPJS Ketenagakerjaan Member Card, membership certificate, and forms of JKK and JKM programs are regulated by Regulation of BPJS Ketenagakerjaan.

(2) Article 15

- (1) Non-state administrator Employers having more than 1 (one) company are obligated to join in JKK program at each company in accordance with the provision of legislation.
- (2) Non-state administrator Employers having more than 1 (one) company are obligated to join in JKM program at one of their companies in accordance with the provisions of legislation.
- (3) Wage recipient Workers who work with several companies are obligated to be joined in JKK and JKM programs by each company in accordance with the provisions of legislation.

CHAPTER III

AMOUNT OF CONTRIBUTION AND PAYMENT PROCEDURE

Part One

Contribution for Wage Recipient Members

Article 16

- (1) JKK Contribution for Wage recipient Members as referred to in Article 5 section (2) are classified into 5 (five) rates based on work environment risk, as follows:
 - a. very low risk rate: 0.24% (zero point two four percent) of monthly Wage;
 - b. low risk rate: 0.54% (zero point five four percent) of monthly Wage;
 - c. medium risk rate: 0.89% (zero point eight nine percent) of monthly Wage;

- d. high risk rate: 1.27% (one point two seven percent) of monthly Wage; and
 - e. very high risk rate: 1.74% (one point seven four percent) of monthly Wage.
- (2) The amount of JKK Contribution for every company is determined by BPJS Ketenagakerjaan with reference to work environment risk rate as contained in Annex I as an integral part of this Government Regulation.
 - (3) JKK Contribution as referred to in section (1) is required to be paid by non-state administrator Employers.

Article 17

- (1) Classification of work environment risk rate as referred to in Article 16 section (2) is evaluated at least once in 2 (two) years.
- (2) Evaluation result as referred to in section (1) is used as alteration materials of work environment risk rate as referred to in Article 16 section (2).
- (3) Provisions regarding the procedure of evaluating the work environment risk rate as referred to in section (1) are regulated by a Ministerial Regulation.

Article 18

- (1) JKM Contribution for Wage recipient Members as referred to in Article 5 section (2) is in the amount of 0.30% (zero point thirty percent) of monthly Wage.
- (2) The JKM Contribution as referred to in section (1) is required to be paid by non-state administrator Employers.

Article 19

- (1) The wage as the Contribution payment basis for Wage recipient Members is monthly Wage.
- (2) The monthly Wage as referred to in section (1) consists of basic Wage and fixed allowance.
- (3) If the Wage is paid daily, the monthly Wage as Contribution payment basis is calculated from daily Wage multiplied by 25 (twenty-five).

- (4) If the Wage is paid in lump sum or output unit, the monthly Wage as Contribution payment basis is calculated from the average Wage of the last 3 (three) months.
- (5) If the work relies on the weather whose Wage is based on lump sum Wage, the monthly Wage as Contribution payment basis is calculated from the average Wage of the last 12 (twelve) months.

Part Two

Contribution for Non-Wage Recipient Members

Article 20

- (1) JKK Contribution for non-Wage recipient Members is based on the certain nominal amount of the Members' income as stated in Annex II as an integral part of this Government Regulation.
- (2) The amount of Contribution as referred to in section (1) is selected by Members in accordance with the Members' monthly income.
- (3) JKM Contribution for non-Wage recipient Members is Rp6,800.00 (six thousand eight hundred rupiahs) per month.

Part Three

Contribution Payment Procedure

Paragraph 1

Wage Recipient Members Working at the Non-State Administrator Employers

Article 21

- (1) The non-state administrator Employers are obligated to deposit JKK and JKM Contribution being its obligation as referred to in Article 16 and Article 18 to BPJS Ketenagakerjaan.
- (2) The non-state administrator Employers are obligated to pay the Contribution as referred to in section (1) monthly, not

later than the 15th day of the following month from the relevant Contribution month by enclosing supporting data of its Workers and of itself.

- (3) If the 15th day as referred to in section (2) is on holiday, the Contribution is paid in the subsequent work day.

Article 22

- (1) Delayed Contribution payment for the non-state administrator Employers are subject to overdue penalty of 2% (two percent) for each delayed month as calculated from the Contribution that must be paid by the non-state administrator Employers.
- (2) Penalty due to delayed Contribution payment as referred to in section (1) is borne fully by the non-state administrator Employer and the payment thereof is made along with the subsequent month Contribution.
- (3) The overdue penalty as referred to in section (1) is other revenue of Social Security Fund in accordance with the provisions of legislation.

Article 23

- (1) BPJS Ketenagakerjaan calculates the overpayment or underpayment of JKK and JKM Contribution in accordance with the Worker's Wage.
- (2) Calculation of overpayment or underpayment of JKK and JKM Contribution as referred to in section (1) refers to Worker's Wage payroll.
- (3) In the event of overpayment or underpayment of Contribution as referred to in section (1), BPJS Ketenagakerjaan informs the non-state administrator Employers and/or Members in writing within 14 (fourteen) work days upon the receipt of Contribution.
- (4) Overpayment or underpayment of Contribution as referred to in section (2) is calculated with the payment of the subsequent month Contribution.

Paragraph 2
Non-Wage Recipient Members

Article 24

- (1) The non-Wage recipient Member is obligated to pay Contribution being its obligation as referred to in Article 20 to BPJS Ketenagakerjaan.
- (2) The contribution payment as referred to in section (1) may be made independently, through a platform, or certain group established by the Members.
- (3) The contribution payment as referred to in section (2) is made monthly, not later than 15th of the relevant Contribution month.
- (4) If the 15th day as referred to in section (3) is on holiday, the Contribution is paid in the subsequent work day.

CHAPTER IV
BENEFIT AND PROCEDURE OF SECURITY PAYMENT

Part One
Security Benefit

Paragraph 1
Employment Injury Security

Article 25

- (1) Members who suffer from Employment Injury or occupational disease are entitled to receive JKK benefits.
- (2) JKK benefits as referred to in section (1) are in the forms of:
 - a. health service in accordance with its medical requirements, consisting of:
 1. basic and supporting medical check-up;
 2. first level and advanced healthcare;
 3. class I inpatient healthcare at government hospitals, local government hospitals, or equivalent private hospitals;
 4. intensive care;

5. diagnostic supports;
 6. medication;
 7. special service;
 8. medical tools and implants;
 9. doctor/medical service;
 10. surgery;
 11. blood transfusion; and/or
 12. medical rehabilitation.
- b. cash compensation, consisting of:
1. transportation reimbursement for Members who suffer from Employment Injury or occupational disease, to the hospital and/or to its house, including the first aid cost;
 2. compensation for temporal inability to work;
 3. compensation for partial anatomical Disability, partial functional Disability, and total permanent Disability;
 4. death compensation and funeral cost;
 5. periodical compensation paid in lump sum in the event of deceased or totally Disabled Members due to Employment Injury or occupational disease;
 6. Rehabilitation cost in form of orthotics and/or prosthetics;
 7. Denture replacement cost; and /or
 8. Scholarship for the children of deceased or totally Disabled Members due to Employment Injury.
- (3) Scholarship for the children as referred to in section (2) point b point 8, is provided for Rp12,000,000.00 (twelve million rupiahs) for each Member.
- (4) Monitoring and evaluation of health service administration as referred to in section (2) point a are conducted for a maximum of 1 (one) in year by the Minister.
- (5) The JKK benefits as referred to in section (2) and Disability percentage are based on Annex III as an integral part of this Government Regulation.
- (6) Further provisions regarding the procedures and requirements to obtain the benefit of scholarship for the

children as referred to in section (2) point b point 8 are regulated by a Ministerial Regulation.

- (7) Further provisions regarding the health service as referred to in section (2) point a are regulated by Ministerial Regulation in coordination with the ministry administering government in the field of health.

Article 26

Rights to claim JKK benefits as referred to in Article 25 section (2) become invalid if 2 (two) years upon the Employment Injury occurs.

Article 27

- (1) Non-state administrator Employers not engaging their Workers into JKK program with BPJS Ketenagakerjaan, if any risk occurs to their Workers, the non-state administrator Employers are obligated to provide the rights of the Workers in accordance with the provisions of this Government Regulation.
- (2) Further provisions regarding procedures for reporting, security stipulation, and JKK benefit payment as referred to in section (1) are regulated in Ministerial Regulation.

Article 28

- (1) In the event of interns, apprentice students, honorary staffs, or inmates employed by the non-state administrator Employers, if they suffer from Employment Injury, they are deemed as Workers and are entitled to obtain JKK benefit in accordance with the provision of Article 25 section (2).
- (2) In order to calculate the amount of JKK benefits as referred to in section (1), interns or apprentice students or inmates are deemed to receive the Wage amounted to the lowest Wage per month of the Workers with the same occupation at the non-state administrator Employers where the concerned parties work or are employed.
- (3) Provisions regarding procedures for JKK Contribution payment for interns, apprentice students or inmates

employed by the non-state administrator Employers in an assimilation process are regulated by the Ministerial Regulation in coordination with relevant institution.

Article 29

The amount of Contribution and JKK program benefit for the Members are evaluated periodically maximum once in every 2 (two) years.

Article 30

- (1) Health service in relation to Employment Injury or occupational disease as referred to in Article 25 section (2) point a is performed by qualified health facility owned by government, local government, or private in cooperation with BPJS Ketenagakerjaan in accordance with the provisions of legislation.
- (2) The cash compensation as referred to in Article 25 section (2) point b point 1 and point 2 for Wage recipient Members, is paid previously by the non-state administrator Employers, and then requested for reimbursement to BPJS Ketenagakerjaan.
- (3) The cash compensation as referred to in Article 25 section (2) point b point 1 and point 2 for non-Wage recipient Members is paid previously by the Members and then requested for reimbursement to BPJS Ketenagakerjaan.
- (4) The provisions regarding reimbursement procedure as referred to in section (2) and section (3) are regulated by a Ministerial Regulation.

Article 31

- (1) In the event that Members require inpatient care, the treatment in public/local government hospital is class I or private hospital at equivalent rate.
- (2) In the event that Members select inpatient care facility superior to the standard, the Members may improve its right by utilizing additional insurance or paying by itself of the difference between the cost secured by BPJS

Ketenagakerjaan and the cost paid by improving the class.

Article 32

- (1) The Wage as referred to as JKK payment basis is the last Wage of Workers during the accident as referred to in Article 19.
- (2) In the event that the non-state administrator Employers report incorrect Wage and makes the underpayment of JKK benefits as referred to in Article 25 section (2) point b, the non-state administrator Employers are obligated to pay the shortage.
- (3) In the event that the non-state administrator Employers report incorrect Workers' data and resulted in the non-participation of such Workers in JKK program at BPJS Ketenagakerjaan, if any risk occurs to its Workers, the non-state administrator Employer are obligated to provide the rights of the Workers in accordance with the provisions of this Government Regulation.
- (4) In the event that the non-state administrator Employers include their Workers only in partial programs and not pursuant to the required membership stages, if any risk occurs to its Workers, the non-state administrator Employers is obligated to provide the rights of the Workers in accordance with this Government Regulation.

Article 33

- (1) Members suffering from Employment Injury and being treated in health service facility not in cooperation with BPJS Ketenagakerjaan, since the accident location is lacks of health service facility in cooperation with BPJS Ketenagakerjaan, the cost as referred to in Article 25 section (2) point a for Wage recipient Members is paid previously by the non-state administrator Employers, whereas the cost for the non-Wage recipient Members is paid previously by the Members.
- (2) In the event that Workers utilizes health service facility as referred to in section (1), the reimbursement is made by

BPJS Ketenagakerjaan in the amount of that paid by the non-state administrator Employers or non-Wage recipient Members, provided that the reimbursement is made equivalent with the highest standard of local health service facility in cooperation with BPJS Ketenagakerjaan.

- (3) In the event that reimbursement made by BPJS Ketenagakerjaan as referred to in section (2) is subject to underpayment, the rate difference is borne by the non-state administrator Employers or non-Wage recipient Members.

Paragraph 2

Death Security

Article 34

- (1) JKM benefits are paid to the beneficiaries of the Members, if the Members are deceased in the active working period, consisting of:
 - a. one-shot compensation amounted to Rp16,200,000.00 (sixteen million two hundred thousand rupiahs);
 - b. periodical compensation amounted to 24 x Rp200,000.00 = Rp4,800,000.00 (four million eight hundred thousand rupiahs) paid at once;
 - c. funeral cost amounted to Rp3,000,000.00 (three million rupiahs); and
 - d. scholarship for the children of deceased Members not due to Employment Injury and having paid Contribution at least for 5 (five) years.
- (2) Scholarship for the children as referred to in section (1) point d is provided for Rp12,000,000.00 (twelve million rupiahs) for each Member.
- (3) Further provisions regarding the procedures for providing and requirements to obtain the scholarship for the children as referred to in section (1) point d are regulated in a Ministerial Regulation.

Article 35

- (1) Non-state administrator Employers not engaging their

Workers into JKM program with BPJS Ketenagakerjaan, if any risk occurs to their Workers, the non-state administrator Employers are obligated to provide the rights of the Workers in accordance with the provisions of this Government Regulation.

- (2) Further provisions regarding the reporting procedure, security stipulation, and JKM benefit payment as referred to in section (1) are regulated by Ministerial Regulation.

Article 36

The amount of Contribution and JKM program benefit for the Members are evaluated periodically for a maximum of every 2 (two) years.

Part Two

Benefit Payment Procedures

Paragraph 1

Payment Procedures for Employment Injury Benefit Security

Article 37

- (1) Workers suffering from Employment Injury or occupational disease are entitled to receive JKK benefits as referred to in Article 25 section (2).
- (2) Workers declared to be healed pursuant to a medical certificate are entitled to receive JKK benefits from BPJS Ketenagakerjaan as referred to in section (1), not later than 7 (seven) work days upon the fulfillment of technical and administrative requirements.
- (3) In the event that BPJS Ketenagakerjaan does not carry out its obligation as referred to in section (2), it is subject to indemnity amounted to 1% (one percent) of compensation nominal amount to be paid for each delayed day and paid to the Members.
- (4) In the event that Workers as referred to in section (1) and section (2) are deceased, the rights to JKK benefits is given to their beneficiaries.

- (5) The beneficiaries as referred to in section (4) consist of:
- a. widow, widower, or children;
 - b. in the event of no widow, widower, and children, JKK benefits is given to the following order:
 1. blood descendants of Workers in a direct line upwards or downwards to the second degree;
 2. siblings;
 3. parents in-law;
 4. the party appointed in the Workers' will; and
 5. If there is no will, funeral cost is paid to the other party managing the funeral, whereas the death compensation is given to Social Security Fund.

Article 38

- (1) Non-state administrator Employers who are in arrears of JKK Contribution for 3 (three) consecutive months and there is Employment Injury or occupational disease, BPJS Ketenagakerjaan is obligated to pay JKK benefits as referred to in Article 25 section (2) to Members or their beneficiaries.
- (2) Non-state administrator Employers who are in arrears of JKK Contribution for more than 3 (three) consecutive months and there is Employment Injury or occupational disease, the non-state administrator Employers are obligated to previously pay JKK benefits as referred to in Article 25 section (2) to Members or their beneficiaries.
- (3) In the event that the non-state administrator Employers as referred to in section (2) have paid all arrears of Contribution and penalty thereof, the non-state administrator Employers may apply for reimbursement to BPJS Ketenagakerjaan.

Article 39

- (1) Non-Wage recipient Members who are in arrears of JKK Contribution up to 3 (three) consecutive months and there is Employment Injury or occupational disease, BPJS Ketenagakerjaan is obligated to give:

- a. the JKK benefits as referred to in Article 25 section (2) point a to the Members; and
 - b. the JKK benefits as referred to in Article 25 section (2) point b upon the Member has been declared to be healed pursuant to medical certificate and has repaid the Contribution in arrears.
- (2) Non-Wage recipient Members who are in arrears of JKK Contribution more than 3 (three) consecutive months and there is Employment Injury or occupational disease, the Members and beneficiaries thereof are not entitled to JKK benefits as referred to in Article 25 section (2).
- (3) Further provisions regarding the payment procedure of Contribution in arrears and benefit for non-Wage recipient Members as referred to in section (1) and section (2) are regulated in a Ministerial Regulation.

Paragraph 2

Payment Procedures for Death Security Benefit

Article 40

- (1) Beneficiaries of the deceased Members not due to Employment Injury are entitled to JKM benefit as referred to in Article 34 section (1).
- (2) The JKM benefit as referred to in section (1) is given to legitimate beneficiaries, consisting of:
 - a. widow, widower, or children;
 - b. in the event of no widow, widower, and children, JKK benefit is given to the following order:
 1. blood descendants of Worker in a direct line upwards or downwards to the second degree;
 2. siblings;
 3. parents in-law;
 4. the party appointed in the Worker's will; and
 5. If there is no will, funeral cost is paid to the other company or party managing the funeral, whereas one-shot compensation and periodical compensation as referred to in Article 34 section

- (1) point a and point b is given to Social Security Fund.
- (3) The payment of JKM benefit as referred to in section (1) is obligated to be made not later than 3 (three) work days, upon the receipt of JKM application form by enclosing death certificate, legal heir certificate, and BPJS Ketenagakerjaan Member Card.
- (4) In the event that BPJS Ketenagakerjaan does not carry out its obligation as referred to in section (3), it is subject to indemnity amounted to 1% (one percent) of compensation nominal amount to be paid for each delayed day and paid to the beneficiaries of Members.

Article 41

- (1) Non-state administrator Employer who are in arrears of JKM Contribution for 3 (three) consecutive months and the Members are deceased not due to Employment Injury or occupational disease, BPJS Ketenagakerjaan is obligated to pay JKM benefit as referred to in Article 34 to the beneficiaries.
- (2) Non-state administrator Employers who are in arrears of JKM Contribution for more than 3 (three) consecutive months and the Members are deceased not due to Employment Injury or occupational disease, the non-state administrator Employers are obligated to previously pay JKM benefit as referred to in Article 34 to beneficiaries.
- (3) In the event that the non-state administrator Employers as referred to in section (2) has paid all arrears of Contribution and penalty, the non-state administrator Employers may apply for reimbursement to BPJS Ketenagakerjaan.

Article 42

- (1) Non-Wage recipient Members who are in arrears of JKM Contribution up to 3 (three) consecutive months and the Members are deceased not due to Employment Injury or

occupational disease, BPJS Ketenagakerjaan is obligated to give:

- a. the JKM benefit as referred to in Article 34 section (1) point c to the beneficiaries of Members; and
 - b. the JKM benefit as referred to in Article 34 section (1) point a, point b, and point d after the beneficiaries have paid the Contribution in arrears.
- (2) Non-Wage recipient Members who are in arrears of JKM Contribution more than 3 (three) consecutive months and the Members are deceased not due to Employment Injury or occupational disease, the beneficiaries are not entitled to JKM benefit as referred to in Article 34.
- (3) Further provisions regarding the payment procedure of Contribution in arrears and benefit for non-Wage recipient Members as referred to in section (1) and section (2) are regulated in a Ministerial Regulation.

CHAPTER V

PROCEDURES FOR REPORTING AND STIPULATING EMPLOYMENT INJURY SECURITY

Part One

Procedures for Reporting Employment Injury for Wage Recipient Members

Article 43

- (1) Non-state administrator Employers are obligated to report Employment Injury or occupational disease suffered by Workers to BPJS Ketenagakerjaan and local institution administering governmental affairs in the field of manpower.
- (2) The report as referred to in section (1) is a report phase I delivered within 2 x 24 hours upon the Employment Injury or upon the diagnosis of occupational disease by using Employment Injury form phase I as determined.
- (3) Non-state administrator Employers are obligated to report the consequences of Employment Injury or occupational disease to BPJS Ketenagakerjaan and local institution

administering governmental affairs in in the field of manpower.

- (4) The report as referred to in section (3) is a report phase II delivered within 2 x 24 hours upon the Members are declared to be healed, Disabled, or deceased pursuant to medical certificate stating that:
 - a. temporal inability to work has ceased;
 - b. total permanent Disability;
 - c. partial anatomical Disability;
 - d. partial functional Disability; or
 - e. deceased
- (5) The Report as referred to in section (3) also serves as JKK benefits application to BPJS Ketenagakerjaan by enclosing the requirements as follows:
 - a. BPJS Ketenagakerjaan Member Card;
 - b. resident Identity Card;
 - c. certificate from the examining/treating and/or advising doctor;
 - d. Transportation cost receipt;
 - e. Medical and/or treatment bill receipt, if the health service facilities not in cooperation with BPJS Ketenagakerjaan; and
 - f. Other necessary supporting documents.
- (6) If the requirements as referred to in section (5) are complete, BPJS Ketenagakerjaan calculates and pays JKK benefits to the relevant party in accordance with the provisions of legislation.
- (7) If the requirements as referred to in section (5) are incomplete, BPJS Ketenagakerjaan informs the non-state administrator Employers within 7 (seven) work days since the receipt of Employment Injury or occupational disease report phase II.
- (8) The Reporting mechanism as referred to in section (2) and section (4) may be made manually and/or electronically.

Part Two
Procedures for Reporting Employment Injury for Non-Wage
Recipient Members

Article 44

- (1) Non-Wage recipient Members and/or their families are obligated to report Employment Injury or occupational disease suffered by Members to BPJS Ketenagakerjaan and local institution administering governmental affairs in the field of manpower.
- (2) The report as referred to in section (1) is a report phase I delivered within 2 x 24 hours upon the Employment Injury or upon the diagnosis of occupational disease by using the form as determined.
- (3) Non-Wage recipient Members or their families are obligated to report the consequences of Employment Injury or occupational disease to BPJS Ketenagakerjaan and local institution administering governmental affairs in employment.
- (4) The report as referred to in section (3) is a report phase II delivered within 2 x 24 hours upon the Workers are declared to be healed, Disabled, or deceased pursuant to medical certificate stating that:
 - a. temporal inability to work has ceased;
 - b. total permanent Disability;
 - c. partial anatomical Disability;
 - d. partial functional Disability; or
 - e. deceased.
- (5) The report as referred to in section (3) also serves as JKK benefits application to BPJS Ketenagakerjaan by enclosing the requirements as follows:
 - a. BPJS Ketenagakerjaan Member Card;
 - b. Resident Identity Card;
 - c. certificate from the examining/treating and/or advising doctor;
 - d. transportation cost receipt;
 - e. Medical and/or treatment bill receipt, if the health

service facilities not in cooperation with BPJS Ketenagakerjaan; and

- f. other necessary supporting documents.
- (5) If the requirements as referred to in section (5) are complete, BPJS Ketenagakerjaan calculates and pays JKK benefits to the relevant party in accordance with the provisions of legislation.
- (6) If the requirements as referred to in section (5) are incomplete, BPJS Ketenagakerjaan informs the non-state administrator Employers within 7 (seven) work days since the receipt of Employment Injury or occupational disease report phase II.
- (7) The reporting mechanism as referred to in section (2) and section (4) may be made manually and/or electronically.

Part Three

Procedures for Stipulating Employment Injury Security

Article 45

- (1) With reference to medical certificate, BPJS Ketenagakerjaan calculates the amount of JKK benefits in accordance with the provisions of legislation.
- (2) In the event that the calculation by BPJS Ketenagakerjaan as referred to in section (1) is unacceptable to either party and there is difference opinion between the Workers, non-state administrator Employers and/or BPJS Ketenagakerjaan regarding the stipulation of Employment Injury or occupational disease, consequences of Employment Injury, Disability percentage and amount of JKK benefits, JKK benefits are stipulated by the local Labour Inspector.
- (3) In the event that the stipulation by Labour Inspector as referred to in section (2) is unacceptable to either party, such party may ask for a Ministerial stipulation.
- (4) Ministerial stipulation as referred to in section (3) is the final stipulation enforceable to the parties.
- (5) Further provisions regarding the procedure to settle the

different opinion on the stipulation of Employment Injury or occupational disease, consequences of Employment Injury or occupational disease, Disability percentage, amount of JKK benefits, medical consideration procedure, and advising doctor's working mechanism are regulated by a Ministerial Regulation.

Article 46

- (1) BPJS Ketenagakerjaan is obligated to pay health service facility providing service for the Members not later than 7 (seven) work days since the complete receipt by BPJS Ketenagakerjaan of payment application document from the health service facility.
- (2) Further provisions regarding the payment application procedure from health service facility and payment application procedure as referred to in section (1) are regulated by Regulation of BPJS Ketenagakerjaan.

Article 47

- (1) Amount to be paid to health service facility is stipulated on the basis of mutual consent between BPJS Ketenagakerjaan and health service facility.
- (2) The mutual consent as referred to in section (1) refers to the rate stipulated by Minister in coordination with the ministry administering governmental affairs in the field of health.

Article 48

- (1) Workers diagnosed with the occupational disease as stated in its medical certificate are entitled to JKK benefits despite the termination of their employment relations.
- (2) The right on JKK benefits as referred to in section (1) is provided when the occupational disease occurs within the maximum period of 3 (three) years commencing as of the termination of its employment relation.
- (3) The types of occupational disease as referred to in section (1) are governed by a Presidential Regulation.
- (4) Procedures for occupational disease reporting, occupational

disease stipulation, dispute settlement mechanism, and amount of JKK stipulation is made in accordance with the provisions in Articles 44, Article 44, and Article 45.

Article 49

- (1) Workers suffering from Employment Injury or occupational disease based on advising doctor recommendation may obtain a return to work program in order for the Workers to return to work.
- (2) Provisions regarding the procedures for the the return to work program as referred to in section (1) are regulated by a Ministerial Regulation.

Article 50

- (1) Non-state administrator Employers are obligated to conduct prevention efforts by way of promoting and preventive activities in cooperation with BPJS Ketenagakerjaan.
- (2) Provisions regarding the promoting and preventive activities as referred to in section (1) are regulated by a Ministerial Regulation.

Article 51

- (1) Insofar the Members suffering from Employment Injury or occupational disease has been unable to work, the non-state administrator Employers remain to pay the Worker's Wage until there is medical certificate declaring that the Workers have been healed, Disabled, or ceased.
- (2) BPJS Ketenagakerjaan pays compensation for temporal inability to work to the non-state administrator Employers to replace the Wage paid by the non-state administrator Employers as referred to in section (1).
- (3) In the event that the temporary replacement of compensation for inability to work by BPJS Ketenagakerjaan larger than the Wage paid by the non-state administrator as referred to in section (1), the difference is paid to the Workers directly.
- (4) In the event that the temporary replacement of

compensation for inability to work by BPJS Ketenagakerjaan less than the wage paid by non-state administrator Employers as referred to in section (1), the difference cannot be reclaimed from the Workers.

Article 52

- (1) In the event that the Workers in medication and treatment due to Employment Injury or occupational disease, the non-state administrator Employer is prohibited from terminating Employment Relations.
- (2) Members suffering from Disability due to Employment Injury or occupational disease must remain to be re-employed unless the Members suffers from total permanent Disability as evidenced by medical certificate and such disability hinders the Workers to work.

CHAPTER VI

MEMBERSHIP ON CONSTRUCTION SERVICE BUSINESS

SECTOR

Part One

Membership

Article 53

Non-state administrator Employers in large-, medium-, small-, and micro-scaled business dealing with construction service and employing daily Workers, contract Workers and Workers with temporary employment contract, are obligated to register their Workers into JKK and JKM programs pursuant to Membership stages.

Part Two

Amount of Contribution and Benefit

Article 54

- (1) In the event that the Contribution is referred to Workers' Wage, and listed Wage component is known, the amount of JKK Contribution for daily Workers, contract Workers and Workers with temporary employment contract employed by non-state administrator Employers on construction service

business sector, the Contribution is stipulated at 1.74% (one point seven four percent) of monthly Wage.

- (2) In the event that the Wage component of Workers as referred to in section (1) is not listed or not be known, the amount of JKK is calculated on the basis of construction work service value on the following provisions:
- a. Construction works with the contract value of up to Rp100,000,000.00 (one hundred million rupiahs), JKK Contribution is 0.21% (zero point two one percent) of contract value;
 - b. Construction works with the contract value of more than Rp100,000,000.00 (one hundred million rupiahs) up to Rp500,000,000.00 (five hundred million rupiahs), JKK Contribution is JKK of point a plus 0.17% (zero point one seven percent) of value difference, being the construction working contract value minus Rp100,000,000.00 (one hundred million rupiahs);
 - c. Construction works with the contract value of more than Rp500,000,000.00 (five hundred million rupiahs) up to Rp1,000,000,000.00 (one billion rupiahs), JKK Contribution is JKK of point b plus 0.13% (zero point thirteen percent) of value difference, being the construction working contract value minus Rp500,000,000.00 (five hundred million rupiahs);
 - d. Construction works with the contract value of more than Rp1,000,000,000.00 (one billion rupiahs) up to Rp5,000,000,000.00 (five billion rupiahs), JKK Contribution is JKK of point c plus 0.11% (zero point eleven percent) of value difference, being the construction working contract value minus Rp1,000,000,000.00 (one billion rupiahs); and
 - e. Construction works with the contract value of more than Rp5,000,000,000.00 (five billion Rupiahs), JKK Contribution is JKK of point d plus 0.09% (zero point zero nine percent) of value difference, being the construction working contract value minus Rp

5,000,000,000.00 (five billion rupiahs).

Article 55

- (1) In the event that the Contribution is based on Worker's Wage, and listed Wage component is known, the amount of JKM Contribution for daily Workers, contract Workers and Workers with temporary employment contract employed by non-state administrator Employers on construction service business sector, the Contribution is stipulated at 0.30% (zero point thirty percent) of monthly Wage.
- (2) In the event that the Wage component of Workers as referred to in section (1) is not listed or not be known, the amount of JKM is calculated on the basis of construction work service on the following provisions:
 - a. Construction works with the contract value of up to Rp100,000,000.00 (one hundred million rupiahs), JKM Contribution are 0.03% (zero point zero three percent) of contract value;
 - b. Construction works with the contract value of more than Rp100,000,000.00 (one hundred million rupiahs) up to Rp500,000,000.00 (five hundred million rupiahs), JKM Contribution is JKM of point a plus 0.02% (zero point zero two percent) of value difference, being the construction working contract value minus Rp100,000,000.00 (one hundred million rupiahs);
 - c. Construction works with the contract value of more than Rp500,000,000.00 (five hundred million rupiahs) up to Rp1,000,000,000.00 (one billion rupiahs), JKM Contribution is JKM of point b plus 0.02% (zero point zero two percent) of value difference, being the construction working contract value minus Rp500,000,000.00 (five hundred million rupiahs);
 - d. Construction works with the contract value of more than Rp1,000,000,000.00 (one billion Rupiahs) up to Rp5,000,000,000.00 (five billion rupiahs), JKM Contribution is JKM of point c plus 0.01% (zero point zero one percent) of value difference, being the

construction working contract value minus RP 1,000,000,000.00 (one billion rupiahs); and

- e. Construction works with the contract value of more than Rp5,000,000,000.00 (five billion rupiahs), JKM Contribution is JKM of point d plus 0.01% (zero point zero one percent) of value difference, being the construction working contract value minus Rp5,000,000,000.00 (five billion rupiahs).

Article 56

- (1) JKK and JKM benefits for daily Workers, contract Workers and Workers with temporary employment contract employed by non-state administrator Employers on construction service business sector are given in accordance with provisions in Article 25 section (2) and Article 33.
- (2) Provisions regarding the procedure of registration, BPJS Ketenagakerjaan Member Card, Contribution payment, Wage stipulation as a basis for Contribution payment, and Wage as a basis for security stipulation for Workers as referred to in section (1) are regulated by a Ministerial Regulation.

CHAPTER VII HANDLING OF GRIEVANCE

Article 57

- (1) In the event that the Members are dissatisfied with the health service as referred to in Article 25 section (2) point a rendered by health service facility in cooperation with BPJS Ketenagakerjaan, Members may report such grievance to BPJS Ketenagakerjaan.
- (2) In order to handle the grievance as referred to in section (1), BPJS Ketenagakerjaan establishes a unit to control service quality and to handle grievance at the regional/branch office of BPJS Ketenagakerjaan.
- (3) In the event that the Members are dissatisfied with the

service rendered by BPJS Ketenagakerjaan, Members may report the grievance to local institution administering governmental affairs in manpower and/or National Social Security Council.

- (4) Further provisions regarding the procedure to report and to handle grievance as referred to in section (1) and section (2) are regulated by a Regulation of BPJS Ketenagakerjaan.
- (5) Provisions regarding the procedures to report and to handles grievance as referred to in section (3) are regulated by a Ministerial Regulation.

CHAPTER VIII DISPUTE SETTLEMENT

Article 58

- (1) Dispute regarding the administration of JKK program between the Members and health service facility and/or between the health service facility and BPJS Ketenagakerjaan and/or between the Members and BPJS Ketenagakerjaan can be resolved in deliberation by the disputing parties.
- (2) The dispute as referred to in section (1) is dispute on civilian matters and on rights pursuant to the provisions of legislation is fully controlled by disputing parties and not the dispute not amicably settled in accordance with legislation.
- (3) In the event that the dispute as referred to in section (1) cannot be settled in deliberation, settlement is made through a unit to control service quality and to handle grievance.
- (4) In the event that the settlement as referred to in section (3) is unenforceable, settlement is made by way of mediation in accordance with the provisions of legislation.
- (5) In the event that the mediation as referred to in section (4) is unenforceable, settlement can be filed to District Court in accordance with legislation.

CHAPTER IX
ADMINISTRATIVE SANCTION

Article 59

- (1) Non-state administrator Employers that violates provisions as referred to in Article 8 section (3), Article 10 section(4) and section (7), Article 27 section (1), Article 32 section (2), section (3), and section (4), Article 35 section (1), Article 43 section (1) and section (3), Article 44 section(1) and section (3), Article 45 section (4), Article 52 section (1), and Article 53, is subject to administrative sanction.
- (2) The administrative sanctions as referred to in section (1) are in forms of:
 - a. Written reprimand;
 - b. Penalty; and/or
 - c. Non-entitlement to certain public service
- (3) The written reprimand and/or penalty to non-state administrator Employers as referred to in section (2) point a and point b are made by BPJS Ketenagakerjaan in accordance with the provisions of legislation.
- (4) The sanction of non-entitlement to certain public service unit to non-state administrator Employers as referred to in section (2) point c is made by certain public service unit at Government, provincial government or regency/municipal government institutions.

Article 60

- (1) Sanction of non-entitlement to certain public service to non-state administrator Employers as referred to in Article 59 section (4) consists of:
 - a. licensing related to business;
 - b. licensing required to participate in project tender;
 - c. licensing to employ foreign worker;
 - d. licensing for Workers/labourers supply company; or
 - e. Building Permit, (*Izin Mendirikan Bangunan*, IMB).
- (2) Provisions regarding the procedure for imposing sanction, revoking sanction and coordination mechanism in imposing and revoking sanction are regulated in a Ministerial Regulation.

CHAPTER X
LABOUR INSPECTION

Article 61

- (1) In the event that the non-state administrator Employers are subject to administration sanction as referred to in Article 59 section (2), but such non-state administrator Employers not complying with Contribution payment and other obligations, BPJS Ketenagakerjaan is obligated to report such non-compliance to Employment Supervisor at the institution administering governmental affairs in the field of manpower, provincial government, and/or regency/municipal government in accordance with the provisions of legislation.
- (2) Labour Inspector at the institution administering governmental affairs in the field of manpower pursuant to the report as referred to in section (1) examines the non-state administrator Employers, implementation of which is in accordance with the provisions of legislation.

Article 62

In addition to the report as referred to in Article 61, Labour Inspector at the institution administering government affairs in the field of manpower may examine the non-state administrator Employers that violate the provision as referred to in Article 59 section (1), implementation of which is in accordance with the provisions of legislation.

CHAPTER XI
CLOSING PROVISIONS

Article 63

This Government Regulation comes into force on 1 July 2015.

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 30 June 2015

PRESIDENT OF THE REPUBLIC OF
INDONESIA

signed

JOKO WIDODO

Promulgated in Jakarta
on 30 June 2015

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

signed

YASONNA H. LAOLY

STATE GAZETTE OF THE REPUBLIC OF INDONESIA OF 2015 NUMBER 154

Jakarta, 27 September 2021

Has been translated as an Official Translation
On behalf of Minister of Law and Human Rights
of the Republic of Indonesia,

DIRECTOR GENERAL OF LEGISLATION,


BENNY RIYANTO

ANNEX I TO
GOVERNMENT REGULATION OF THE
REPUBLIC OF INDONESIA
NUMBER 44 OF 2015
ON
THE ADMINISTRATION OF EMPLOYMENT
INJURY SECURITY AND DEATH
SECURITY PROGRAMS

CLASSIFICATION OF WORK ENVIRONMENT RISK RATE

WORK ENVIRONMENT RISK RATE		TYPE OF BUSINESS GROUP
Group I: Very Low Risk Rate	1.	Dressmaking/garment factory
	2.	Millinery
	3.	Other clothing industry (umbrella, leather belt, suspenders)
	4.	Fabric shades
	5.	Domestic woven fabric industry (bedsheet, blanket, tarpaulin, curtains, and other woven materials)
	6.	Export-import trading
	7.	Other wholesale trading (wholesale agent, distributor, broker, etc.)
	8.	Other trading (shop, cooperative, meal vending, etc.)
	9.	Bank and trading offices
	10.	Insurance/underwriting company
	11.	Governmental service

	12.	Apothecary, therapeutic, and other medication
	13.	Religious organizations
	14.	Welfare/social institution
	15.	Trade union and labor organization
	16.	Independent research center
	17.	Security service and other general services, such as museum, library, zoo, etc.
	18.	Barbershop and beauty salon
	19.	Livestock
	20.	Creative industry (animation, graphic design, architecture, etc.)
	21.	Professional service (doctor, advocate, accountant, consultant, etc.)
	22.	Watch and bell reparation
	23.	Cinema.
Group II: Low Risk Rate	1.	Community farming
	2.	Sugar plantation
	3.	Tobacco plantation
	4.	Perennial crops, except sugar and tobacco
	5.	Annual crops, such as rubber, cocoa, coconut, etc.
	6.	Tea factory
	7.	Coffee bean roastery
	8.	Tobacco factory (cigarette, cigar, clove cigarette, etc.)
	9.	Other tobacco factory

	10.	Quinine manufactory
	11.	Other transportation manufactory
	12.	Working, educating, measuring and laboratory testing tools industry
	13.	Watch and bell reparation
	14.	Musical instruments industry
	15.	Sport equipment manufactory
	16.	Children toys manufactory
	17.	Immovable assets trading (tools rental, land, house, garage, etc.)
	18.	Communication service such as handy-talky and radio
	19.	Film production and distribution company
	20.	Cinema
	21.	Drama, comedy, opera, circus, band, etc.
	22.	Entertainment service other than drama and cinema
	23.	Laundry company
	24.	Photo studio company
	25.	Radio broadcasting
	26.	Restaurant
	27.	Hotel, inn, and rented room
Group III: Medium Risk Rate	1.	Irrigation service
	2.	Forestry factory
	3.	Forest products collection
	4.	Charcoal burning (in the forest)

	5.	Hunting
	6.	Freshwater fish cultivation
	7.	Seawater fish cultivation
	8.	Freshwater fish catching
	9.	Animal slaughter
	10.	Meat cutting and preservation
	11.	Milk and butter processing
	12.	Vegetable and fruit preservation factory
	13.	Fish preservation factory
	14.	Rice mill
	15.	Flour factory (rice, tapioca, etc.)
	16.	Peeling factory (ground nut, etc.)
	17.	Rotisserie and bakery
	18.	Biscuit factory
	19.	Sugar mill
	20.	Confectionary, chocolatier, etc.
	21.	Noodle and vermicelli factory
	22.	Chips factory
	23.	Tofu factory
	24.	Ketchup factory
	25.	Ice factory
	26.	Margarine, cooking oil and fat processing factory
	27.	Other food industry
	28.	Beverage and alcohol manufactory
	29.	Winery
	30.	Brewery

	31.	Soda and fruit concentrate factory
	32.	Spinning mill
	33.	Lace and bandage mill
	34.	Weaving manufactory
	35.	Tapestry
	36.	Shirt, Socks, and knitted fabrics factory
	37.	Cordage factory (cable, trawl, hemp, fiber, etc.)
	38.	Other textile industry
	39.	Footwear factory, except rubber shoes, plastic sandals, etc., including plastic materials
	40.	Footwear reparation
	41.	Corkwood manufactory
	42.	Sawmill
	43.	Wooden chest and barrel factory
	44.	Other wooden material (plywood) factory
	45.	Rattan and bamboo furniture manufactory
	46.	Wooden and other material furniture manufactory
	47.	Newsprint and cardboard manufactory
	48.	Newsprint and cardboard material manufactory
	49.	Printing and publishing house
	50.	Tannery and advanced work
	51.	Leather materials factory,

		such as suitcases, bags, etc.
	52.	Rubber reprocessing
	53.	Rubber materials factory (inner and outer tires, children toys, etc.)
	54.	Vulcanizing factory
	55.	Salt mill
	56.	Carbon dioxide manufactory
	57.	Other basic chemical industry (synthetic dyes, etc.)
	58.	Turpentine and resin
	59.	Coconut oil industry
	60.	Palm coconut oil industry
	61.	Plant-based oil and grease industry
	62.	Animal-based oil and grease industry
	63.	Soap factory
	64.	Pharmacy
	65.	Perfumery and cosmetics
	66.	Polishing factory
	67.	Other chemical factory (drawing candle, bug repellent, pesticide, etc.)
	68.	Gas distribution
	69.	Terracotta manufactory
	70.	Glass manufactory
	71.	Terracotta and porcelain manufactory
	72.	Cement factory
	73.	Limestone burning
	74.	Tiling, paving, and concrete pipes

	75.	Iron and steel casting factory
	76.	Metal factory (iron bar, latticework, iron sheet, pipe and funnel)
	77.	Scale factory
	78.	Block plate letter factory
	79.	Galvanizer (particle) factory
	80.	Other metal factory
	81.	Electrical machines factory and reparation
	82.	Wooden ship manufactory and reparation
	83.	Bike and pedicab reparation
	84.	Optical company
	85.	Watch and bell industry
	86.	Silverware factory
	87.	Precious metal industry
	88.	Ice factory
	89.	Other industries such as plastic factory, feathers, and tobacco pipe
	90.	Water company (collection, distillation and distribution)
	91.	Cleaning (garbage and dirt)
	92.	Transportation service, such as sea and air expedition
	93.	Gas station
	94.	Sugar factory
	95.	Paint and lacquer factory
	96.	Ink and glue factory
	97.	Brick and roof tile manufactory
	98.	Motor vehicle reparation (car,

		truck and motorbike)
Group IV: High Risk Rate	1.	Kerosene processing mill
	2.	Kerosene or coal mill
	3.	Machine manufactory and reparation (motor, car, and engine workshop)
	4.	Steeled ship manufactory and reparation
	5.	Train manufactory and reparation
	6.	Motor vehicle and spare parts company
	7.	Airplane manufactory and reparation
	8.	Train manufactory
	9.	Tram and bus manufactory
	10.	Goods and passenger road transportation (bus, truck, taxi, and mass transportation)
	11.	Hoarding
	12.	Waste management
	13.	Gas and LPG station
	14.	Alcohol and rubbing alcohol factory
	15.	Gas factory and the like
	16.	Cement factory
	17.	Iron and steel casting factory
	18.	Electric/plant company, electric power transfer and distribution

	19.	Gas distribution for household and factories
	20.	Steam power industry
	21.	Seawater fish catching
	22.	Other seawater fish catching
	23.	Sea products collection, except fish
	24.	Plantation lorry
Group V: Very High Risk Rate	1.	Woodcutting
	2.	Sulphuric acid
	3.	Fertilizer factory
	4.	Tin works
	5.	House, roads, channels, heavy constructions, water pipes, train bridges fixing and electric installation
	6.	Goods and passenger sea transportation
	7.	Goods and passenger air transportation
	8.	Matches factory
	9.	Crude oil and natural gas mining
	10.	Rock mining
	11.	Clay mining
	12.	Sand mining
	13.	Limestone mining
	14.	Sulphur mining
	15.	Diamond and gemstone mining
	16.	Other mining

	17.	Gold and silver mining
	18.	Coal mining
	19.	Iron ore mining
	20.	Lead mining
	21.	Bauxite mining
	22.	Manganese mining
	23.	Other metal mining
	24.	Explosives, firecrackers, and fireworks factory

PRESIDENT OF THE REPUBLIC OF INDONESIA

signed

JOKO WIDODO

|

ANNEX II TO
GOVERNMENT REGULATION OF THE
REPUBLIC OF INDONESIA
NUMBER 44 OF 2015
ON
THE ADMINISTRATION OF EMPLOYMENT
INJURY SECURITY AND DEATH SECURITY
PROGRAMS

TABLE OF INCOME AND JKK PROGRAM CONTRIBUTION FOR
NON-WAGE RECIPIENT PARTICIPANTS

Income	Income Base to Stipulate JKK Benefit	JKK Contribution
Up to 1.099.000	1.000.000	10.000
1.100.000 - 1.299.000	1.200.000	12.000
1.300.000 - 1.499.000	1.400.000	14.000
1.500.000 - 1.699.000	1.600.000	16.000
1.700.000 - 1.899.000	1.800.000	18.000
1.900.000 - 2.099.000	2.000.000	20.000
2.100.000 - 2.299.000	2.200.000	22.000
2.300.000 - 2.499.000	2.400.000	24.000
2.500.000 - 2.699.000	2.600.000	26.000
2.700.000 - 3.199.000	2.950.000	29.500
3.200.000 - 3.699.000	3.450.000	34.500
3.700.000 - 4.199.000	3.950.000	39.500
4.200.000 - 4.699.000	4.450.000	44.500
4.700.000 - 5.199.000	4.950.000	49.500
5.200.000 - 5.699.000	5.450.000	54.500
5.700.000 - 6.199.000	5.950.000	59.500
6.200.000 - 6.699.000	6.450.000	64.500
6.700.000 - 7.199.000	6.950.000	69.500
7.200.000 - 7.699.000	7.450.000	74.500

7.700.000 - 8.199.000	7.950.000	79.500
8.200.000 - 9.199.000	8.700.000	87.000
9.200.000 - 10.199.000	9.700.000	97.000
10.200.000 -	10.700.00	107.000
11.200.000 -	11.700.00	117.000
12.200.000 -	12.700.00	127.000
13.200.000 -	13.700.00	137.000
14.200.000 -	14.700.00	147.000
15.200.000 -	15.700.00	157.000
16.200.000 -	16.700.00	167.000
17.200.000 -	17.700.00	177.000
18.200.000 -	18.700.00	187.000
19.200.000 -	19.700.00	197.000
20.200.000 and above	20.700.0	207.000

PRESIDENT OF THE REPUBLIC OF INDONESIA

signed

JOKO WIDODO

ANNEX III TO
GOVERNMENT REGULATION OF THE
REPUBLIC OF INDONESIA
NUMBER 44 OF 2015
ON
THE ADMINISTRATION OF EMPLOYMENT
INJURY SECURITY AND DEATH
SECURITY PROGRAMS

I. EMPLOYMENT INJURY SECURITY BENEFIT

Wage recipient Members and Non-Wage recipient Members suffering from EMPLOYMENT INJURY or occupational disease are entitled to receive JKK benefits in the forms of:

a. Health service in accordance with its medical requirements, consisting of, among others:

- 1) Basic and supporting medical check-up;
- 2) First level and advanced healthcare;
- 3) class I inpatient healthcare at government hospitals, local government hospitals, or equivalent private hospitals;
- 4) Intensive care;
- 5) Diagnostic supports;
- 6) Medication;
- 7) Special care;
- 8) Medical tools and implants;
- 9) Doctor/medical service;
- 10) Surgery;

- 11) Blood transfusion; and
- 12) Medical rehabilitation.

b. Cash compensation, consisting of:

- 1) Transportation reimbursement for Member suffered from employment injury or occupational disease, to the hospital and/or to its house, including the first aid cost, as follows:
 - a) In the event of land, river, or lake transportation, maximum Rp1,000,000.00 (one million rupiahs);
 - b) In the event of sea transportation, maximum Rp1,500,000.00 (one million five hundred thousand rupiahs);
 - c) In the event of air transportation, maximum Rp2,500,000.00 (two million five hundred thousand rupiahs);
 - d) In the event of more than 1 (one) transportation modes, being entitled for the maximum reimbursement of each transportation.
- 2) Compensation for Temporal Inability to Work, *Santunan Sementara Tidak Mampu Bekerja* (STMB):

- a. STMB for the first 6 (six) months is amounted to 100% (one hundred percent) of Wage.
- b. STMB for the second 6 (six) months is amounted to 75% (seventy five percent) of Wage.
- c. STMB for the third 6 (six) months and so forth is amounted to 50% (fifty percent) of Wage.

STMB is paid insofar the Members are unable to work until they are declared to be healed, partially anatomically Disabled, partially functionally Disabled, totally permanently Disabled, or deceased in accordance with medical certificate from examining and/or advising doctor.

- 3) Compensation for Disability, as follows:
 - a) Partial anatomical Disability, amounted to = % as per table x 80 x monthly Wage,
 - b) Partial functional Disability, amounted to = % function shortage x % as per table x 80 x monthly Wage,
 - c) Total permanent Disability, amounted to = 70% x 80 x monthly Wage;

- 4) Death compensation amounted to = $60\% \times 80 \times$ monthly Wage, at the least amount of JKM.
- 5) Funeral expenses amounted to Rp 3,000,000.00 (three million rupiahs).
- 6) Periodical compensation paid in lumpsum = $24 \times \text{Rp}200,000.00 = \text{Rp}4,800,000.00$ (four million eight hundred thousand rupiahs).
- 7) Rehabilitation in form of orthotics and/or prosthetics for the Members whose body members are loss or dysfunctional due to Employment Injury for each case at the rate as determined by Government Hospital Rehabilitation Center plus 40% (forty percent) of such rate and medical rehabilitation cost.
- 8) Denture replacement cost maximum Rp3,000,000.00 (three million rupiahs).
- 9) Scholarship for the children of deceased or totally Disabled Members due to employment injury, amounted to Rp12,000,000.00 (twelve million rupiahs).

II. TABLE OF PERCENTAGE FOR PARTIAL PERMANENT
DISABILITY AND OTHER DISABILITIES

PARTIAL PERMANENT DISABILITY	% x WAGE
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• Right arm from shoulder joint and below (conversely for left-handed)	40
• Left arm from shoulder joint and below	35
• Right arm from or above the elbow and below (conversely for left-handed)	35
• Left arm from or above the elbow and below	30
• Right hand from or above wrist and below	32
• Left hand from or above wrist and below (conversely for left-handed)	28
• Two legs from groin and elbow	70
• One leg from groin and elbow	35
• Two feet from ankle and below	50
• One foot from ankle and below	25
• Two eyes	70
• One eye and diplopia on near-sighting	35
• Hearing impairment of both ears	40
• Hearing impairment of single ear	20
• Right thumb	15
• Left thumb	12
• Right index finger	9
• Left index finger	7
• Other right finger	4
• Other left finger	3
• First knuckle of right index finger	4,5
• First knuckle of left index finger	3,5
• First knuckle of other right finger	2
• First knuckle of other left finger	1,5
• One big toe	5

• One index toe	3
• Other toe	2
• Peeling scalp	10-30
• Impotency	40
• Limb Length Discrepancy: Less than 5 cm 5 cm to 7.5 cm 7.5 cm above	10 20 30
• Hearing loss of both ears every 10 decibels	6
• Hearing loss of single ear every 10 decibels	3
• Loss of single earlobe	5
• Loss of both earlobes	10
• Loss of nasal lobe	30
• Nasal septum perforation	15
• Loss of smelling ability	10
• Loss of physical work ability: - 51% - 70% - 26% - 50% - 10% - 25%	40 20 5
• Permanent loss of mental works ability	70
• Partial loss of eyesight. Each loss of 10% eyesight efficiency. In the event of different efficiency between the right and left eyesight, the binocular eyesight efficiency with the following formulation of eyesight efficiency loss: (3 x % best eyesight efficiency) + % worst eyesight efficiency	7
• Loss of colour vision	10

• Every 10% of visibility loss	7
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PRESIDENT OF THE REPUBLIC OF INDONESIA

signed

JOKO WIDODO

ELUCIDATION
OF
GOVERNMENT REGULATION OF THE REPUBLIC OF INDONESIA
NUMBER 44 OF 2015
ON
THE ADMINISTRATION OF EMPLOYMENT INJURY SECURITY AND DEATH
SECURITY PROGRAMS

I. GENERAL

The 1945 Constitution of the Republic of Indonesia mandates that each citizen is entitled for social security in order to fulfill their proper basic needs that lead to prosperous, fair, and affluent community. The government has committed to manifest such mandate, by the enactment of Law Number 40 of 2004 on National Social Security System. In order to implement such National Social Security System, the Government has enacted Law Number 24 of 2011 on Social Security Agency. Such Law enacts 2 (two) Administrative Bodies administering social security programs of BPJS Kesehatan and BPJS Ketenagakerjaan. BPJS Kesehatan administers 1 (one) program that is widely applicable for all people of Indonesia, whereas BPJS Ketenagakerjaan implements JKK, old-age security, pension security, and JKM programs.

The National Social Security System essentially is a state program with purpose to guarantee the protection and social welfare for all Indonesian people. Through this program, any resident of Indonesia is expected to be able to fulfill his/her decent daily life in the event of loss or short of revenue, because of Employment Injury or death.

This Government Regulation regulates the administration of JKK and JKM programs. The philosophy of Employment Injury is basically a risk of the entrepreneur responsible for, since the Employer has the obligation to prevent Employment Injury at its company, risk in Employment Injury is the responsibility of Employer (resque professional), therefore for the Workers unable to work due to suffering from Employment Injury must be secured in order for the Workers to obtain their rights, just like before suffering from the Employment Injury. Meanwhile, JKM is provided to the beneficiaries of Members, if they are deceased not due to Employment Injury and resulted in the loss or shortage of revenue.

One of the principles in administering National Social Security System is mutual cooperation, being the principle of togetherness in assuming the social security cost between the Members. It is actualized in the obligation for each Member to pay for Contribution in accordance with his/her rate of Wage or income. The Wage underlying JKK and JKM Contribution payment is based on certain percentage of monthly Wage or income that is consisting of basic Wage plus fixed contribution in accordance with the provisions of legislation.

This Government Regulation sets out the definitions of JKK and JKM, membership, registration procedure, amount of contribution, contribution payment procedure, JKK and JKM benefits and payment procedure, JKK reporting and stipulation procedure, participation on construction service business sector, handling of grievance, dispute settlement, administrative sanction, and labour inspection.

II. ARTICLE BY ARTICLE

Article 1

Sufficiently clear.

Article 2

Sufficiently clear.

Article 3

Sufficiently clear.

Article 4

Section (1)

The term “legislation” means the legislation governing the membership stages of social security program.

Section (2)

Sufficiently clear.

Article 5

Sufficiently clear.

Article 6

Sufficiently clear.

Article 7

Sufficiently clear.

Article 8

Section (1)

Relocated members report their BPJS Ketenagakerjaan Member Card to the new Employers in order to continue their membership by using their existing BPJS Ketenagakerjaan Member Card.

Section (2)

Sufficiently clear.

Section (3)

Sufficiently clear.

Article 9

Sufficiently clear.

Article 10

Section (1)

The term “neglectfully” means a situation when the non-state administrator Employers do not register their Workers not later than 7 (seven) work days upon the employment of Workers in accordance with the provisions of legislation.

Section (2)

Point a

The term “other document evidencing the status of Workers/labourers” means a document evidencing that there is an employment relation between the Workers and the non-state administrator Employers. For example: Worker’s attendant list and monthly wage receipt.

Point b

Sufficiently clear.

Point c

Sufficiently clear.

Section (3)

Verification is made by BPJS Ketenagakerjaan to validate the employment relation status and validity of Wage and other employment data as delivered by Workers during the registration to BPJS Ketenagakerjaan.

Section (4)

Sufficiently clear.

Section (5)

Sufficiently clear.

Section (6)

Sufficiently clear.

Section (7)

Sufficiently clear.

Article 11

Section (1)

Sufficiently clear.

Section (2)

For non-Wage recipient Members/independent Workers with more than 1 (one) type of occupation, they must describe no more than 2 (two) types of occupation during registration. This reason is based on the consideration that the ability of Workers to work normally is 7 (seven) hours per day and 40

(forty) hours per week, for optimum health of Workers.

Section (3).

Sufficiently clear.

Section (4).

Sufficiently clear.

Section (5)

Sufficiently clear.

Article 12

Section (1)

Sufficiently clear.

Section (2)

The term “a platform or certain group” means an organization or association established by, from and for the Members working without employment relation.

This established platform or group will assist the Members in registering, paying Contribution, and obtaining social security benefits at BPJS Ketenagakerjaan.

Article 13

Sufficiently clear.

Article 14

The forms are, among others, forms of Member registration, Member’s change in data reporting, Employment Injury or occupational disease report phase I, Consequences of Employment Injury or occupational disease report phase II, and JKM application.

Article 15

Section (1)

The obligation of the non-state administrator Employers to register themselves into JKK program on each company. Therefore, in the event of Employment Injury on each company, the non-state administration Employer shall remain entitled to its rights in accordance with the provisions of legislation.

Section (2)

Sufficiently clear.

Section (3)

Sufficiently clear.

Article 16

Section (1)

JKK Contribution is based on 5 (five) rates of work environment risk, the amount of which is based on certain amount of monthly Wage.

Section (2)

Sufficiently clear.

Section (3)

Sufficiently clear.

Article 17

Section (1)

Evaluation is conducted to ensure the change in the level of risk of work environment on certain business group resulting from preventive efforts on Employment Injury and occupational disease.

Section (2)

Sufficiently clear.

Section (3)

Sufficiently clear.

Article 18

Sufficiently clear.

Article 19

Section (1)

Sufficiently clear.

Section (2)

Sufficiently clear.

Section (3)

Sufficiently clear.

Section (4)

Sufficiently clear.

Section (5)

Monthly Wage for the works heavily relied on weather is fluctuated, for example, woodcutting. The Wage during rainy season is generally lower than dry season. Accordingly, monthly Wage is based on the average Wage of the last 12 (twelve) months.

Article 20

Sufficiently clear.

Article 21

Sufficiently clear.

Article 22

Sufficiently clear.

Article 23

Sufficiently clear.

Article 24

Sufficiently clear.

Article 25

Section (1)

The term “occupational disease” means the disease that is caused by the works and/or work environment.

Section (2)

Point a

The term “health service in accordance with its health requirements” means health service rendered pursuant to medication and treatment resulted from Employment Injury or occupational disease as standardized by the Minister, until the Workers are declared to be healed, Disabled, or deceased by

medical certificate from examining, treating and/or
advising doctor.

Point 1

Sufficiently clear.

Point 2

Sufficiently clear.

Point 3

The term "Government hospitals or local government
hospitals" means, among others, Public Hospital,
Regional Public Hospital, Naval Hospital, Army
Hospital, and Police Hospital.

Point 4

Sufficiently clear.

Point 5

Sufficiently clear.

Point 6

Sufficiently clear.

Point 7

Sufficiently clear.

Point 8

Sufficiently clear.

Point 9

Sufficiently clear.

Point 10

Sufficiently clear.

Point 11

Sufficiently clear.

Point 12

Sufficiently clear.

Point b

Point 1

Sufficiently clear.

Point 2

Sufficiently clear.

Point 3

The term "partial anatomical Disability" means a

condition of short or loss of body parts directly or indirectly causing the short or loss of Workers' ability to perform his/her works.

The term "partial functional Disability" means a condition of short or loss of body part functions directly or indirectly causing the short or loss of Workers' ability to perform their works.

The term "total permanent Disability" means a disability causing the inability of Anyone to perform her/his works.

Point 4

Sufficiently clear.

Point 5

Sufficiently clear.

Point 6

Scholarship for the children is provided for 1 (one) time for each Member if the Members have a legitimate school age child.

Point 7

Sufficiently clear.

Point 8

Sufficiently clear.

Section (3)

Sufficiently clear.

Section (4)

Sufficiently clear.

Section (5)

Sufficiently clear.

Section (6)

Sufficiently clear.

Section (7)

Sufficiently clear.

Article 26

Rights to claim JKK are expired upon the lapse of 2 (two) years. If the claim is made in the lapse of 2 (two) years, the place of Employment Injury might have been modified, the witnesses might

have been gone, or the supporting data might have been lost. Therefore, the non-state administrator Employers a to report every Employment Injury or occupational disease not later than 2 x 24 hours in order for complete supporting documents to ease the settlement of Employment Injury or occupational disease.

Article 27

Sufficiently clear.

Article 28

Sufficiently clear.

Article 29

Sufficiently clear.

Article 30

Sufficiently clear.

Article 31

Section (1)

The term “equivalent rate” means the rate with the highest amount is equal to the rate at class I government hospital.

Section (2)

Sufficiently clear.

Article 32

Section (1)

Wage during the accident for the non-state administration Members consists of basic Wage plus fixed allowance in accordance with the provisions of legislation.

Section (2)

The term “report incorrect Wage” means the Wage reported partially resulting in the underpayment of JKK benefit, and the Employer is responsible to pay the shortage.

Section (3)

The term “report incorrect Workers’ data” means that the Workers data is partially reported, resulting in the non-

participation of Workers into social security program.

Section (4)

The term “includes its Workers only in partial programs” means that the Worker is not included into the whole program as obliged pursuant to membership stages, resulting in the Workers is participated only in partial programs.

Article 33

Sufficiently clear.

Article 34

Section (1)

The term “Members are deceased in the active working period” means that the Member are deceased within active working period and paying Contribution.

Section (2)

Sufficiently clear.

Section (3)

Sufficiently clear.

Article 35

Sufficiently clear.

Article 36

Sufficiently clear.

Article 37

Section (1)

Sufficiently clear.

Section (2)

The term “a medical certificate” means a certificate from the examining, treating and/or advising doctor.

The term “technical requirements” means the requirements in relation to the decision of such case is classified into Employment Injury or occupational disease, Disability percentage, and amount of JKK benefit.

The term “administrative requirements” means, among others, Resident Identity Card, Family Card, and heir certificate.

Section (3)

Sufficiently clear.

Section (4)

Sufficiently clear.

Section (5)

Point a

Sufficiently clear.

Point b

Point 1

The term “to the second degree” means father, mother, grandfather, grandmother, children, and grandchildren.

Point 2

Sufficiently clear.

Point 3

Sufficiently clear.

Point 4

Sufficiently clear.

Point 5

Sufficiently clear.

Article 38

Sufficiently clear.

Article 39

Sufficiently clear.

Article 40

Sufficiently clear.

Article 41

Sufficiently clear.

Article 42

Sufficiently clear.

Article 43

Section (1)

Sufficiently clear.

Section (2)

Sufficiently clear.

Section (3)

Sufficiently clear.

Section (4)

The term “upon the Worker are declared to be healed, Disabled, or declared” means the Workers are 100% (one hundred percent) healed, healed with partial anatomical Disability, healed with partial functional Disability, healed with total permanent Disability, or deceased.

Section (5)

Point a

Sufficiently clear.

Point b

Sufficiently clear.

Point c

The term “advising doctor” means the doctor assigned to provide medical consideration in determining the amount of disability percentage as a result of Employment Injury or occupational disease.

Point d

Sufficiently clear.

Point e

Sufficiently clear.

Point f

Sufficiently clear.

Section (6)

Sufficiently clear.

Section (7)

Sufficiently clear.

Section (8)

Sufficiently clear.

Article 44

Sufficiently clear.

Article 45

Sufficiently clear.

Article 46

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.

Article 54

Section (1)

Sufficiently clear.

Section (2)

Example of JKK Contribution in construction service sector:

In the event of construction works with contract value of Rp180,000,000.00 (one hundred eighty million rupiahs), the Contribution to be paid is as follows:

- For the contract value of up to Rp100,000,000.00,
Contribution = 0.21% x Rp100,000,000.00 = Rp210,000.00 (two hundred ten thousand rupiahs)
- For the remaining contract value of Rp80,000,000.00,
Contribution = 0.17% x Rp80,000,000.00 = Rp136,000.00 (one hundred thirty six thousand rupiahs).
- Total Contribution to be paid, Rp210,000.00 + Rp.136,000.00 = Rp346,000.00 (three hundred forty six thousand rupiahs).

Article 55

Section (1)

Sufficiently clear.

Section (2)

Example of JKM Contribution in construction service sector:

In the event of construction works with contract value of Rp180,000,000.00 (one hundred eighty million rupiahs), the Contribution to be paid is as follows:

- For the contract value of up to Rp100,000,000.00,
Contribution = 0.03% x Rp100,000,000.00 = Rp30,000.00 (thirty thousand rupiahs)
- For the remaining contract value of Rp80,000,000.00,
Contribution = 0.02% x Rp80,000,000.00 = Rp16,000.00 (sixteen thousand rupiahs).
- Total Contribution to be paid, RP 30,000.00 + RP 16,000.00 = Rp46,000.00 (forty six thousand rupiahs).

Article 56

Sufficiently clear.

Article 57

Sufficiently clear.

Article 58

Section (1)

The term “dispute” means the one unrelated to normative rights of Worker as regulated in legislation.

Section (2)

Sufficiently clear.

Section (3)

Sufficiently clear.

Section (4)

The term “provisions of legislation” means Law Number 30 of 1999 on the Arbitration and Alternative Dispute Settlement.

Section (5)

Sufficiently clear.

Article 59

Section (1)

Sufficiently clear.

Section (2)

Sufficiently clear.

Section (3)

The term “provisions of legislation” means Government Regulation Number 86 of 2013 on the Procedure of Imposing Administrative Sanction to the Non-State Administrator Employer and Anyone, Non-Employer, Worker, and Contribution Aid Recipient in Social Security Administration.

Section (4)

The term “certain public service unit” means a unit/institution authorized to issue permit, among others, licensing related business, licensing required to participate in project tender, licensing to employ foreign worker, licensing for Worker/labourer supply company, or Building Permit (IMB).

Article 60

Sufficiently clear.

Article 61

Section (1)

Sufficiently clear.

Section (2)

The term “provisions of legislation, among others, is Law Number 3 of 1951 on the Statement of Effectuation of Law on Labour Inspection of 1948 Number 23 of the Republic of Indonesia for All People of Indonesia, and Law Number 13 of 2003 on Manpower.

Article 62

The term “provisions of legislation” among others, is Law Number 3 of 1951 on the Statement of Effectuation of Law on Labour Inspection of 1948 Number 23 of the Republic of Indonesia for All People of Indonesia, and Law Number 13 of 2003 on Manpower.

Article 63

Sufficiently clear.