REGULATION OF THE REGENCY OF GRESIK
NUMBER 11 OF 2025
ON
IMPLEMENTATION OF THE PROTECTION
OF INDONESIAN MIGRANT WORKERS

BY THE GRACE OF ALMIGHTY GOD

REGENT OF GRESIK,

Considering : a. that in the context of protecting the entire nation and improving general welfare, protection of Indonesian Migrant Workers is an important part of sustainable economic development;

b. that Indonesian Migrant Workers originating from the Regency of Gresik must receive optimal protection through comprehensive and integrated improvement of human resources;

c. that with the enactment of Law Number 18 of 2017 on Protection of Indonesian Migrant Workers and Government Regulation Number 59 of 2021 on Implementation of the Protection of Indonesian Migrant Workers, Local Governments, within their respective authorities, may provide protection to Indonesian Migrant Workers;

c. that based on the considerations as referred to in paragraphs a, b and c, it is necessary to enact a Regional Regulation on Implementation of the Protection of Indonesian Migrant Workers;

Having regard to : 1. Article 18 paragraph (6) of the 1945 Constitution of the Republic of Indonesia;

2. Law Number 12 of 1950 on Establishment of Regions within the East Java Province as amended by Law Number 2 of 1965 on Change of the Boundaries of the Municipality of Surabaya and Surabaya Level II Region by amending Law Number 12 of 1950 on Establishment of Regions within the Province of East Java and Law Number 16 of 1950 on Establishment of Large City Areas within the Provinces of East Java, Central Java, West Java, and the Special Region of Yogyakarta (State Gazette of the Republic of Indonesia Year 1965 Number 19, Supplement to the State Gazette of the Republic of Indonesia Number 2730);

3. Law Number 12 of 2011 on the Making of Laws and Regulations (State Gazette of the Republic of Indonesia Year 2011 Number 82, Supplement to the State Gazette of the Republic of Indonesia Number 5234) as repeatedly amended and most recently amended by Law Number 13 of 2022 on the Second Amendment to Law Number 12 of 2011 on the Making of Laws and Regulations (State Gazette of the Republic of Indonesia Year 2022 Number 143, Supplement to the State Gazette of the Republic of Indonesia Number 6801);
4. Law Number 23 of 2014 on Local Administration (State Gazette of the Republic of Indonesia Year 2014 Number 244, Supplement to the State Gazette of the Republic of Indonesia Number 5587), as repeatedly amended and most recently amended by Law Number 9 of 2015 on the Second Amendment to Law Number 23 of 2014 on Local Administration (State Gazette of the Republic of Indonesia Year 2015 Number 58, Supplement to the State Gazette of the Republic of Indonesia Number 5679);
5. Law Number 18 of 2017 on Protection of Indonesian Migrant Workers (State Gazette of the Republic of Indonesia Year 2017 Number 242, Supplement to the State Gazette of the Republic of Indonesia Number 6141);
6. Government Regulation Number 10 of 2020 on Procedures for the Placement of Indonesian Migrant Workers by the Indonesian Migrant Workers Protection Board (State Gazette of the Republic of Indonesia Year 2020 Number 37, Supplement to the State Gazette of the Republic of Indonesia Number 6463);
7. Government Regulation Number 59 of 2021 on Implementation of Protection of Indonesian Migrant Workers (State Gazette of the Republic of Indonesia Year 2021 Number 94, Supplement to the State Gazette of the Republic of Indonesia Number 6678);
8. Presidential Regulation Number 90 of 2019 on the Indonesian Migrant Workers Protection Board (State Gazette of the Republic of Indonesia Year 2019 Number 263);
9. Regulation of the Minister of Home Affairs Number 80 of 2015 on Establishment of Regional Legal Products (Official Gazette of the Republic of Indonesia Year 2015 Number 2036) as amended by Regulation of the Minister of Home Affairs Number 120 of 2018 on Amendments to Regulation of the Minister of Home Affairs Number 80 of 2015 on Establishment of Regional Legal Products (Official Gazette of the Republic of Indonesia Year 2018 Number 157);
10. Regulation of the Minister of Manpower Number 9 of 2019 on Procedures for the Placement of Indonesian Migrant Workers (Official Gazette of the Republic of Indonesia Year 2019 Number 729);

11. Regulation of the Minister of Manpower Number 10 of 2019 on Procedures for Granting Licenses to Indonesian Migrant Worker Placement Companies (Official Gazette of the Republic of Indonesia Year 2019 Number 730);
12. Regulation of the Minister of Manpower Number 4 of 2023 on Social Security for Indonesian Migrant Workers (Official Gazette of the Republic of Indonesia Year 2023 Number 171);
13. Regulation of the Province of East Java Number 2 of 2022 on Implementation of Protection of Indonesian Migrant Workers (Regional Gazette of the Province of East Java Year 2022 Number 2 Series D, Supplement to the Regional Gazette of the Province of East Java Number 107);

With the Joint Approval of
THE REGIONAL HOUSE OF REPRESENTATIVES
OF THE REGENCY OF GRESIK
and
THE REGENT OF GRESIK

HEREBY DECIDES:

To enact : REGIONAL REGULATION ON IMPLEMENTATION OF THE PROTECTION OF INDONESIAN MIGRANT WORKERS

CHAPTER 1
GENERAL PROVISIONS

Article 1

In this Regional Regulation:

1. Government means the Central Government
2. Region means the Regency of Gresik.
3. Local Government means the Government of the Regency of Gresik.
4. Regent means the Regent of Gresik.
5. Regional Apparatus means an element that assists the Regent and the Regional House of Representative in administering government affairs that fall under the authority of the region.
6. Office means a regional apparatus that administers government affairs in the field of employment
7. Village Government means the Village Head assisted by village officials as the administrative body responsible for village governance.
8. Protection of Indonesian Migrant Workers means all efforts to protect the interests of Prospective Migrant Workers and/or Migrant Workers and their families in ensuring the fulfillment of their rights in all activities before, during, and after working in legal, economic, and social aspects.
9. Prospective Indonesian Migrant Workers means all Indonesian workers from the Region who meet the requirements as job seekers who will work abroad and are registered with the Local Government responsible for labor affairs.

10. Indonesian Migrant Workers means every Indonesian citizen who comes from a Region who will, is, or has done work for wages outside the territory of the Republic of Indonesia.
11. Family of Indonesian Migrant Worker means husband, wife, children, or parents, including the relationship due to court's ruling and/or verdict, , both the ones who live in Indonesia and the ones who live with Indonesian Migrant Workers abroad.
12. Problematic Indonesian Migrant Workers means Indonesian Migrant Workers who experience problems or misfortune that occur either at home or abroad.
13. Individual Indonesian Migrant Workers means Indonesian Migrant Workers who will work abroad without going through a placement agency.
14. Before Working Protection means all activities aimed at providing protection since registration to departure.
15. Protection After Working means entire activity to provide protection from the time Indonesian Migrant Workers and their family members arrive at the debarkation in the Regency until they return to their home village, including follow-up services to become productive workers.
16. Job Training Institutions (*Lembaga Pelatihan Kerja*), hereinafter abbreviated to the LPK, means government agencies or legal entities that meet the requirements to conduct vocational training.
17. Placement of Indonesian Migrant Workers means a service activity provided to Prospective Indonesian Migrant Workers and/or Indonesian Migrant Workers starting from before, during, and after working
18. The Indonesian Migrant Workers Protection Board *(Badan Pelindungan Pekerja Migran Indonesia*), hereinafter abbreviated to the BP2MI, means a non-ministerial government agency tasked with implementing policies in integrated services and protection for Indonesian Migrant Workers.
19. The One-Stop Integrated Service for Placement and Protection of Indonesian Migrant Workers (*Layanan Terpadu Satu Atap Penempatan dan Pelindungan Pekerja Migran Indonesia*), hereinafter abbreviated to the LTSA for Indonesian Migrant Workers, means a service system for providing information, fulfilling requirements, and handling problems of Indonesian Migrant Workers in the Regions that is integrated in an affordable, easy and fast public service without discrimination.
20. Business Partners means agencies and/or business entities in the form of legal entities in the destination country of placement that are responsible for placing Migrant Workers with employers.
21. Employer means government agencies, government legal entities, private legal entities, and/or individuals in the destination country of placement who employ Indonesian Migrant Workers.
22. Employment Contract means a written agreement between an Indonesian Migrant Worker and an Employer that

contains the terms of employment, the rights and obligations of each party, as well as guarantees of security and safety during working in accordance with the provisions of laws and regulations.

23. Termination of Working Relationship means the termination of working relationship carried out by one of the parties.
24. Indonesian Migrant Worker Placement Agreement, hereinafter referred to as the Placement Agreement, means a written agreement between the implementer of the Indonesian Migrant Worker Placement and the Prospective Migrant Worker which contains the rights and obligations of each party, in the context of placing Migrant Workers in the destination country of placement in accordance with the provisions of the Laws and Regulations.
25. Vocational Training means training provided to Prospective Indonesian Migrant Workers by accredited government or private training institutions.
26. Pre-Departure Orientation (*Orientasi Pra-Pemberangkatan*), hereinafter abbreviated to the OPP, means an activity to provide supplies and information to Prospective Indonesian Migrant Workers who will be leaving to work abroad so that Prospective Indonesian Migrant Workers have the mental readiness and knowledge to work abroad, understand their rights and obligations and can overcome the problems they may face.
27. Local Budget (*Anggaran Pendapatan dan Belanja Daerah*), hereinafter abbreviated to the APBD, means the Local Budget of the Regency of Gresik.

Article 2

The purpose of drafting this Regional Regulation is to provide a regulatory basis for the Implementation of Protection of Indonesian Migrant Workers and their families in all activities before and after working.

Article 3

The implementation of the Protection of Indonesian Migrant Workers aims to:

a. guarantee the fulfillment and enforcement of human rights as Indonesian citizens and migrant workers;
b. ensure the availability of quality human resources, facilities and infrastructure, and budget in implementing the Protection of Indonesian Migrant Workers;
c. strengthen the institutional implementation of the Protection of Indonesian Migrant Workers; and
d. guarantee legal, economic and social protection for Indonesian Migrant Workers and their families.

CHAPTER II
SCOPE

Article 4

The scope of this Regional Regulation includes:

a. duties and responsibilities;

b. rights and obligations of Indonesian Migrant Workers;
c. implementation of protection of Indonesian Migrant Workers;
d. One-Stop Integrated Services for Placement and Protection of Indonesian Migrant Workers
e. legal, social and economic protection for Indonesian Migrant Workers;
f. Individual Indonesian Migrant Workers;
g. information systems;
h. dispute resolution;
i. guidance and supervision;
j. cooperation;
k. funding;
l. prohibition; and
m. administrative sanctions.

CHAPTER III
DUTIES AND RESPONSIBILITIES

Division One
General

Article 5
Local Governments and Village/Subdistrict Governments have duties and responsibilities in implementing the Protection of Indonesian Migrant Workers.

Division Two
Local Governments

Article 6
(1) Local Governments have the following duties and responsibilities:
    a. providing information and requests for Indonesian Migrant Workers to the public;
    b. creating a database of Indonesian Migrant Workers;
    c. providing education and job training to Prospective Indonesian Migrant Workers;
    d. carrying out guidance and supervision of educational institutions and LPK;
    e. carrying out social and economic reintegration for Indonesian Migrant Workers and their families;
    f. providing and facilitating training for Prospective Indonesian Migrant Workers through Vocational Training;
    g. regulating, fostering, implementing and supervising the implementation of placement and Protection of Indonesian Migrant Workers before and after working;
    h. carrying out psychological rehabilitation and recovery for Indonesian Migrant Workers;
    i. being able to form LTSA for Indonesian Migrant Workers in accordance with the provisions of laws and regulations;

j. reporting the results of the evaluation of P3MI periodically to the Provincial Government; and
k. managing the return of workers in case of war, natural disaster, epidemic, deportation, and Indonesian Migrant Workers with Problems in accordance with its authority.

(2) The procedures for implementing the duties and responsibilities of the Local Government as referred to in paragraph (1) are implemented in accordance with authority and are further regulated in a Regent Regulation.

Division Three
Village/Subdistrict Governments

Article 7

(1) The Village/Subdistrict Governments in Protecting Indonesian Migrant Workers have the following duties and responsibilities:
a. receiving and providing information on requests from migrant workers;
b. verifying data and recording Prospective Indonesian Migrant Workers at the village/subdistrict level;
c. facilitating the fulfillment of population administration requirements for Prospective Indonesian Migrant Workers according to authority;
d. monitoring the departure and return of Indonesian Migrant Workers;
e. conducting data collection on every Indonesian Migrant Worker who returns to the Village, including the problematic Indonesian Migrant Workers, and submit the results of the data collection to the Office through the Subdistrict Heads, which can be accessed by the public; and
f. empowering Prospective Migrant Workers, Indonesian Migrant Workers, former Indonesian Migrant Workers, and their family members.

(2) The Village/Subdistrict Governments, in receiving and providing information on job requests as referred to in paragraph (1) subparagraph a, do so online or in person in collaboration with the Office.

(3) Verification of data and recording of Prospective Indonesian Migrant Workers as referred to in paragraph (1) subparagraph b, are conducted comprehensively for each prospective Indonesian Migrant Worker in accordance with population data and reported to the Office.

(4) Facilitation of fulfillment of population administration requirements for Prospective Indonesian Migrant Workers as referred to in paragraph (1) subparagraph c, is carried out in accordance with the provisions of Laws and Regulations.

(5) The Village/Subdistrict Governments, in monitoring the departure and return of Indonesian Migrant Workers as referred to in paragraph (1) subparagraph d, cooperate with the Office and submit periodic reports.

(6) The Village/Subdistrict Governments empower Prospective Indonesian Migrant Workers, Indonesian

Migrant Workers and their family members as referred to in paragraph (1) subparagraph e, by prioritizing local wisdom and program sustainability.

(7) The procedures for implementing the duties and responsibilities of the Village/Subdistrict Government in protecting Indonesian Migrant Workers as referred to in paragraph (1) are implemented in accordance with their authority and are further regulated in a Regent Regulation.

CHAPTER IV
RIGHTS AND OBLIGATIONS OF INDONESIAN MIGRANT WORKERS

Article 8

(1) Every Prospective Indonesian Migrant Worker and Indonesian Migrant Worker has the following rights to:
   a. obtain employment abroad and to choose employment in accordance with their competencies;
   b. have access to self-capacity improvement through education and job training;
   c. receive accurate information regarding the labor market, placement procedures and working conditions abroad;
   d. receive professional and humane service and to be treated without discrimination both before and after working;
   e. carry out worship according to the religion and beliefs adhered to;
   f. receive wages in accordance with the wage standards applicable in the destination country of placement, in accordance with the agreement between the two countries, and/or employment contract;
   g. obtain protection and legal assistance for actions that may degrade dignity and honor in accordance with the provisions of Laws and Regulations in Indonesia and in the destination country of placement;
   h. obtain an explanation regarding the rights and obligations as stated in the employment contract;
   i. have access to communication;
   j. retain control of their travel documents during working;
   k. form unions and assemble in the country of placement in accordance with the provisions of laws and regulations in the destination country of placement;
   l. obtain guaranteed protection for the safety and security of Indonesian Migrant Workers' return to their village of origin;
   m. obtain documents and Employment Contract for Prospective Indonesian Migrant Workers and/or Indonesian Migrant Workers; and
   n. obtain social rehabilitation and social reintegration.

(2) Every Family of an Indonesian Migrant Worker is entitled to:
   a. obtain information regarding the conditions, problems and return of Indonesian Migrant Workers;

b. receive all the property of Indonesian Migrant Workers who die abroad;
c. obtain copies of documents and Employment Contract for Prospective Indonesian Migrant Workers and/or Indonesian Migrant Workers; and
d. gain access to communicate.

(3) Every Prospective Indonesian Migrant Worker or Indonesian Migrant Worker has obligations to:
a. comply with laws and regulations, both domestically and in the destination country;
a. respect the customs or habits prevailing in the country of placement;
b. comply with and perform their work in accordance with the employment contract; and
c. report the arrival, presence and return of Indonesian Migrant Workers to the Indonesian Missions in the destination country of placement.

(4) Every Family of an Indonesian Migrant Worker shall provide correct information including:
a. information used as a basis for creating or amending demographic records/identity documents, including name, age/date of birth, and gender;
b. information regarding address, marital status, highest level of education, medical history, employment history, and expertise/skills; and
c. information regarding physical and mental health conditions which is used as the basis for a health certificate.

(5) In addition to fulfilling the obligations as referred to in paragraph (3), the Prospective Indonesian Migrant Workers or Indonesian Migrant Workers must prepare the social and economic conditions of the family left behind.

CHAPTER V
IMPLEMENTATION OF THE PROTECTION OF INDONESIAN MIGRANT WORKERS

Division One
General

Article 9

Local Government implements protection measures for Indonesian Migrant Workers, includes:
a. Before Working protection; and
b. After Working protection.

Division Two
Before Working Protection

Subdivision 1
General

Article 10

(1) The Before Working Protection as referred to in Article 9 subparagraph a, includes:

a. administrative protection; and
b. technical protection.

(2) Administrative protection as referred to in paragraph (1) subparagraph a, at least includes:
a. completeness and validity of placement documents; and
b. establishment of working conditions and terms.

(3) Technical protection as referred to in paragraph (1) subparagraph b, at least includes:
a. providing outreach and dissemination of information;
b. improving the quality of Prospective Indonesian Migrant Workers through education and job training;
c. employment social security;
d. facilitating the fulfillment of the rights of Prospective Indonesian Migrant Workers;
e. strengthening the role of employment placement officers;
f. placement services for Prospective Indonesian Migrant Workers at the LTSA for Indonesian Migrant Workers; and
g. guidance and supervision.

Article 11

The Before Working Protection as referred to in Article 10 paragraph (1) is carried out through:
a. provision of information;
b. education and job training for Prospective Indonesian Migrant Workers;
c. registration;
d. selection of Prospective Indonesian Migrant Workers;
e. signing of the Placement Agreement; and
f. implementation of the OPP.

Division Three
After Working Protection

Article 12

(1) The After Working Protection is provided through:
a. facilitating the repatriation of Indonesian Migrant Workers to their villages of origin;
b. settlement of unfulfilled rights of Indonesian Migrant Workers;
c. facilitating the handling of cases involving sick or deceased Indonesian Migrant Workers;
d. rehabilitation and social reintegration;
e. empowerment of Indonesian Migrant Workers and their families; and
f. coordination with related parties in efforts to resolve issues faced by Indonesian Migrant Workers in destination countries.

(2) The After Working Protection as referred to in paragraph (1) is carried out by the Local Government and BP2MI.

Article 13

(1) Facilitation of the return of Indonesian Migrant Workers to their villages of origin as referred to in Article 12 paragraph (1) subparagraph a, may occur in the event of:
   a. the end of the employment contract;
   b. leave;
   c. Termination of Working Relationship before the end of the Employment Contract;
   d. experiencing a work accident and/or illness that results in being unable to carry out their work any longer;
   e. experiencing abuse or other acts of violence;
   f. war, natural disaster, or epidemic in the destination country;
   g. deportation by the government of the destination country;
   h. passing away in the destination country; and/or
   i. other reasons that cause losses to Indonesian Migrant Workers from the Regency.

(2) Where the Indonesian Migrant Worker experiences a work accident and/or illness which results in them being unable to carry out their work as referred to in paragraph (1) subparagraph d, P3MI shall:
   a. notify the family of a work accident and/or illness that results in being unable to carry out their work any longer no later than three (3) times twenty-four (24)) hours after they become aware of the accident and/or illness;
   b. to investigate the causes of work-related accidents and/or illnesses that renders the worker unable to continue performing their duties and report this to the officials of the Indonesian Missions and the Family Members of the Indonesian Migrant Worker concerned;
   c. repatriate Indonesian Migrant Workers to their place of origin in a dignified manner and bear all the necessary costs; and
   d. ensure the fulfilment of the statutory rights of Indonesian Migrant Workers.

(3) In the event of war, natural disaster, or epidemic, and deportation as referred to in paragraph (1) subparagraph f and g, the Local Government, the Indonesian Missions, Agencies, Government, work together to arrange the return of Indonesian Migrant Workers to their place of residence.

(4) In the event that an Indonesian Migrant Worker dies in the country of destination as referred to in paragraph (1) subparagraph h, the P3MI shall:
   a. notify the family of the death of an Indonesian Migrant Worker no later than three (3) times 2twenty four (24) hours after the death is discovered;
   b. seek information about the cause of death and notify the officials of the Indonesian Missions and the Family Members of the Indonesian Migrant Worker concerned;

c. repatriate the remains of the Indonesian Migrant Worker to its place of origin in a dignified manner and bear all necessary costs, including burial costs in accordance with the religious rites of the Indonesian Migrant Worker concerned;
d. arrange funerals in the destination country for the placement of Indonesian Migrant Workers with the consent of the Family of an Indonesian Migrant Worker or in accordance with the provisions in force in the country concerned;
e. provide protection for all assets belonging to Indonesian Migrant Workers for the benefit of their families; and
f. managing the fulfilment of all the rights of Indonesian Migrant Workers that they should receive.

CHAPTER VI
ONE-STOP INTEGRATED SERVICE FOR PLACEMENT AND PROTECTION OF INDONESIAN MIGRANT WORKERS

Article 14

(1) In the context of Protecting Indonesian Migrant Workers, the Local Government may establish a LTSA for Indonesian Migrant Workers based on considerations of the effectiveness and efficiency of protection of Indonesian Migrant Workers
(2) The LTSA for Indonesia Migrant Workers as referred to in paragraph (1) has the following duties and responsibilities:
    a. facilitating a system of services for placement and Protection of Indonesian Migrant Workers based on information technology;
    b. allocating the operational budget for the LTSA for Indonesian Migrant Workers;
    c. ensuring the implementation of services for Prospective Indonesian Migrant Workers by assigning relevant Regional Apparatus personnel; and
    d. controlling the implementation of LTSA for Indonesian Migrant Workers.
(3) The LTSA for Indonesian Migrant Workers as referred to in paragraph (1) is carried out in a coordinated and integrated manner with the overall mechanism for service activities for the placement and protection of Indonesian Migrant Workers carried out by the relevant technical agencies/institutions in accordance with their respective functions, duties and authorities.
(4) Further provisions on the procedures for establishing LTSA for Indonesian Migrant Workers are regulated in a Regent Regulation.

CHAPTER VII
LEGAL, SOCIAL, AND ECONOMIC PROTECTION FOR INDONESIAN MIGRANT WORKERS

Division One
General

Article 15

(1) The Local Government provides legal, social, and economic protection for Indonesian Migrant Workers and their families.
(2) The legal, social and economic protection as referred to in paragraph (1) is provided before and after working in accordance with its authority.
(3) The legal, social and economic protection as referred to in paragraph (1) applies to:
    a. Indonesian Migrant Workers who depart through placement agencies;
    b. The Problematic Indonesian Migrant Workers ; and
    c. Individual Indonesian Migrant Workers.

Division Two
Legal Protection

Article 16

(1) Local Government provides legal protection for Indonesian Migrant Workers and their Families before and after working.
(2) The legal protection as referred to in paragraph (1) may be provided by the Local Government in the form of legal assistance.
(3) The legal protection as referred to in paragraph (1) is carried out to ensure the fulfillment of rights for Indonesian Migrant Workers and their Families.
(4) The legal protection as referred to in paragraphs (2) and (3) is carried out in accordance with the provisions of laws and regulations and/or laws of the destination country, as well as international law and customs.

Article 17

(1) In order to provide legal protection for Indonesian Migrant Workers, the Local Government disseminates information to Prospective Indonesian Migrant Workers and the public regarding the list of destination countries for placement that meet the following requirements:
    a. has laws and regulations that protect foreign workers;
    b. has a written agreement between the government of the destination country and the Government of the Republic of Indonesia; and/or
    c. has a Social Security and/or insurance system that protects foreign workers.
(2) The implementation of information dissemination as referred to in paragraph (1) is carried out in print information media and/or electronic information systems that are easily accessible to the public.

(3) The Local Government is making efforts to prevent the departure of Indonesian Migrant Workers to destination countries that fail to meet the provisions as referred to in paragraph (1).

Division Three
Social Protection

Article 18

(1) The Local Government provides social protection for Indonesian Migrant Workers and his family through:
   a. improving the quality of education and job training through standardization of work competencies;
   b. increasing the role of accreditation institutions and certification institutions;
   c. providing competent teaching and job training staff or instructors in their fields;
   d. protection policies for women and children of Indonesian Migrant Workers and/or families of an Indonesian Migrant Workers;
   e. childcare assistance for Indonesian Migrant Workers' children;
   f. provision of social protection centers for Indonesian Migrant Workers and their families in the destination country; and
   g. provision of guarantees and/or educational assistance to children of Indonesian Migrant Workers in the Region.

(2) The provision of Indonesian Migrant Worker Protection Centers in the destination country of placement as referred to in paragraph (1) subparagraph f, is carried out in collaboration and coordination with the Government and/or Provincial Government.

Division Four
Economic Protection

Article 19

(1) The Local Government provides economic protection for Indonesian Migrant Workers in accordance with its authority through:
   a. remittance management involving banking institutions or non-bank financial institutions within the country and the destination country;
   b. financial education so that Indonesian Migrant Workers and their families can manage their remittances;
   c. entrepreneurship education; and
   d. provision of education and training centers for Indonesian Migrant Worker Families.

(2) In implementing economic protection as referred to in paragraph (1), Local Government may collaborate with financial institutions, the business world, the industrial world, the community and international organizations in accordance with the provisions of Laws and Regulations.

CHAPTER VIII
INDIVIDUAL INDONESIAN MIGRANT WORKERS

Article 20

(1) Individual Indonesian Migrant Workers who will work in the destination country of placement shall fulfill the following requirements:
   a. has been accepted to work for a legal entity employer;
   b. working for a legal entity employer; and
   c. not employed in the lowest positions in each sector.

(2) The Individual Indonesian Migrant Workers as referred to in paragraph (1) shall register with the LTSA for Indonesian Migrant Workers.

(3) The registration as referred to in paragraph (2) is accompanied by documents for the Placement of Individual Indonesian Migrant Workers which include:
   a. photocopy of job invitation letter from legal entity employer;
   b. profile of legal entity Employer;
   c. photocopy of Employment Contract;
   d. photocopy of proof of participation in Social Security for employment;
   e. photocopy of Work Visa; and
   f. statement of responsibility for all employment risks experienced.

(4) The registration services as referred to in paragraphs (2) and (3) are carried out in an integrated manner through the LTSA for Indonesian Migrant Workers and are free of charge.

(5) The Local Government and Village/Subdistrict Governments may facilitate the registration of Individual Indonesian Migrant Workers with the LTSA for Indonesian Migrant Workers.

CHAPTER IX
INFORMATION SYSTEM

Article 21

(1) In order to implement the dissemination of information to the public regarding the implementation of the placement and Protection of Indonesian Migrant Workers, the Local Government may build an electronic-based information system.

(2) The Information System as referred to in paragraph (1) is integrated with the employment information system managed by the government in the employment sector and the information system managed by the Local Government.

(3) The Information System as referred to in paragraph (1) at least contains:
   a. rights and obligations of Indonesian Migrant Workers and their Family Members;
   b. job vacancies, type of work, Employer, location of work environment, and working conditions;

c. programs, access methods, and claims mechanisms for Social Security;
d. official migration procedures include the requirements, procedures and stages of safe migration;
e. placement costs in accordance with the provisions of laws and regulations;
f. the vulnerability of Indonesian Migrant Workers to human trafficking, drug syndicates, the dangers of radicalization, and health problems including women's reproductive health and mental health;
g. law and culture in the destination country;
h. Placement Agreement and employment contract;
i. the latest list of P3MI and Business Partners;
j. list of countries that are the destination for placement and prohibited countries;
k. complaint and reporting mechanisms both domestically and internationally;
l. procedures at the LTSA for Indonesian Migrant Workers;
m. wage standards;
n. data on Indonesian Migrant Workers and retired Indonesian Migrant Workers and their families; and
o. data on Indonesian Migrant Workers who departed through placement agents, Individual Indonesian Migrant Workers, Problematic Indonesian Migrant Workers.

CHAPTER X
DISPUTE RESOLUTION

Article 22

(1) Where a dispute between Indonesian Migrant Workers and P3MI on the Implementation of the Placement Agreement, both parties will seek a peaceful resolution through deliberation.
(2) Where a peaceful resolution and deliberation fails te reached, one or both parties may request assistance from the Service to resolve the problem.
(3) Where a resolution of the dispute as referred to in paragraph (2) is not reached, one or both parties may submit a claim and/or lawsuit through the courts in accordance with the provisions of Laws and Regulations.

CHAPTER XI
GUIDANCE AND SUPERVISION

Article 23

(1) Local Government provides guidance to institutions related to the placement and protection of Indonesian Migrant Workers.
(2) Guidance by the Local Government as referred to in paragraph (1) is implemented in an integrated and coordinated manner.

Article 24

The development as referred to in Article 23 is carried out through:

a. providing guidelines and implementation standards;
b. providing guidance, supervision, and consultation; and
c. performance monitoring and evaluation.

Article 25

(1) Local Government supervises the implementation of the Placement of Indonesian Migrant Workers in accordance with the provisions of Laws and Regulations.
(2) In implementing supervision as referred to in paragraph (1), the community may be involved.

CHAPTER XII
COOPERATION

Article 26

(1) Local Government may cooperate with the Government, other Local Governments, the business world, the industrial world, the community, and/or other agencies in the context of protecting Indonesian Migrant Workers.
(2) The form of cooperation as referred to in paragraph (1) may be:
    a. before and after working protection; and
    b. legal, social and economic protection.
(3) The procedures for cooperation as referred to in paragraph (1) are implemented in accordance with the provisions of Laws and Regulations.

CHAPTER XIII
FUNDING

Article 27

(1) Local Government allocates funding for the protection of Indonesian Migrant Workers from the following sources:
    a. APBD; and
    b. Other sources that are legitimate and not binding in accordance with the provisions of Laws and Regulations.
(2) Management of the funding sourced from the APBD as referred to in paragraph (1) subparagraph a is carried out in accordance with the provisions of Laws and Regulations.

CHAPTER XIV
ADMINISTRATIVE SANCTIONS

Article 28

(1) Violations of the provisions as referred to in Article 13 paragraph (2) and Article 13 paragraph (4) are subject to administrative sanctions in the form of:
    a. written warning;

b. recommendations for the temporary suspension of some or all business activities for the placement of Indonesian Migrant Workers; or
c. recommendation to revoke the permit.

(2) Further provisions on the procedures for imposing administrative sanctions as referred to in paragraph (1) are regulated in a Regent Regulation.

CHAPTER XV
CLOSING PROVISIONS

Article 29

(1) The implementing regulations for this Local Regulation shall be stipulated not exceeding one (1) year from the date of promulgation of this Local Regulation.
(2) The Regional Apparatus administering government affairs in the manpower sector has the authority and responsibility to coordinate the preparation of the implementing regulations as referred to in paragraph (1).

Article 30

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

In order to make this Regional Regulation known to the public, it is hereby ordered that it be promulgated by its publication in the Regional Gazette of the Regency of Gresik.

Enacted in Gresik
on 4 December 2025

REGENT OF GRESIK,

signed

FANDI AKHMAD YANI

Promulgated in Gresik
on 4 December 2025

REGIONAL SECRETARY
OF THE REGENCY OF GRESIK,

signed

ACHMAD WASHIL MIFTAHUL RACHMAN

REGIONAL GAZETTE OF THE REGENCY OF GRESIK YEAR 2025 NUMBER 11

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ELUCIDATION
OF
REGULATION OF THE REGENCY OF GRESIK
NUMBER 11 OF 2025
ON
IMPLEMENTATION OF THE PROTECTION
OF INDONESIAN MIGRANT WORKERS

I. GENERAL

National development is implemented in order to realize general welfare. In this national development, the workforce contributes greatly as an actor and target of sustainable economic development. In realizing general welfare, the state is responsible for fulfilling jobs. The right to work is guaranteed by the Constitution, as stated in Article 27 paragraph (2) of the 1945 Constitution of the Republic of Indonesia, which states that every Indonesian citizen has the right to work and a decent living for humanity. Every Indonesian citizen has the same rights and opportunities without discrimination to obtain work and a decent living for humanity. In addition, it also means that the Government shall strive to protect all workers, including the protection of Indonesian Migrant Workers.

The placement of Indonesian Migrant Workers abroad is one of the government's alternative efforts to address poverty and unemployment. The high flow of Indonesian Migrant Workers is caused by economic factors and limited employment opportunities, so working abroad is considered an alternative for people to achieve prosperity and a decent living. From year to year, the number of those working abroad continues to increase. The high enthusiasm of the workforce to work abroad and the large number of Indonesian Migrant Workers currently working abroad have a positive side, namely addressing some of the unemployment problems at home, but also have a negative side in the form of vulnerability to inhumane treatment of Indonesian Migrant Workers.

Efforts to improve the protection of Indonesian Migrant Workers are also the responsibility of the government, including Local governments, to improve the entire migration system for workers, reflecting humanitarian values and national dignity. These efforts must be carried out comprehensively and integrated with human resource development and welfare guarantees. Improving protection for Indonesian Migrant Workers, including protection for Indonesian Migrant Workers and their families, as well as protection for the fulfillment of all rights related to Indonesian Migrant Workers, is a manifestation of protecting the entire nation and improving the people’s welfare.

One form of protection for Indonesian Migrant Workers is through legal instruments manifested in the preparation of regulations that protect Indonesian Migrant Workers. In this regard, in order to protect Migrant Workers in Regency of Gresik, especially in the before and after working stages, a Regional Regulation on Implementation of Protection for Indonesian Migrant Workers is drafted. By referring to Law Number 18 of 2017 on the Protection of Indonesian Migrant Workers and Government Regulation Number 59 of 2021 on the Implementation of Protection for Indonesian Migrant Workers as the basis for the authority of the Local Government in providing protection for Indonesian Migrant Workers, regulatory support is needed in the Region. Therefore, through the Regulation of the Regency of Gresik on Implementation of the Protection for Indonesian Migrant Workers, it is drafted to formulate a migration system oriented towards the Protection of Indonesian Migrant Workers.

II. ARTICLE BY ARTICLE

Article 1
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Self-explanatory.

Article 3
Self-explanatory.

Article 4
Self-explanatory.

Article 5
Self-explanatory.

Article 6
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Article 7
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Article 8

Paragraph (1)

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Article 18
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Self-explanatory.

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Subparagraph b
Self-explanatory.
Subparagraph c
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Article 22

Paragraph (1)

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Self-explanatory.

Article 28

Paragraph (1)

Self-explanatory.

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Self-explanatory.

Article 29

Self-explanatory.

Article 30

Self-explanatory.

SUPPLEMENT TO THE REGIONAL GAZETTE OF THE REGENCY OF GRESIK YEAR 2025 NUMBER 11