REGULATION OF THE SOCIAL SECURITY AGENCY FOR EMPLOYMENT
NUMBER 1 OF 2025
ON
AMENDMENT TO REGULATION OF THE SOCIAL SECURITY AGENCY FOR EMPLOYMENT NUMBER 1 OF 2022 ON PAYMENTS OF CASH BENEFITS AND JOB TRAINING BENEFITS OF JOB LOSS SECURITY PROGRAM

BY THE GRACE OF ALMIGHTY GOD

THE PRESIDENT DIRECTOR OF THE SOCIAL SECURITY AGENCY FOR EMPLOYMENT,

Considering : a. that to increase effectiveness of the job loss security program implementation, it is necessary to make adjustments to payments of cash benefit and job training benefits;

b. that several provisions in the Regulation of the Social Security Agency for Employment Number 1 of 2022 on Payments of Cash Benefits and Job Training Benefits of Job Loss Security Program are no longer corresponding to the developments in the laws and regulations, therefore, it is necessary to be amended;

c. that based on the considerations as referred to in paragraphs a and b, it is necessary to issue a Regulation of the Social Security Agency for Employment on Amendment to Regulation of the Social Security Agency for Employment Number 1 of 2022 on Payments of Cash Benefits and Job Training Benefits of Job Loss Security Program;

Having regard to : 1. Law Number 40 of 2004 on National Social Security System (State Gazette of the Republic of Indonesia Year 2004 Number 150, Supplement to the State Gazette of the Republic of Indonesia Number 4456) as repeatedly amended and most recently amended by Law Number 6 of 2023 on Enactment of Government Regulation in Lieu of Law Number 2 of 2022 on Job Creation to Become Law (State Gazette of the Republic of Indonesia Year 2023 Number 41, Supplement to the State Gazette of the Republic of Indonesia Number 6856);

2. Law Number 24 of 2011 on Social Security Agency (State Gazette of the Republic of Indonesia Year 2011 Number 116, Supplement to the State Gazette of the Republic of Indonesia Number 5256) as repeatedly amended and most recently amended by Law Number 6 of 2023 on Enactment of Government Regulation in Lieu of Law Number 2 of 2022 on Job Creation to Become Law (State Gazette of the Republic of Indonesia Year 2023 Number 41, Supplement to the State Gazette of the Republic of Indonesia Number 6856);
3. Government Regulation Number 37 of 2021 on Administration of 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) as amended by Government Regulation Number 6 of 2025 on Amendment to Government Regulation Number 37 of 2021 on Administration of Job Loss Security Program (State Gazette of the Republic of Indonesia Year 2025 Number 14, Supplement to the State Gazette of the Republic of Indonesia Number 7093);
4. Regulation of the Minister of Manpower Number 15 of 2021 on Procedures for Providing Job Loss Security Benefits (Official Gazette of the Republic of Indonesia Year 2021 Number 864) as amended by Regulation of the Minister of Manpower Number 2 of 2025 on Amendment to Regulation of the Minister of Manpower Number 15 of 2021 on Procedures for Providing Job Loss Security Benefits (Official Gazette of the Republic of Indonesia Year 2025 Number 238);
5. Regulation of the Minister of Finance Number: 148/PMK.02/2021 on Procedures for Provision, Disbursement, Use, and Accountability of Initial Fund and Accumulation of Contributions for Job Loss Security Program (Official Gazette of the Republic of Indonesia Year 2021 Number 1196) as amended by Regulation of the Minister of Finance Number 26 of 2025 on Amendment to Regulation of the Minister of Finance Number 148/PMK.02/2021 on Procedures for Provision, Disbursement, Use, and Accountability of Initial Fund and Accumulation of Contributions for Job Loss Security Program (Official Gazette of the Republic of Indonesia Year 2025 Number 264);
6. Regulation of the Social Security Agency for Employment Number 1 of 2022 on Payments of Cash Benefits and Job Training Benefits of Job Loss Security Program (Official Gazette of the Republic of Indonesia Year 2022 Number 102);

HEREBY DECIDES:

To issue : REGULATION OF THE SOCIAL SECURITY AGENCY FOR EMPLOYMENT ON AMENDMENT TO REGULATION OF THE SOCIAL SECURITY AGENCY FOR EMPLOYMENT NUMBER 1 OF 2022 ON PAYMENTS OF CASH BENEFITS AND JOB TRAINING BENEFITS OF JOB LOSS SECURITY PROGRAM.

Section I

Several provisions in Regulation of the Social Security Agency for Employment Number 1 of 2022 on Payments of Cash Benefits and Job Training Benefits for Job Loss Security Program (Official Gazette of the Republic of Indonesia Year 2022 Number 102), are amended as follows:

1. The provisions of Article 5 are amended to read as follows:

Article 5

(1) BPJS Ketenagakerjaan pays cash benefits based on claims from the Members.
(2) Members claim for the first month's cash benefits payment by fulfilling the following requirements:
    a. the Employers or Members have notified the termination of employment relation to BPJS Ketenagakerjaan through the Employment Information System; and
    b. The Members have claimed cash benefits payment through the account obtained when accessing the Employment Information System by attaching a statement letter stating that they are willing to work again and a bank account number that are still active in the Members' name.
(3) The Beneficiaries claim cash benefits payment from the second to the fifth month every month by fulfilling the following requirement:
    a. have claimed payment of cash benefits for the second month up to the fifth month, through the account obtained when accessing the Employment Information System; and
    b. have conducted a self-assessment on access on the labour market information access as contained in the Employment Information System as evidenced by the results of the self-assessment listed in the Employment Information System.
(4) In addition to the requirements as referred to in paragraph (3), the Beneficiaries must meet the requirements as follows:
    a. have not found a job and are actively looking for job as evidenced by:
        1. proof of job applications from at least five (5) applications in one (1) month; or
        2. proof of invitation for a job selection test or interview with at least 1 (one) company in 1 (one) month; and/or
    b. meet Job Training attendance in the previous month of at least 80% (eighty percent) attendance for the Beneficiaries who take Job Training benefits.
(5) The beneficiaries claim the sixth month's cash benefits payment by fulfilling the following requirements:

a. have applied for payment of the sixth month's cash benefit through the account obtained when accessing the Employment Information System; and
b. submit evidence that they have not found a job and are actively looking for job as referred to in paragraph (4) subparagraph a and filling out the employment status form.

(6) The job application as referred to in paragraph (4) subparagraph a is based on job vacancy information in the Employment Information System.

2. The provisions of Article 6 are amended to read as follows:

Article 6

(1) BPJS Ketenagakerjaan verifies and validates the requirements as referred to in Article 5 within a maximum of three (3) workdays.
(2) In carrying out the data verification as referred to in paragraph (1), the BPJS Ketenagakerjaan may make a clarification to the Members, Employers, or any ministries or offices administering government affairs in the provincial manpower sector, or offices administering government affairs in the regency/municipal manpower sector.
(3) The BPJS Ketenagakerjaan validates the verification data as referred to in paragraphs (1) and (2) which are complete and correct.
(4) If the verification data as referred to in paragraphs (1) and (2) are incomplete and/or incorrect, the BPJS Ketenagakerjaan gives notes on the Member's data form and notifies the Employers or Members online or offline.
(5) Based on the notification as referred to in paragraph (4), the Employer or Member completes and/or corrects the data and resubmit the form to the BPJS Ketenagakerjaan by not later than the final deadline for submitting JKP (claims online or offline.
(6) The BPJS Ketenagakerjaan pays cash benefits to the Beneficiary's account by not later than three (3) workdays since the requirements as referred to in paragraph (1) are declared complete and correct.

3. The provisions of Article 7 are amended to read as follows:

Article 7

(1) Employers who are in arrears for employment injury security contributions as a source of JKP program funding for up to three (3) consecutive months and termination of employment relation occurs, the BPJS Ketenagakerjaan shall pay the Members' cash benefits.
(2) Where the BPJS Ketenagakerjaan has paid cash benefits as referred to in section (1), the Employers shall pay off the arrears of contributions.
(3) Employers who are in arrears for employment injury

security contributions as a source of JKP program funding for more than three (3) consecutive months and termination of employment relation occurs, the Employers shall pay cash benefits to Members in advance.

(4) Where the Employers have paid all of the arrears of contributions and fines that become their obligations, the Employers may request reimbursement of the cash benefits that have been paid as referred to in section (3) to BPJS Ketenagakerjaan.

(5) The Employers request for reimbursement of cash benefits to BPJS Ketenagakerjaan not later than three (3) months after the Employers pay the Members' rights.

(6) The BPJS Ketenagakerjaan shall pay reimbursement of cash benefits as referred to in section (4) not later than seven (7) workdays after the request letter and supporting documents are received completely and correctly by BPJS Ketenagakerjaan.

4. The provisions of paragraph (2) of Article 11 are amended and between paragraphs (2) and (3), two (2) paragraphs are inserted, namely paragraphs (2a) and (2b), so Article 11 read as follows:

Article 11

(1) BPJS Ketenagakerjaan receives complete and correct reports on the implementation of activities and invoices for Job Training costs that have been consolidated and verified by the Ministry.

(2) Reports on the implementation of activities and invoices for Job Training costs as referred to in paragraph (1) are reports and invoices that meet the following criteria:
   a. trainings conducted on the recommendation of the Employment Placement Service Officers; and
   b. reimbursement of the training costs as referred to in subparagraph a is paid proportionally at least 25% (twenty five percent) of the total training hours.

(2a) The calculation of proportional reimbursement as referred to in paragraph (2) subparagraph b is made by multiplying presentation attendance with training package cost unit taken by the Beneficiaries.

(2b) Where the job training is provided together with a work competency certification, the following provisions shall apply:
   a. reimbursement of work competency certification costs is given simultaneously with reimbursement of job training costs;
   b. calculation of reimbursement for work competency certification costs is carried out by multiplying the certification package costs by the number of recipients of work competency certification training benefits; and

c. reimbursement of work competency certification costs is carried out if the total training costs and work competency certification costs fail to exceed the training unit costs per beneficiary.

(3) The Reports on the implementation of activities and invoices for Job Training costs as referred to in paragraph (1) are accompanied by:
a. payment request letter of Job Training benefits; and
b. SPTJM.

(4) The Reporting on the implementation of activities and billing of Job Training costs as referred to in paragraph (1) are submitted every 1st (the first) day and 15th (the fifteenth) day of each month.

(5) Payment request letters of Job Training benefits and SPTJM as referred to in paragraph (3) are made according to the format as listed in the Annex as an integral part of this Agency Regulation.

(6) Job Training cost billing documents as referred to paragraph (3) are in the form of an electronic document.

5. The provisions of paragraph (2) of Article 13 are amended, so Article 13 reads as follows:

Article 13

(1) BPJS Ketenagakerjaan pays Job Training benefits according to the unit cost and the number of Members.

(2) The cost unit as referred to in paragraph (1) is set at a maximum of Rp2,400,000.00 (two million four hundred thousand rupiah) per member.

(3) The Job Training costs are set out by the Ministry in accordance with the provisions of laws and regulations.

6. Between Articles 14 and 15 one (1) article is inserted, namely Article 14A, so it reads as follows:

Article 14A

(1) The Job Training Benefit may be provided for more than one (1) time to the Beneficiaries during the JKP benefit period and not exceeding the unit cost in accordance with the provisions of laws and regulations.

(2) The Job Training Benefits are provided to the Beneficiaries after the Beneficiaries receive a Job Training recommendation from the Employment Placement Service Officers.

(3) The Beneficiaries who have participated in the Job Training as referred to in paragraph (2) must complete the Job Training they participated in.

7. Between CHAPTERS III and IV one (1) chapter is inserted, namely CHAPTER IIIA, to read as follows:

CHAPTER IIIA
PAYMENTS OF CASH BENEFITS AND JOB TRAINING BENEFITS FOR COMPANIES DECLARED BANKRUPT OR WOUND-UP

8. Between Articles 14A and 15 one (1) article is inserted, namely Article 14B, so it reads as follows:

Article14B

(1) Where the company is declared bankrupt as proven by a court ruling which has permanent legal force, or the company is declared wound-up as proven by a certificate of dissolution issued by the ministry administering government affairs in the field of law, and dues are in arrears for not exceeding six (6) months, the cash benefits and Job Training benefits shall remain being paid by BPJS Ketenagakerjaan.

(2) The provisions for the payments of cash benefits and Job Training benefits as referred to in paragraph (1) may not eliminate the Employer's obligation to pay off arrears in dues and fines for the employment social security program.

Section II

This Agency Regulation shall enter into force on the date of its promulgation.

In order to make this Agency Regulation known to the public, it is hereby ordered that it be promulgated by its publication in the Official Gazette of the Republic of Indonesia.

Issued in Jakarta
on 24 September 2025

PRESIDENT DIRECTOR
OF SOCIAL SECURITY AGENCY FOR EMPLOYMENT,

signed

PRAMUDYA TRIAWAN BUNTORO

Promulgated in Jakarta
on 2 October 2025

DIRECTOR GENERAL OF LEGISLATION
OF THE MINISTRY OF LAW
OF THE REPUBLIC OF INDONESIA,

signed

DHAHANA PUTRA

OFFICIAL GAZETTE OF THE REPUBLIC OF INDONESIA YEAR 2025 NUMBER 735

Jakarta, 10 November 2026
DIRECTOR GENERAL OF LEGISLATION
FOR THE MINISTER OF LAW OF THE REPUBLIC OF INDONESIA,

DIREKTUR JENDERAL PERATURAN PERUNDANG-UNDANGAN KEMENTERIAN HUKUM PENGAYOMAN

DHAHANA PUTRA

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