MINISTER OF MANPOWER OF THE REPUBLIC OF INDONESIA REGULATION

NUMBER 7 OF 2021

CONCERNING

PROCEDURES FOR PARTICIPANT REGISTRATION AND IMPLEMENTATION OF CONTRIBUTION RECOMPOSITION OF THE JOB LOSS SECURITY PROGRAM

WITH THE GRACE OF THE GOD ALMIGHTY

MINISTER OF MANPOWER OF THE REPUBLIC OF INDONESIA,

Considering : whereas in order to implement the provisions of Article 10 paragraph (2) and Article 17 paragraph (2) of the Government Regulation Number 37 of 2021 concerning the Implementation of the Job Loss Security Program, it is necessary to stipulate a the Minister of Manpower Regulation concerning Procedures for Participant Registration and Implementation of Contribution Recomposition in the Job Loss Security Program;

In view of : 1. Article 17 paragraph (3) of the 1945 Constitution of the Republic of Indonesia;

2. Law Number 39 of 2008 concerning State Ministries (State Gazette of the Republic of Indonesia Year 2008 Number 166, Supplement to the State Gazette of the Republic of Indonesia Number 4916);

3. Government Regulation Number 37 of 2021 concerning the Implementation of the Job Loss Security Program (State Gazette of the Republic of Indonesia Year 2021 Number 47, Supplement to the State Gazette of the Republic of Indonesia Number 6649);
4. Presidential Regulation Number 95 of 2020 concerning the Ministry of Manpower (State Gazette of the Republic of Indonesia Year 2020 Number 213);

5. Minister of Manpower Regulation Number 1 of 2021 concerning the Organization and Work Procedure of the Ministry of Manpower (State Gazette of the Republic of Indonesia Year 2021 Number 108);

HAS DECIDED:

To stipulate: MINISTER OF MANPOWER REGULATION CONCERNING PROCEDURES FOR PARTICIPANT REGISTRATION AND IMPLEMENTATION OF CONTRIBUTION RECOMPOSITION IN THE LOSS JOB BENEFIT PROGRAM.

CHAPTER I

GENERAL PROVISIONS

Article 1

In this Ministerial Regulation what is meant by:

1. *Jaminan Kehilangan Pekerjaan* (Job Loss Security), hereinafter referred to as JKP, shall be social security provided for Workers/Laborers whose employment is terminated in the form of cash benefits, access to job market information, and vocational training.

2. Worker/Laborer shall be any person who works by receiving Wages or other forms of remuneration.

3. Employer shall be:

   a. an individual, an association, or a legal entity who operates their own company;

   b. an individual, an association, or a legal entity who
independently operates not their own company;

c an individual, an association, or a legal entity located in Indonesia representing the company as referred to in letter a and letter b which is domiciled outside the territory of Indonesia.

4. Company shall be:

a every form of business that is either a legal entity or not, belongs to an individual, an association, or a legal entity, whether private or state owned, which employs Workers/Laborers by paying Wages or other forms of remuneration;

b social enterprises and other businesses with management and employ other people by paying Wages or other forms of remuneration.

5. Wage shall be a Worker/Laborer’s right, received and expressed in the form of money as a remuneration from the entrepreneur or employer to the Worker/Laborer which is set and paid according to an employment agreement, agreement, or laws and regulations, including allowances for Workers/Laborers and their family for a job and/or service that has been or will be performed.

6. JKP Participants, hereinafter referred to as Participants, shall be Workers/Laborers in an employment relationship with an employer and have registered and paid contributions.

7. Jaminan Kecelakaan Kerja (Work Injury Benefit), hereinafter referred to as JKK, shall be a benefit in the form of cash and/or health services provided when a Participant have a work injury or illness caused by the work environment.

8. Jaminan Kematian (Death Benefit), hereinafter referred to as JKM, shall be a cash benefit provided to the heirs when the
Participant dies not due to any work injury.

9. Badan Penyelenggara Jaminan Sosial Ketenagakerjaan (Employment Social Security Administering Body), hereinafter referred to as BPJS Employment, shall be a public legal entity established under Law Number 24 of 2011 concerning Social Security Administering Bodies.

CHAPTER II

PROCEDURES FOR PARTICIPANT REGISTRATION

Part One

General

Article 2

(1) Participants shall consist of:

a. Workers/Laborers who have been registered by the Employer with the social security program; and

b. Workers/Laborers who are newly registered by the Employer with the social security program.

(2) Participants as referred to in paragraph (1) shall meet the following requirements:

a. Indonesian citizens;

b. younger than 54 (fifty four) years old at the time of registration; and
c. within an employment relationship with an employer.

(3) In addition to the requirements as referred to in paragraph (2), the Workers/Laborers shall be already registered in the following social security programs:

a. Workers/laborers who work for large and medium enterprises, shall be registered with the health insurance, JKK, old age benefit, pension benefit, and JKM programs; and

b. Workers/laborers who work for micro and small businesses, shall be registered at least with the health insurance, JKK, old age benefit, and JKM programs.

(4) Participants in the health insurance program as referred to in paragraph (3) shall be wage-Workers in a business entity.

(5) Participants as referred to in paragraph (2) shall be Workers/Laborers in an employment relationship with an Employer based on either an employment agreement for an unspecified period of time or an employment agreement for a specified period of time.

Part Two

Workers/Laborers Who Have Been Registered with the Social Security Program

Article 3

(1) Workers/Laborers who meet the requirements as referred to in Article 2 paragraph (2) and have been registered by their Employer with the social security program as referred to in
Article 2 paragraph (3), shall automatically become Participants.

(2) To comply with the provisions as referred to in paragraph (1), BPJS Employment shall verify and validate the requirements and participation of Workers/Laborers in the social security program.

(3) Based on the results of the verification and validation, the Workers/Laborers who meet the requirements as referred to in paragraph (2), shall be directly registered as Participants in BPJS Employment.

(4) The verification and validation process as referred to in paragraph (2) shall be carried out online.

Article 4

(1) Employers shall provide data on employment relationship as referred to in Article 2 paragraph (2) letter c to BPJS Employment no later than 3 (three) months since the promulgation of this Ministerial Regulation.

(2) The employment relationship data as referred to in paragraph (1) shall be in the forms of:

a. number and/or date of the commencement and expiration of employment agreement, for Workers/Laborers with employment relationship based on an employment agreement for a specified period of time; or

b. number and/or date of the commencement of employment agreement or letter of appointment for Workers/Laborers with employment relationship based on an employment agreement for an unspecified period of time.
Part Three

Workers/Laborers Who Are Newly Registered with the Social Security Program

Article 5

(1) Employers shall be required to register their Workers/Laborers as referred to in Article 2 paragraph (1) letter b as participants with the BPJS Employment by completing the registration form.

(2) The registration form shall at least contain:

a. company name;

b. name of Worker/Laborer;

c. population identification number;

d. birth date of Worker/Laborer; and

e. number and/or date of the commencement of expiration of employment agreement, for Workers/Laborers with employment relationship based on an employment agreement for a specified period of time, or number and/or date of the commencement of employment agreement or letter of appointment for Workers/Laborers with employment relationship based on an employment agreement for an unspecified period of time.

(3) The fully and correctly completed registration form shall be submitted by the employer to BPJS Employment no later than 30 (thirty) days since the Worker/Laborer start working.

(4) In the event that a Worker/Laborer starts working prior to the promulgation of this Ministerial Regulation, the Employer shall submit fully and correctly completed registration form to BPJS
Employment no later than 30 (thirty) days from the promulgation of this Ministerial Regulation.

(5) Workers/Laborers who are registered with the JKP program shall meet the requirements as referred to in Article 2 paragraph (2) and shall be registered by the Employer with the social security program as referred to in Article 2 paragraph (3).

(6) Completion and submission of the registration form shall be either online or offline.

Article 6

(1) BPJS Employment shall verify and validate the fully and correctly completed registration form.

(2) Based on the results of verification and validation, Workers/Laborers who meet the requirements may be registered as Participants in the BPJS Employment.

(3) The verification and validation process shall be carried out online.

Part Four

Workers/Laborers with Employment Relationship with More than 1 (one) Employer

Article 7

(1) Workers/laborers with employment relationship with more than 1 (one) employer, shall be registered with the JKP program by
each employer.

(2) Workers/Laborers who meet the requirements as Participants, shall choose one of the companies as the place of work registered in the JKP program to BPJS Employment no later than 15 (fifteen) working days after the verification and validation as referred to in Article 3 paragraph (2).

(3) The Company selected by Workers/Laborers as the place of work registered in the JKP program, may not be changed as long as there is no termination of employment occurring.

Article 8

(1) Within the period of 15 (fifteen) working days as referred to in Article 7 paragraph (2), BPJS Employment shall actively inform Workers/Laborers who have met the requirements as Participants as referred to in Article 2 to choose one of the Companies as the place of work registered in the JKP program.

(2) In the event that after being actively informed by BPJS Employment, a Worker/Laborer does not choose one of the Companies and the 15 (fifteen) working days deadline as referred to in Article 7 paragraph (2) has been expired, the benefits of the JKP program will be postponed until the Worker/Laborer choose a company as the place of work registered in the JKP program.

CHAPTER III

PROCEDURES FOR IMPLEMENTATION OF CONTRIBUTION RECOMPOSITION
Article 9

(1) The JKP program contribution of 0.46% (zero point forty six percent) of the monthly Wages shall be paid monthly.

(2) The contribution of 0.46% (zero point forty six percent) as referred to in paragraph (1) shall come from:

a. The contribution paid by the national government of 0.22% (zero point twenty two percent) of the monthly Wages; and

b. source of JKP funding of 0.24% (zero point twenty four percent) of the monthly Wages.

(3) The source of JKP funding as referred to in paragraph (2) letter b shall be a recomposition of the JKK and JKM contributions, provided that:

a. the JKK contribution is recomposed at 0.14% (zero point fourteen percent) of the monthly Wage, so the JKK contribution for each risk level group becomes:

1) very low risk level at 0.10% (zero point ten percent) of the monthly Wages;

2) low risk level at 0.40% (zero point forty percent) of the monthly Wages;

3) moderate risk level at 0.75% (zero point seventy five percent) of the monthly Wages;

4) high risk level at 1.13% (one point thirteen percent) of the monthly Wages; and

5) very high risk level at 1.60% (one point sixty percent) of the monthly Wages;

b. the JKM contribution is recomposed at 0.10% (zero point
ten percent) of the monthly Wages, so that the JKM contribution becomes 0.20% (zero point twenty percent) of the monthly Wages.

Article 10

(1) For the first time, for Workers/Laborers who have been registered with the social security program as referred to in Article 2 paragraph (1) letter a, the contribution recomposition shall be made of the JKK and JKM contributions for February 2021.

(2) Contribution recomposition shall be made by BPJS Employment no later than the 17th of the following month.

(3) In the event that an Employer is in arrears of the payment of JKK and JKM contributions for February 2021, the Worker/Laborer shall not automatically become a Participant.

Article 11

(1) Recomposition of contributions for the newly registered Workers/Laborers with the social security program as referred to in Article 2 paragraph (1) letter b shall be made since the first contributions of the JKK and JKM programs are paid in full by the Employer.

(2) Contribution recomposition shall be made by BPJS Employment no later than the 17th of the following month.

Article 12

(1) For the implementation of contribution recomposition after February, Employers shall be required to report participation data
of participants in the JKK and JKM programs to BPJS Employment every month, either online or offline no later than the 15th (fifteenth) of the following month.

(2) Participation data as referred to in paragraph (1) shall include:

a. number and data details of the Workers/Laborers; and

b. Wages of Workers/Laborers.

(3) BPJS Employment shall perform online verification and validation of the reported participation data of participants in the JKK and JKM programs.

Article 13

(1) BPJS Employment shall calculate the monthly contributions of JKK and JKM program participants based on the participation data as referred to in Article 12 paragraph (2).

(2) After calculating the contributions, BPJS Employment shall issue and notify the JKK and JKM contribution payment codes to the Employer.

(3) The JKK and JKM contribution payment codes as referred to in paragraph (2) shall be the same as the other social security contribution payment codes.

(4) Employers shall make contribution payments to BPJS Employment according to the contribution payment codes.

(5) Contributions that have been paid by the Employer, shall be placed and recorded by BPJS Employment into the accounts of each social security program including the JKP account resulting from the recomposition.
Article 14

(1) The recomposition of JKK and JKM contributions shall use the Worker/Laborer’s latest Wage reported by the Employer to BPJS Employment and shall not exceed the ceiling of the Wage.

(2) The ceiling of wages for the first time shall be set at IDR 5,000,000.00 (five million rupiah).

(3) In the event that the Wage exceeds the ceiling of Wages as referred to in paragraph (2), the Wage used as the basis for calculating the JKK and JKM contribution recomposition shall be the same as the ceiling of the Wages.

(4) In the event that the Wage reported to BPJS Employment exceeds the ceiling of Wages as referred to in paragraph (2), the difference between the calculation of the JKK and JKM contributions and the contribution recomposition shall become assets of the work injury benefit fund and the death benefit fund.

Article 15

In the event that a Worker/Laborer has an employment relationship with more than 1 (one) Employer and has chosen one of the Companies as the place of work registered in the JKP program, the recomposition of JKK and JKM contributions shall be made at the chosen Company as referred to in Article 7.

Article 16

The recomposition of the JKK and JKM program contributions shall be made by BPJS Employment through the BPJS Employment
information system.

Article 17

In the event that Workers/Laborers do not meet the requirements for Participants as referred to in Article 2, the JKK and JKM contributions shall apply in accordance with the provisions of laws and regulations without any contribution recomposition made.

CHAPTER IV

PROOF OF PARTICIPATION

Article 18

(1) Employers who have registered their workers with the JKP program shall be provided with a JKP program participation certificate by BPJS Employment.

(2) The JKP program participation certificate shall be integrated in 1 (one) on social security program participation certificate of BPJS Employment.

(3) Workers/Laborers who have been registered with the JKP program shall be provided with proof of participation in the JKP program by BPJS Employment.

(4) The proof of participation for Workers/Laborers shall be integrated in 1 (one) social security program participation card of BPJS Employment.

(5) The participation certificates and participation cards shall be issued in electronic form.
Article 19

(1) The participation certificate as referred to in Article 18 paragraph (1) and the participation card as referred to in Article 18 paragraph (4) shall be issued and provided by BPJS Employment for Employers no later than 3 (three) working days after the contributions are paid.

(2) The BPJS Employment participation card as referred to in paragraph (1) shall be provided by the Employers to the Participants no later than 3 (three) working days after being received from the BPJS Employment.

Article 20

BPJS Employment and the ministry administering the government affairs in the manpower sector shall integrate the JKP program participation data into the employment information system at the ministry administering the government affairs in the manpower sector.

Article 21

The form of forms, participation certificates and participation cards shall be regulated by BPJS Employment in accordance with their authorities.

CHAPTER V

CLOSING PROVISIONS
Article 22

This Ministerial Regulation shall come into force on the date of promulgation.

For public cognizance, this Ministerial Regulation shall be promulgated by placing it in the State Gazette of the Republic of Indonesia.

Stipulated in Jakarta

at 1 April 2021

MINISTER OF MANPOWER OF
THE REPUBLIC OF
INDONESIA,

signed

IDA FAUZIYAH

Promulgated in Jakarta

at 1 April 2021

DIRECTOR GENERAL OF LAWS AND REGULATIONS
OF THE MINISTRY OF LAW AND HUMAN RIGHTS
OF THE REPUBLIC OF INDONESIA,

signed
WIDODO EKATJAHJANA

STATE GAZETTE OF THE REPUBLIC OF INDONESIA YEAR
2018 NUMBER 300

COPY AS THE ORIGINAL,
HEAD OF THE LEGAL BUREAU,

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