REGULATION OF THE MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF THE REPUBLIC OF INDONESIA
NUMBER 2 OF 2026
ON
PROCEDURES FOR PLACEMENT OF INDONESIAN MIGRANT WORKERS BYPLACEMENT OPERATORS

BY THE GRACE OF ALMIGHTY GOD

THE MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/
THE HEAD OF INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF THE REPUBLIC OF INDONESIA,

Considering : that due to the institutional transformation and the transfer of institutional duties and functions, as well as to implement the provisions of Article 12 paragraph (2), Article 60, Article 61 paragraph (3) of Law Number 18 of 2017 on Protection of Indonesian Migrant Workers as repeatedly amended and most recently amended by Law Number 1 of 2026 on Criminal Adjustments; Article 16 paragraph (3) and Article 26 of Government Regulation Number 10 of 2020 on Procedures for Indonesian Migrant Workers Placement by the Indonesian Migrant Workers Protection Board; and Article 6 paragraph (3) and Article 23 paragraph (3) of Government Regulation Number 22 of 2022 on the Placement and Protection of Migrant Commercial Vessel Crews and Migrant Fishing Vessel Crews; it is necessary to issue a Regulation of the Minister of Indonesian Migrant Workers Protection/Indonesian Migrant Workers Protection Board on Procedures for Placement of Indonesian Migrant Worker by Placement Operators;

Having regard to :
1. Article 17 paragraph (3) of the 1945 Constitution of the Republic of Indonesia;
2. Law Number 39 of 2008 on 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) as amended by Law Number 61 of 2024 on Amendment to Law Number 39 of 2008 on State Ministries (State Gazette of the Republic of Indonesia Year 2024 Number 225, Supplement to the State Gazette of the Republic of Indonesia Number 6994);
3. 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) as 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);

4. Government Regulation Number 10 of 2020 on Procedures for Placement of Indonesian Migrant Workers by 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);
5. Government Regulation Number 22 of 2022 on the Placement and Protection of Migrant Commercial Vessel Crews and Migrant Fishing Vessel Crews (State Gazette of the Republic of Indonesia Year 2022 Number 132, Supplement to the State Gazette of the Republic of Indonesia Number 6799);
6. Presidential Regulation Number 165 of 2024 on Ministry of Indonesian Migrant Workers Protection (State Gazette of the Republic of Indonesia Year 2024 Number 361);
7. Presidential Regulation Number 166 of 2024 on Indonesian Migrant Workers Protection Board (State Gazette of the Republic of Indonesia Year 2024 Number 362);
8. Regulation of the Minister of Indonesian Migrant Workers Protection/Indonesian Migrant Workers Protection Board Number 1 of 2024 on Organization and Work Procedures of the Ministry of Indonesian Migrant Workers Protection/Indonesian Migrant Workers Protection Board (Official Gazette of the Republic of Indonesia Year 2024 Number 975);

HEREBY DECIDES:

To issue : REGULATION OF THE MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF THE REPUBLIC OF INDONESIA ON PROCEDURES OF PLACEMENT FOR INDONESIAN MIGRANT BY PLACEMENT OPERATORS.

## CHAPTER I
## GENERAL PROVISIONS

### Article 1

In this Ministerial/Board Regulation:

1. Prospective Indonesian Migrant Worker means any Indonesian worker who fulfils the criteria as a job seeker who will work abroad and is registered in regency/municipal government institution responsible for manpower affairs.
2. Indonesian Migrant Worker means any Indonesian citizen who will work, currently works, or has done a work for wage outside the territory of the Republic of Indonesia.
3. Migrant Commercial Vessel Crew means an Indonesian Migrant Worker who works or being employed on Foreign-

Flag Commercial Vessel by the vessels' owners or operators to carry out tasks on board according to their positions stated in the vessel's logbook.

4. Migrant Fishing Vessel Crew means an Indonesian Migrant Worker who works or being employed on a Foreign-flag Fishing Vessel by the vessel's owner or operator to carry out tasks on board according to their position stated in the vessel's logbook.
5. Indonesian Migrant Workers Placement Agency (*Perusahaan Penempatan Pekerja Migran Indonesia*), hereinafter abbreviated to as P3MI, means a business entity that is legally incorporated as a limited liability company that has obtained a written permit from the Central Government to operate the placement service of Indonesian Migrant Workers.
6. Employer means a government institution, a government legal entity, a private legal entity, and/or individual in the destination country that employs Indonesian Migrant Workers.
7. Business Partner means an institution and/or business entity that is legally incorporated in the destination country that is responsible to place Indonesian Migrant Workers to employers.
8. Placement Cooperation Agreement means a written agreement between P3MI and Business Partner or Employer that contains the rights and obligations of each party in the placement and Protection of Indonesian Migrant Workers in the destination country.
9. Indonesian Migrant Worker Placement Agreement, hereinafter referred to as Placement Agreement, means a written agreement between the Indonesian Migrant Worker placement managing unit and the Prospective Indonesian Migrant Worker which sets forth the rights and obligations of each party, for the purpose of placing Indonesian Migrant Workers in the country of placement in accordance with the provisions of laws and regulations.
10. Employment Contract means a written agreement between Indonesian Migrant Worker and Employer that contains terms of employment, rights, and obligations of each party, as well as security and safety assurance during working in accordance with the provisions of laws and regulations.
11. Seafarer's Employment Agreement (*Perjanjian Kerja Laut*), hereinafter abbreviated to as PKL, means an individual Employment Contract made and signed between ship crew and a party acting for and on behalf of the Employer or principal, which sets forth the rights and obligations of the parties and is legalized by the harbourmaster.
12. Principal means service users of Migrant Commercial Vessel Crews and Migrant Fishing Vessel Crews who have position as vessel owner or vessel operator who employs Migrant Commercial Vessel Crews and Migrant Fishing Vessel Crews.
13. Work Visa means a written permit that is given by an authorized official in a country of destination which contains an approval to enter and perform work in the related country.
14. License of Recruitment of Indonesian Migrant Workers, (*Surat Izin Perekrutan Pekerja Migran Indonesia*), hereinafter referred to as SIP2MI, means a permit that is given by the Minister/Head to P3MI that is used to place Prospective Indonesian Migrant Workers.

15. Social Security means one of the social protection forms to ensure that all citizens can fulfill their basic needs appropriately.
16. Pre-Departure Orientation (*Orientasi Pra Pemberangkatan*), hereinafter referred to as OPP, means the activity of debriefing and disseminating information to Prospective Indonesian Migrant Workers who will go to work abroad so that Indonesian Migrant Workers will have mental and knowledge readiness to work abroad, understand their rights and obligations and be able to overcome problems that will possibly be faced.
17. Authorized Official means labour attaché, appointed foreign affairs official, or local worker who has competency and has been assigned by the Indonesian Mission in the country of placement.
18. Public Employment Service Officer means a civil servant who is assigned the tasks, responsibilities, and authority to conduct placement services.
19. Computerized System for the Protection of Indonesian Migrant Workers (*Sistem Komputerisasi Pelindungan Pekerja Migran Indonesia*), hereinafter referred to as Sisko P2MI, means an administrative service system for the placement of Indonesian Migrant Workers.
20. Electronic Indonesian Migrant Worker Card (*Kartu Pekerja Migran Indonesia Elektronik*), hereinafter referred to as E-KPMI, means an electronic proof for Indonesian Migrant Workers who have fulfilled the requirements and procedures to work in the country of placement.
21. Indonesian Missions Abroad, hereinafter referred to as Indonesian Missions means the diplomatic and consular representatives of the Republic of Indonesia who officially represent and strive for the interests of the nation, country, and government of the Republic of Indonesia in the destination country or in an international organization.
22. Indonesian Economic and Trade Office (*Kantor Dagang dan Ekonomi Indonesia*) hereinafter abbreviated to KDEI means a non-governmental economic agency domiciled in Taipei.
23. Ministry of Indonesian Migrant Workers Protection (*Kementerian Pelindungan Pekerja Migran Indonesia*) hereinafter referred to as KP2MI means the ministry administering governmental sub-affairs of Indonesian Migrant Worker protection constituting the scope of government affairs in the field of manpower.
24. Indonesian Migrant Worker Protection Board (*Badan Pelindungan Pekerja Migran Indonesia*) hereinafter abbreviated to BP2MI means a non-ministerial government board implementing governmental duties in the field of Indonesian Migrant Worker protection.
25. Local Government means the head of the region as the local government administrator who leads the implementation of government affairs under the authority of the autonomous region.
26. Village Government means the head of the village or referred to by another name, assisted by village officials as the elements of the village government administration.
27. Technical Implementing Unit of the Ministry of Indonesian Migrant Protection/Indonesian Protection Board (*Unit Pelaksana Teknis Kementerian Pelindungan Pekerja Migran Indonesia/Badan Pelindungan Pekerja Migran Indonesia*), hereinafter referred to as UPT KP2MI/BP2MI, means a technical implementing unit of KP2MI/BP2MI conducting

technical operational duties and/or certain supporting technical duties of KP2MI/BP2MI in accordance with the provisions of laws and regulations.

28. Integrated One-Stop Service for Placement and Protection of Indonesian Migrant Workers (*Layanan Terpadu Satu Atap Penempatan dan Perlindungan Pekerja Migran Indonesia*), hereinafter referred to as Indonesian Migrant Workers' LTSA, means a service system for information dissemination, requirements fulfilment, and problems settlement of Indonesian Migrant Workers and/or prospective Indonesian Migrant Workers that is integrated in a cheap, simple, and fast public services without any discrimination.
29. Minister means the minister administering governmental sub-affairs of Indonesian Migrant Worker protection constituting the scope of government affairs in the field of manpower.
30. Head means the head administering government duties in the field of Indonesian Migrant Workers protection.

Article 2

(1) Any Indonesian Migrant Workers who will work abroad must satisfy the following requirements:
   a. being an age minimum of 18 (eighteen) years old;
   b. having competency;
   c. being physically and mentally healthy;
   d. being registered and having a Social Security membership number; and
   e. possessing complete required documents.

(2) Indonesian Migrant Workers as referred to in paragraph (1) includes Indonesian Migrant Workers who work as Migrant Commercial Vessel Crews dan Migrant Fishing Vessel Crews.

Article 3

(1) Indonesian Migrant Workers placement by placement operator is conducted into several stages:
   a. before work;
   b. during work; and
   c. after work.

(2) Placement
operator as referred to in paragraph (1) consists of:
   a. KP2MI/BP2MI;
   b. P3MI; and
   c. company that places Indonesian Migrant Workers for the company's interest.

## CHAPTER II
## INDONESIAN MIGRANT WORKERS PLACEMENT BY MINISTRY OF INDONESIAN MIGRANT WORKERS PROTECTION/INDONESIAN MIGRANT WORKERS PROTECTION BOARD

### Division One
### General

Article 4

(1) Indonesian Migrant Workers placement by KP2MI/BP2MI is conducted based on:

a. a written agreement between the government and the government of the country of Employer of Indonesian Migrant Workers; or
b. a written agreement between government with Employer that is legal entity in the country/region of placement.

(2) Placement of Indonesian Migrant Workers who work as Migrant Commercial Vessel Crews and Migrant Fishing Vessel Crews by KP2MI/BP2MI is conducted based on:
a. a written agreement between the government and the government of the country of Employer of Indonesian Migrant Workers; or;
b. a written agreement between the government with Employer that is legal entity or Principal in the country/region of placement.

## Division Two
## Before Work

### Subdivision 1
### General

#### Article 5

(1) Before work stage for Prospective Indonesian Migrant Workers who are placed by KP2MI/BP2MI consists of:
a. information provision;
b. registration;
c. selection;
d. medical examination and psychological assessment;
e. signing of Placement Agreement;
f. registration of Social Security membership;
g. processing of Work Visa;
h. implementation OPP;
i. signing of Employment Contract; and
j. departure.

(2) The stage of processing of Work Visa as referred to in paragraph (1) subparagraph g for Migrant Commercial Vessel Crews or Migrant Fishing Vessel Crews is conducted if required by the country/region of placement.

(3) For Indonesian Migrant Workers who work as Migrant Commercial Vessel Crews or Migrant Fishing Vessel Crews in the stages as referred to in paragraph (1) subparagraph i may be in the form of the signing of PKL.

(4) The implementation of the sequence of before work stages as referred to in paragraph (1) may be adjusted based on the agreement between KP2MI/BP2MI with:
a. government of the country of the Employer; and/or
b. Employer legal entity or Principal that is legal entity in the country/region of placement.

### Subdivision 2
### Information Provision

#### Article 6

(1) The information provision as referred to in Article 5 paragraph (1) subparagraph a to Prospective Indonesian Migrant Workers at least contains:
a. labour market;
b. procedures of placement and protection for Indonesian Migrant Workers; and
c. work conditions abroad.

(2) The information regarding the labour market as referred to in paragraph (1) subparagraph a constitutes overseas labour market information, which contains at least:
a. the country/region of placement;
b. type of designation;
c. designation requirements;
d. job description;
e. number of demand;
f. job sector;
g. term of Employment Contract or PKL; and
h. monthly wage or salary.

(3) The information regarding the procedures for placement and protection of Indonesian Migrant Workers as referred to in paragraph (1) subparagraph b at least contain the procedures and stages of the placement process, including placement costs, the required placement documents, and the procedures for the protection of Indonesian Migrant Workers.

(4) The information regarding work conditions abroad as referred to in paragraph (1) subparagraph c contains at least:
a. laws and regulations;
b. socio-culture;
c. situation and condition in the country/region of placement;
d. rights and responsibilities; and
e. other facilities obtained in work site/environment.

(5) The information provision as referred to in paragraph (1) is conducted by:
a. online; and/or
b. offline.

(6) The information provision as referred to in paragraph (1) is conducted by KP2MI/BP2MI cooperated with regency/municipal Government and Village Government and may involve related ministries/institutions.

(7) The online information provision as referred to in paragraph (5) subparagraph a is conducted through official publication media of KP2MI/BP2MI, UPT of KP2MI/BP2MI, ministries/institutions, regency/municipal Government and/or Village Government.

(8) The offline information provision as referred to in paragraph (5) subparagraph b is conducted by KP2MI/BP2MI, UPT of KP2MI/BP2MI, ministries/institutions, regency/municipal Government, Village Government, and/or Indonesian Migrant Workers' LTSA.

Subdivision 3
Registration

Article 7

(1) The registration of Prospective Indonesian Migrant Workers as referred to in Article 5 paragraph (1) subparagraph b is conducted by the following stages:
a. the creating of Sisko P2MI account; and
b. selection of job opportunity.

(2) The registration as referred to in paragraph (1) shall be exempt from fees.

Article 8

(1) The creating of Sisko P2MI account as referred to in Article 7 paragraph (1) subparagraph a is conducted by filling data of:
   a. population registration number;
   b. full name;
   c. date of birth;
   d. name of biological mother;
   e. email address; and
   f. telephone number.

(2) A Prospective Indonesian Migrant Worker who has created the Sisko P2MI account as referred to in paragraph (1) fulfills the profile of Prospective Indonesian Migrant Workers which consists of:
   a. personal details;
   b. data of parents; and
   c. data of domiciles in terms of address of domicile not in accordance with address drafted in the resident identity card.

(3) The prospective Indonesian Migrant Worker who has created the Sisko P2MI account may select the desired country/region of placement.

Article 9

(1) The selection of job opportunities as referred to in Article 7 paragraph (1) subparagraph b is conducted by:
   a. log in using the Sisko P2MI account;
   b. selecting job opportunities and uploading required documents, consisting of:
      1. family card;
      2. certificate of marital status, for those who have married by attaching copy of marriage book;
      3. letter of consent from husband or wife, parental consent, guardianship consent that is acknowledged by village head or *lurah*;
      4. certificate of work competency;
      5. certificate of health; and
      6. card of national health security membership program.

(2) In addition to the required documents as referred to in paragraph (1) subparagraph b, Prospective Indonesian Migrant Workers must upload other documents if required by the country/region of placement.

(3) The certificate of work competency as referred to in paragraph (1) subparagraph b point 4 is issued by an independent institution established to carry out work competency certification.

(4) Where a certification scheme is not yet available for a specific position, the work competency certificate as referred to in paragraph (1) subparagraph b point 4 may be replaced by a diploma or other skill certificates that prove the Prospective Indonesian Migrant Workers possess the required competencies.

(5) The diploma or other skill certificates as referred to in paragraph (4) is obtained from:
   a. formal or informal/non-formal educational institutions, domestically or abroad;
   b. institutions conducting work competency training, domestically or abroad;
   c. other institutions designated by the government; or

d. institutions agreed upon bilaterally between the Government of Indonesia and the government of the country/region of placement.

(6) A Prospective Indonesian Migrant Worker is responsible for the completeness and validity of the required documents uploaded as referred to in paragraph (1).

(7) KP2MI/BP2MI issues a receipt of registration for Prospective Indonesian Migrant Workers who have uploaded the registration documents.

(8) Prospective Indonesian Migrant Workers must present the receipt of registration as referred to in paragraph (7) during the document verification process.

Subdivision 4
Selection

Article 10

(1) Prospective Indonesian Migrant Worker who has registered must participate in the selection process as referred to in Article 5 paragraph (1) subparagraph c.

(2) The selection as referred to in paragraph (1) consists of:
a. administrative selection; and
b. technical selection.

(3) The selection as referred to in paragraph (2) is conducted by KP2MI/BP2MI.

(4) The administrative selection as referred to in paragraph (2) subparagraph a includes the verification of required documents as referred to in Article 9 paragraph (1) subparagraph b and paragraph (2).

(5) The verification of required documents as referred to in paragraph (4) is conducted by KP2MI/BP2MI through Sisko-P2MI.

(6) To ensure the conformity of the required documents as referred to in paragraph (4), KP2MI/BP2MI may request the original required documents from the Prospective Indonesian Migrant Workers.

(7) The technical selection as referred to in paragraph (2) subparagraph b is conducted in accordance with the request of the government of the country of Employer of Indonesian Migrant Workers or Employer that is legal entity in the country/region of placement as agreed upon by KP2MI/BP2MI.

(8) In conducting the technical selection as referred to in paragraph (7), KP2MI/BP2MI may coordinate with and involve the government of the country of the Employer of Indonesian Migrant Workers or Employer that is legal entity in the country/region of placement.

(9) The implementation of the selection for Prospective Indonesian Migrant Workers as referred to in paragraphs (1) to (8) apply mutatis mutandis to prospective Migrant Commercial Vessel Crews and prospective Migrant Fishing Vessel Crews placed by KP2MI/BP2MI.

(10) KP2MI/BP2MI announces the results of the technical selection through Sisko P2MI and the official publication media of KP2MI/BP2MI.

Subdivision 5
Medical Examination and Psychological Assessment

Article 11

(1) A Prospective Indonesian Migrant Worker who has passed the selection as referred to in Article 10 must carry out a medical examination and psychological assessment.
(2) The medical examination as referred to in paragraph (1) is carried out at health service facilities designated in accordance with the provisions of laws and regulations.
(3) The psychological assessment as referred to in paragraph (1) is conducted at health service facilities, psychological institute, or other psychological assessment venues designated in accordance with the provisions of laws and regulations.
(4) The results of the medical examination and psychological assessment as referred to in paragraph (1) are in the form of a certificate in accordance with the provisions of laws and regulations.

Subdivision 6
Signing of Placement Agreement

Article 12

(1) A Prospective Indonesian Migrant Worker who has passed the selection, have the results of a medical examination and psychological assessment, and have a passport of the Republic of Indonesia and/or a seafarer's book, must sign the Placement Agreement as referred to in Article 5 paragraph (1) subparagraph e.
(2) The Placement Agreement as referred to in paragraph (1) is signed by KP2MI/BP2MI and Prospective Indonesian Migrant Workers.
(3) The signing of the Placement Agreement as referred to in paragraph (2) is carried out in accordance with the agreement between KP2MI/BP2MI and the government of the country of Employer of Indonesian Migrant Workers, Employer that is legal entity, or Principal that is legal entity in the country/region of placement.
(4) The standard format of the Placement Agreement between KP2MI/BP2MI and Prospective Indonesian Migrant Worker as referred to in paragraph (2) is set out in Annex I as an integral part of this Ministerial/Board Regulation.

Article 13

The Placement Agreement that has been signed as referred to in Article 12 is uploaded by KP2MI/BP2MI through Sisko P2MI.

Subdivision 7
Social Security Membership

Article 14

(1) A Prospective Indonesian Migrant Worker shall be a member in the Social Security for Employment program as referred to in Article 5 paragraph (1) subparagraph f for before working, during working, and after working protection, in accordance with the provisions of laws and regulations.
(2) Membership in the Social Security for Employment program for before working protection as referred to in paragraph (1) is carried out through registration and

payment of contributions after the Prospective Indonesian Migrant Workers sign the Placement Agreement.

(3) Membership in the Social Security for Employment program for protection during working and after working as referred to in paragraph (1) is carried out through registration and payment of contributions after Prospective Indonesian Migrant Workers have completed the OPP.

(4) The stages of membership in the Social Security for Employment program for protection before working, during working, and after working protection as referred to in paragraphs (2) and (3) may be adjusted to the Indonesian Migrant Worker placement process by KP2MI/BP2MI as agreed upon by the government of the country of Employer of Indonesian Migrant Workers, Employer that is legal entity, or legally incorporated Principal in the country/region of placement.

Subdivision 8
Processing of Work Visa

Article 15

(1) Prospective Indonesian Migrant Worker shall possess a Work Visa as referred to in Article 5 paragraph (1) subparagraph g in accordance with the requirements and provisions of the country/region of placement.

(2) KP2MI/BP2MI facilitates the process of obtaining the Work Visa application process in accordingly with the provisions of the country/region of placement.

(3) The requirement to possess a Work Visa as referred to in paragraph (1) for Indonesian Migrant Workers working as Migrant Commercial Vessel Crews and Migrant Fishing Vessel Crews is exempted if it is not required by the country/region of placement.

Subdivision 9
Implementation of Pre-Departure Orientation

Article 16

(1) A Prospective Indonesian Migrant Worker who will be dispatched abroad must participate in the OPP as referred to in Article 5 paragraph (1) subparagraph h.

(2) The OPP as referred to in paragraph (1) is organized by KP2MI/BP2MI.

(3) KP2MI/BP2MI in organizing the OPP as referred to in paragraph (2) may cooperate with relevant institution.

(4) The procedures for the implementation of the OPP for Prospective Indonesian Migrant Workers placed by KP2MI/BP2MI are determined by the Minister/Head.

Subdivision 10
Signing of Employment Contract

Article 17

(1) The signing of the Employment Contract as referred to in Article 5 paragraph (1) subparagraph i is carried out by:
   a. Employer and Prospective Indonesian Migrant Workers; or
   b. a party acting for and on behalf of the Employer or Principal and the prospective Migrant Commercial Vessel Crew or prospective Migrant Fishing Vessel Crew, or PKL.

(2) The signing of the Employment Contract or PKL as referred to in paragraph (1) may be conducted during the OPP or in accordance with the agreement between KP2MI/BP2MI and the country government of Indonesian Migrant Workers, Employer that is legal entity, or Principal that is legal entity in the country/region of placement.
(3) The Employment Contract or PKL as referred to in paragraph (1) is effective as of the date of work commencement of Indonesian Migrant Workers.
(4) The Employment Contract or PKL as referred to in paragraph (1) may be extended in accordance with the agreement between the Employer or Principal and the Indonesian Migrant Workers.
(5) Provisions on the standard, signing, and verification of the Employment Contract of Indonesian Migrant Workers is implemented in accordance with the provisions of laws and regulations.

Subdivision 11
Departure

Article 18

(1) A Prospective Indonesian Migrant Workers who has met the requirements of working abroad, before departing, must conduct biometric data collection through Sisko P2MI.
(2) The biometric data collection as referred to in paragraph (1) is conducted on the Prospective Indonesian Migrant Workers directly.
(3) The biometric data collection through Sisko P2MI as referred to in paragraph (1) is conducted during the OPP.
(4) Where the OPP is conducted online, the biometric data collection may be conducted prior to departure.
(5) The data of the Prospective Indonesian Migrant Worker as referred to in paragraphs (2) and (4) is recorded in Sisko-P2MI.
(6) Prospective Indonesian Migrant Workers who have been recorded will receive an E-KPMI.
(7) To obtain the E-KPMI as referred to in paragraph (6), Prospective Indonesian Migrant Workers shall be exempt from fee.

Article 19

(1) A Prospective Indonesian Migrant Workers who has been recorded in Sisko P2MI and has obtained an E-KPMI as referred to in Article 18 paragraph (6) have their departure facilitated by KP2MI/BP2MI.
(2) KP2MI/BP2MI informs the departure data of the Indonesian Migrant Workers in an integrated manner through Sisko P2MI and/or through official letter to Indonesian Missions or KDEI, with a copy to a Minister administering government foreign affair.

Division Three
During Work

Article 20

(1) An Indonesian Migrant Worker who has arrived in the country/region of placement report their arrival to the Authorized Officials through an integrated system and/or through official letter to Indonesian Missions or KDEI, with

a copy to a Minister administering government foreign affair.

(2) The Authorized Official as referred to in paragraph (1) conducts data collection on the arrival and presence of Indonesian Migrant Workers based on the data submitted by KP2MI/BP2MI.

(3) The Authorized Official provides pre-work orientation for Indonesian Migrant Workers upon arrival in the country/region of placement.

Article 21

(1) Indonesian Migrant Workers receive a before work orientation conducted by the Employer or Principal in accordance with the provisions in the country/region of placement.

(2) Indonesian Migrant Workers who have received the before work orientation as referred to in paragraph (1) commence work for the Employer or Principal in accordance with the Employment Contract or PKL.

Article 22

(1) Where the Employment Contract or PKL has expired, Indonesian Migrant Workers report their return to the Authorized Official.

(2) The repatriation process of Indonesian Migrant Workers and the fulfillment of their rights are the responsibility of the Employer or Principal in accordance with the Employment Contract or PKL.

(3) Authorized Officials ensure the fulfillment of the rights of Indonesian Migrant Workers prior to their return to Indonesia.

(4) Indonesian Missions or KDEI facilitates the repatriation of Indonesian Migrant Workers in terms of processing travel documents for repatriation.

Division Four
After Work

Article 23

(1) KP2MI/BP2MI conducts data collection on the repatriation of Indonesian Migrant Workers.

(2) In conducting data collection as referred to in paragraph (1), KP2MI/BP2MI cooperates with the Local Government.

Article 24

(1) Where Indonesian Migrant Workers experience problems based on reports from the Authorized Official, KP2MI/BP2MI facilitates repatriation services for the Indonesian Migrant Workers from the Indonesian departure point to their area of origin.

(2) In facilitating the repatriation services as referred to in paragraph (1), KP2MI/BP2MI may coordinate with ministries/agencies, Local Governments, Village Governments, and/or relevant stakeholders in accordance with the provisions of laws and regulations.

(3) The facilitation of repatriation services as referred to in paragraph (1) is implemented in accordance with the provisions of laws and regulations.

## CHAPTER III
## PLACEMENT OF INDONESIAN MIGRANT WORKERS BY INDONESIAN MIGRANT WORKERS PLACEMENT AGENCY

### Division One
### General

#### Article 25

(1) P3MI that intend to place Prospective Indonesian Migrant Workers, including prospective Migrant Commercial Vessel Crews or Migrant Fishing Vessel Crews shall possess a SIP2MI.
(2) To obtain the SIP2MI as referred to in paragraph (1), P3MI must submit an application to the Minister/Head by attaching the following documents:
    a. Placement Cooperation Agreement;
    b. request letter for Indonesian Migrant Workers from Employer;
    c. draft Placement Agreement; and
    d. draft Employment Contract.
(3) For P3MI that place Indonesian Migrant Workers who work as Migrant Commercial Vessel Crews or Migrant Fishing Vessel Crews, to obtain a SIP2MI, P3MI submit an application to the Minister/Head by attaching the following documents:
    a. agency agreement between P3MI with Employer or Principal; and
    b. draft Placement Agreement.
(4) The application for a SIP2MI as referred to in paragraphs (1), (2), and (3) is carried out in accordance with the provisions of laws and regulations.

#### Article 26

(1) KP2MI/BP2MI and P3MI provide information by online and/or offline regarding:
    a. labour market;
    b. procedures of placement and protection for Indonesian Migrant Workers; and
    c. working condition abroad.
(2) The information on labour market as referred to in paragraph (1) subparagraph a is foreign job market at least consists of:
    a. job vacancy;
    b. the country/region of placement;
    c. job positions;
    d. job requirements; and
    e. monthly wage or salary.
(3) The information on the procedures of placement and protection for Indonesian Migrant Workers as referred to in paragraph (1) subparagraph b at least includes:
    a. procedures and stages of the placement process for Prospective Indonesian Migrant Workers;
    b. completeness of placement documents for Indonesian Migrant Workers;
    c. placement costs and their payment mechanisms; and
    d. procedures of protection for Indonesian Migrant Workers.
(4) The information on working condition abroad as referred to in paragraph (1) subparagraph c consists of:

a. laws and regulations in the country/region of placement;
b. socio-culture in the country/region of placement;
c. situation and condition in the country/region of placement;
d. rights and responsibilities of Indonesian Migrant Workers; and
e. other facilities obtained in work site or environment.

(5) Information provision as referred to in paragraph (1) may be carried through Indonesian Migrant Workers' LTSA, UPT) of KP2MI/BP2MI, provincial Government, regency/municipal Government, or may involve ministries/institutions or Village Government.

Division Two
Before Working

Subdivision 1
General

Article 27

(1) The before work stages for Prospective Indonesian Migrant Workers placed by a P3MI includes:
a. registration;
b. selection;
c. fulfillment of documents;
d. OPP; and
e. departure.

(2) The before work stages as referred to in paragraph (1) for prospective Migrant Commercial Vessel Crews or prospective Migrant Fishing Vessel Crews may be adjusted in accordance with the needs of the Employer or Principal.

Subdivision 2
Registration

Article 28

(1) Foreign job seekers who intend to become Prospective Indonesian Migrant Workers conduct registration as referred to in Article 27 paragraph (1) subparagraph a through Sisko- P2MI and shall be exempt from fees.

(2) The registration as referred to in paragraph (1) is conducted by the following stages:
a. creating Sisko P2MI account;
b. selecting P3MI;
c. selecting type of designation;
d. selecting selection venue; and
e. uploading required documents.

Article 29

(1) The creating of Sisko P2MI account as referred to in Article 28 paragraph (2) subparagraph a is conducted by filling the following data:
a. population registration number;
b. full name;
c. date of birth;
d. name of biological mother;
e. email address; and
f. telephone number.

(2) The foreign job seekers who have created account as referred to in paragraph (1) fulfill the profile of foreign job seekers which consists of:
   a. personal details;
   b. data of parents; and
   c. data of domiciles in terms of address of domicile not in accordance with address drafted in the resident identity card.

Article 30

(1) A Foreign job seeker who has created a SiskoP2MI account as referred to in Article 29, selects a P3MI as referred to in Article 28 paragraph (2)subparagraph b, select a type of designation as referred to in Article 28 paragraph (2)subparagraph c, selects a selection venue as referred to in Article 28 paragraph (2)subparagraph d, and upload required documents as referred to in Article 28 paragraph (2)subparagraph e.
(2) The required documents as referred to in paragraph (1) include:
   a. photograph;
   b. resident identity card or certificate of electronic resident identity card;
   c. certificate of marital status, for those who have married by attaching copy of marriage book;
   d. letter of consent from husband or wife, parental consent, guardianship consent that is acknowledged by village head or *lurah* or other names;
   e. certificate of work competency; and
   f. card of national health Social Security membership.
(3) In addition to the required documents as referred to in paragraph (2), foreign job seekers may upload other documents if required by the country/region of placement.
(4) The certificate of work competency as referred to in paragraph (2) subparagraph e is issued by an independent institution established to conduct work competency certification.
(5) Where a certification scheme for a specific position has not been available, the certificate of work competency as referred to in paragraph (4) may be replaced by a diploma, portfolio, or other skill certificates that prove foreign job seeker possesses the required competencies.
(6) The diploma or other skill certificates as referred to in paragraph (5) are obtained from:
   a. formal or informal/non-formal educational institutions, domestically or abroad;
   b. institutions conducting work competency training, domestically or abroad;
   c. other institutions designated by the government; or
   d. institutions agreed upon bilaterally between the Government of Indonesia and the government of the country/region of placement.
(7) The foreign job seeker is responsible for ensuring the completeness and validity of the required documents uploaded as referred to in paragraphs (2) and (3).
(8) The documents as referred to in paragraphs (2) and (3) are verified by verifier through Sisko P2MI.
(9) Where the document verification as referred to in paragraph (8) is declared complete, foreign job seeker becomes a Prospective Indonesian Migrant Worker.

Subdivision 3
Selection

Article 31

(1) A Prospective Indonesian Migrant Worker who has conducted registration may follow the selection process as referred to in Article 27 paragraph (1) subparagraph b.
(2) The selection as referred to in paragraph (1) is in accordance with qualification of designation required in the request letter for Indonesian Migrant Workers drafted in the SIP2MI.
(3) The selection as referred to in paragraph (1) is conducted by the following stages:
    a. P3MI contacts Prospective Indonesian Migrant Workers who have been selected to follow the selection process; and
    b. P3MI determines time, location, and method of the selection, either online or offline by coordinating with regency/municipal Government or KP2MI/BP2MI.
(4) The selection as referred to in paragraph (1) may involve Employer or Business Partner and involve Public Employment Service Officers or appointed officers in regency/municipal Government or KP2MI/BP2MI.
(5) P3MI announces Prospective Indonesian Migrant Workers who have passed the selection process through Sisko P2MI.

Subdivision 4
Fulfillment of Documents

Article 32

(1) A Prospective Indonesian Migrant Worker who has been declared to have passed the selection as referred to in Article 31 paragraph (5) must fulfill the document requirements as referred to in Article 27 paragraph (1) subparagraph c.
(2) The fulfillment of documents as referred to in paragraph (1) includes:
    a. Placement Agreement;
    b. the result of medical examination and psychological assessment;
    c. Social Security;
    d. passport of the Republic of Indonesia;
    e. seafarer's book for Migrant Commercial Vessel Crews or Migrant Fishing Vessel Crews;
    f. Work Visa; and/or
    g. Employment Contract or PKL.
(3) The fulfillment of documents as referred to in paragraph (1) is facilitated by the P3MI.
(4) P3MI is responsible for the fulfillment of documents as referred to in paragraph (2) that are issued or verified by the relevant agencies, officials, or authorized parties.

Article 33

(1) A Prospective Indonesian Migrant Worker who has passed the selection must sign a Placement Agreement as referred to in Article 32 paragraph (2) subparagraph a.
(2) The Placement Agreement as referred to in paragraph (1) is signed by the President Director of the P3MI and Prospective Indonesian Migrant Worker.
(3) The President Director of the P3MI as referred to in paragraph (2) may grant signing authority to the Head of

the P3MI Branch Office through a power of attorney for signing the Placement Agreement.

(4) The signing of the Placement Agreement as referred to in paragraph (1) must be acknowledged by a Public Employment Service Officers or an appointed officer.

(5) The Public Employment Service Officer or appointed officer as referred to in paragraph (4) first explains the contents of the Placement Agreement and ensures that the Prospective Indonesian Migrant Worker understands the entire content of the Placement Agreement.

(6) The explanation of the Placement Agreement contents as referred to in paragraph (5) is conducted online or offline.

(7) The standard format of the Placement Agreement between the P3MI and Prospective Indonesian Migrant Workers as referred to in paragraph (1) is set out in Annex I as an integral part of this Ministerial/Board Regulation.

Article 34

(1) A Prospective Indonesian Migrant Worker who has passed the selection process must conduct a medical examination and psychological assessment.

(2) The medical examination as referred to in paragraph (1) is conducted at a health care facility designated in accordance with the provisions of laws and regulations.

(3) The psychological assessment as referred to in paragraph (1) is conducted at a health care facility, psychological institute, or other psychological assessment venue designated in accordance with the provisions of laws and regulations.

(4) The results of the medical examination and psychological assessment as referred to in paragraph (1) are in the form of a certificate in accordance with the provisions of laws and regulations.

Article 35

(1) Prospective Indonesian Migrant Workers shall be a member in the Social Security for employment program as referred to in Article 32 paragraph (2) subparagraph c for before working, during working, and after working -, and protection in accordance with the provisions of laws and regulations.

(2) Membership in the Social Security for employment program for before working protection as referred to in paragraph (1) is carried out by registering and paying contributions after Prospective Indonesian Migrant Workers sign a Placement Agreement.

(3) Membership in the Social Security for employment program for protection during working and after working as referred to in paragraph (1) is carried out by registering and paying contributions before Prospective Indonesian Migrant Workers are registered with the OPP.

Article 36

(1) Prospective Indonesian Migrant Workers, including Migrant Commercial Vessel Crews and Migrant Fishing Vessel Crews shall possess a passport of the Republic of Indonesia as referred to in Article 32 paragraph (2) subparagraph d.

(2) Prospective Migrant Commercial Vessel Crews or prospective Migrant Fishing Vessel Crews shall possess a

seafarer's book as referred to in Article 32 paragraph (2) subparagraph e.

(3) The processing of a passport of the Republic of Indonesia as referred to in paragraph (1) is carried out in accordance with the provisions of laws and regulations on immigration.

Article 37

(1) A Prospective Indonesian Migrant Worker shall possess a Work Visa as referred to in Article 32 paragraph (2) subparagraph f in accordance with the requirements and conditions of the country/region of placement.

(2) Ownership of a Work Visa for Indonesian Migrant Workers who work as Migrant Commercial Vessel Crews and Migrant Fishing Vessel Crews is required by the country/region of placement.

(3) A Work Visa as referred to in paragraph (1) for Indonesian Migrant Workers who work as Migrant Commercial Vessel Crews or Migrant Fishing Crews can be in the form of an OK to board or a letter of guarantee.

(4) P3MI facilitates the processing of Work Visa for Prospective Indonesian Migrant Workers as referred to in paragraph (1) in accordance with the provisions of the country/region of placement.

Article 38

(1) Prospective Indonesian Migrant Workers, including those who work as Migrant Commercial Vessel Crews and Migrant Fishing Vessel Crews, sign an Employment Contract or PKL as referred to in Article 32 paragraph (2) subparagraph g.

(2) The Employment Contract as referred to in paragraph (1) is signed by the Employer and Prospective Indonesian Migrant Workers.

(3) The Employment Contract or PKL as referred to in paragraph (1) is signed by the party acting for and on behalf of the Employer or Principal and the prospective Migrant Commercial Vessel Crews or prospective Migrant Fishing Vessel Crews.

(4) The Employment Contract or PKL as referred to in paragraphs (1) and (2) is effective upon the arrival of Indonesian Migrant Workers in the country/region of placement.

(5) The Employment Contract or PKL as referred to in paragraph (1) may be amended or extended in accordance with the agreement between Indonesian Migrant Workers and the Employer or Principal.

(6) The standard, signing, and verification of the Employment Contract or PKL are in accordance with the provisions of laws and regulations.

Subdivision 5
Pre-Departure Orientation

Article 39

(1) A Prospective Indonesian Migrant Worker who has completed the required document requirements shall participate in the OPP process as referred to in Article 27 paragraph (1) subparagraph d.

(2) P3MI registers Prospective Indonesian Migrant Workers for OPP through the Sisko P2MI.

(3) The OPP registration as referred to in paragraph (2) requires the attachment of the required documents, including:
   a. passport of the Republic of Indonesia;
   b. Work Visa; and
   c. Employment Contract or PKL.
(4) The completeness of the required documents as referred to in paragraph (3) is verified by a Public Employment Service Officer or an appointed officer.
(5) Prospective Indonesian Migrant Workers must participate in the OPP according to the established schedule.
(6) Procedures for implementing the OPP for Prospective Indonesian Migrant Workers placed by P3MI are determined by the Minister/Head.

Article 40

(1) Prospective Indonesian Migrant Workers who have participated in the OPP process as referred to in Article 39 must conduct biometric data matching.
(2) The biometric data matching as referred to in paragraph (1) is conducted directly with Prospective Indonesian Migrant Workers.
(3) Where biometric data matching for Indonesian Migrant Workers as Migrant Commercial Vessel Crews and Migrant Fishing Vessel Crews as referred to in paragraph (2) cannot be conducted directly, biometric data matching can be conducted through the Sisko P2MI.
(4) Prospective Indonesian Migrant Worker data as referred to in paragraph (2) is recorded in Sisko P2MI.
(5) Prospective Indonesian Migrant Workers who have been recorded in Sisko P2MI as referred to in paragraph (3) receive an E-KPMI.
(6) To obtain E-KPMI as referred to in paragraph (5), Prospective Indonesian Migrant Workers shall be exempt from fees.

Subdivision 6
Departure

Article 41

(1) P3MI shall facilitate departures and inform Prospective Indonesian Migrant Workers who have received E-KPMI of the departure schedule.
(2) P3MI shall submit a report on each departure of prospective Indonesian Migrant Workers as referred to in paragraph (1) to the Minister/Head with a copy to Indonesian Missions or KDEI through an integrated information system and/or by official letter.

Division Three
During Work

Article 42

(1) An Authorized Official conducts data collection on the arrival of Indonesian Migrant Workers.
(2) The data collection as referred to in paragraph (1) is conducted through an integrated information system.
(3) Authorized Official provides pre-work orientation to Indonesian Migrant Workers to increase their capacity, particularly in understanding the laws and customs of the country/region of placement.

Article 43

(1) P3MI conducts monitoring and ensures protection for Indonesian Migrant Workers at all stages during work.
(2) To perform the monitoring as referred to in paragraph (1), the Employer, Principal, and/or Business Partner may be involved.
(3) P3MI shall report the results of monitoring Indonesian Migrant Workers at during work stage at least once during work employment to the Minister/Head through the Director General of Placement with a copy to the Authorized Official.

Article 44

(1) P3MI shall report data on the repatriation and/or extension of the Employment Contract of Indonesian Migrant Workers placed to Indonesian Missions or KDEI and KP2MI/BP2MI through an integrated information system and/or through an official letter to Indonesian Missions or KDEI with a copy to the minister administering government affairs in the field of foreign relationship.
(2) The reports of data on the repatriation and/or extension of the Employment Contracts of Indonesian Migrant Workers as referred to in paragraph (1) are verified by an Authorized Official.
(3) If not reporting the data as referred to in paragraph (1), P3MI may be subject to administrative sanctions in accordance with the provisions of laws and regulations.

Division Four
After Work

Article 45

(1) KP2MI/BP2MI conducts data collection on the repatriation of Indonesian Migrant Workers.
(2) The data collection as referred to in paragraph (1) is obtained from P3MI reports and/or data collection on repatriation at disembarkation in accordance with the provisions of laws and regulations.

Article 46

(1) Where Indonesian Migrant Workers experience problems based on reports from Authorized Officials, P3MI and KP2MI/BP2MI facilitates the repatriation of Indonesian Migrant Workers at disembarkation in accordance with the provisions of laws and regulations.
(2) In facilitating the repatriation as referred to in paragraph (1), coordination may be carried out with ministries/ institutions, Local Governments, Village Governments, and/or relevant stakeholders in accordance with the provisions of laws and regulations.
(3) The facilitation of the repatriation services as referred to in paragraph (1) is carried out in accordance with the provisions of laws and regulations.

## CHAPTER IV
## PLACEMENT OF INDONESIAN MIGRANT WORKERS BY COMPANY FOR THE COMPANIES' OWN INTERESTS

### Division One
### General

#### Article 47

(1) Placement of Indonesian Migrant Workers for the company's own interests may only be carried out by:
   a. state-owned enterprises;
   b. local-owned enterprises; or
   c. non-P3MI private companies.
(2) The non-P3Mi private companies as referred to in paragraph (1) subparagraph c are companies registered in Indonesia in accordance with the provisions of laws and regulations.

#### Article 48

Placement of Indonesian Migrant Workers by a company for the company's own interests, as referred to in Article 47, occurs when the company:
a. has an ownership relationship with a foreign company, for non-P3MI private companies;
b. obtains a contract in its business sector;
c. expands its business in the country/region of placement; or
d. improves the quality of its human resources.

#### Article 49

(1) Company that places Indonesian Migrant Workers for the company's own interests are responsible for the protection of the Indonesian Migrant Workers who have been placed.
(2) Where a company is not responsible for the protection of the Indonesian Migrant Workers who have been placed, the company will be subject to administrative sanctions in accordance with the provisions of laws and regulations.

### Division Two
### Before Work

#### Subdivision 1
#### General

#### Article 50

The before work stages for Indonesian Migrant Workers by a company for the companies' own interests include:
a. processing of placement permits;
b. implementation of OPP; and
c. departure.

#### Subdivision 2
#### Processing of Placement Permits

#### Article 51

(1) A company that intends to place Indonesian Migrant Workers for the company's own interests processes a placement permit as referred to in Article 50 subparagraph a.
(2) The placement permits as referred to in paragraph (1) is issued by the Minister/Head or an appointed official.

(3) The placement permits as referred to in paragraph (1) is processed through the Sisko P2MI.

(4) To obtain a permit as referred to in paragraph (1), a company must submit a written application, by attaching:
   a. a statement letter that the Indonesian Migrant Worker will be placed with a company domiciled abroad for the company's own interests;
   b. a document confirming the employment status of the Indonesian Migrant Worker to be placed or a domestic Employment Contract between the Indonesian Migrant Worker and the company for the company's own interests;
   c. a letter of assignment for foreign placement or a foreign Employment Agreement between the Indonesian Migrant Worker and the company for the company's own interests;
   d. a written statement of willingness to take full responsibility for the safety, health, welfare, repatriation, and protection of Indonesian Migrant Workers; and
   e. a receipt of membership of Indonesian Migrant Workers in the Social Security for employment.

(5) In addition to attaching the documents as referred to in paragraph (4), companies that place Indonesian Migrant Workers because they have obtained an Indonesian Migrant Worker contract in their business sector as referred to in Article 48subparagraph b must also attach an Indonesian Migrant Worker contract between the applicant company and the foreign company.

(6) In addition to attaching the documents as referred to in paragraph (4), companies that place Indonesian Migrant Workers because they are expanding their business in the country/region of placement as referred to in Article 48subparagraph c must also attach evidence from foreign authorized agencies demonstrating the expansion of the company's business/investment abroad.

(7) A Company that places Indonesian Migrant Workers for the company’s own interests is responsible for ensuring the completeness and validity of the required documents uploaded as referred to in paragraph (4).

(8) The application as referred to in paragraph (4) shall be subject to administrative examination and verification by KP2MI/BP2MI through Sisko P2MI within one (1) workday from the date of the application is received.

(9) The Minister/Head or an appointed official issue a permit for applications that have fulfilled the requirements in the administrative examination and verification as referred to in paragraph (6) within a maximum of two (2) workdays from the date of the application is verified and declared complete.

Article 52

(1) The permit that has been issued as referred to in Article 51 paragraph (9) is granted for a period in accordance with the Employment Contract or a maximum of two (2) years.

(2) The format for the placement permits as referred to in paragraph (1) is set out in Annex II as an integral part of this Ministerial/Board Regulation.

Subdivision 3
Implementation of Pre-Departure Orientation

Article 53

(1) A Prospective Indonesian Migrant Worker participates in the OPP as referred to in Article 50, subparagraph b.
(2) A Company that places Indonesian Migrant Workers for the company's own interests must register prospective Indonesian Migrant Workers for the OPP through the Sisko P2MI.
(3) The registration for the OPP as referred to in paragraph (1) is carried out by uploading the following documents:
    a. a passport of the Republic of Indonesia;
    b. Work Visa; and
    c. a receipt of the membership Social Security for Employment.
(4) The completeness of the required documents as referred to in paragraph (3) is verified by the Public Employment Service Officer or appointed officer.
(5) The procedures for the OPP for Prospective Indonesian Migrant Workers placed by a company for the company's own interests are determined by the Minister/Head.

Article 54

(1) A Prospective Indonesian Migrant Worker who has participated in the OPP shall conduct biometric data matching through the Sisko P2MI.
(2) The data of prospective Indonesian Migrant Workers as referred to in paragraph (1) is recorded in the Sisko P2MI.
(3) The Prospective Indonesian Migrant Workers registered in the Sisko P2MI as referred to in paragraph (1) receive an E-KPMI.
(4) To obtain the E-KPMI as referred to in paragraph (3), Prospective Indonesian Migrant Workers shall be exempt from fee.

Subdivision 5
Departure

Article 55

(1) Company that places Indonesian Migrant Workers for the company's own interests facilitates the departure of Prospective Indonesian Migrant Workers who have received an E-KPMI.
(2) A Company that places Indonesian Migrant Workers for the company's own interests shall report the departure and placement of Indonesian Migrant Workers in the country/region of placement to the Authorized Official and KP2MI/BP2MI through an integrated system and/or through an official letter to Indonesian Missions or KDEI with a copy to the minister administering government foreign affairs.

Division Three
During Work

Article 56

(1) A company that places Indonesian Migrant Workers for the company' own interests shall conduct monitoring the Indonesian Migrant Workers who have been placed.

(2) A Company that places Indonesian Migrant Workers for the company's own interests shall report the results of the monitoring as referred to in paragraph (1) at least once during the placement period to the Minister/Head with a copy to the Indonesian Missions or KDEI through an integrated system and/or by official letter.

Division Four
After Work

Article 57

(1) KP2MI/BP2MI conducts data collection on the repatriation of Indonesian Migrant Workers who have been placed by company for the company's own interests.
(2) The data collection as referred to in paragraph (1) is obtained from companies that place Indonesian Migrant Workers for the company's own interests and/or data collection at disembarkation in accordance with the provisions of laws and regulations.

Article 58

Where Indonesian Migrant Workers experience problems based on reports from Authorized Official, the companies that places Indonesian Migrant Workers for the company's own interests shall facilitate the repatriation of Indonesian Migrant Workers in accordance with the provisions of laws and regulations and report to KP2MI/BP2MI.

CHAPTER V
MONITORING AND EVALUATION

Article 59

(1) The Minister/Head conducts monitoring and evaluation of the placement of Indonesian Migrant Workers before work, during work, and after work.
(2) To conduct the monitoring and evaluation as referred to in paragraph (1), the Minister/Head may involve Indonesian Missions or KDEI, ministries/ institutions, Local Governments, Village Governments, and/or relevant stakeholders in accordance with the provisions of laws and regulations.
(3) The monitoring and evaluation as referred to in paragraph (1) are carried out at least once in one (1) year.

CHAPTER VI
MISCELLANEOUS PROVISIONS

Article 60

(1) Placement of Indonesian Migrant Workers may be carried out based on cooperation between the Local Governments and local government and/or foreign institutions in the country/region of placement, in accordance with the provisions of laws and regulations.
(2) In the placement process of Indonesian Migrant Workers as referred to in paragraph (1), the Local Government may play a role through:
    a. facilitating job opportunities;
    b. training; and
    c. facilitating placement preparation.
(3) The placement of Indonesian Migrant Workers as referred to in paragraph (1) is carried out by:

a. KP2MI/BP2MI; or
b. P3MI.

(4) KP2MI/BP2MI may carry out placement based on follow-up to the cooperation as referred to in paragraph (1) through a written agreement between KP2MI/BP2MI and the region or area in the country/region of placement.

Article 61

(1) The implementation of the placement stages by KP2MI/BP2MI based on regional cooperation apply mutatis mutandis with the placement stages as referred to in Articles 5 to 24.
(2) The implementation process for the stages as referred to in paragraph (1) is carried out by the Technical UPT of KP2MI/BP2MI with the involvement of the Local Governments.

Article 62

The implementation of the placement stages by P3MI based on regional cooperation is carried out based on this Ministerial/Board Regulation.

CHAPTER VII
TRANSITIONAL PROVISIONS

Article 63

Upon the entry into force of this Ministerial/Board Regulation:
a. placement permits of Indonesian Migrant Workers for the company's own interest, owned by the company that places Indonesian Migrant Workers for the company's own interests before the issuance of this Ministerial/Board Regulation, remain valid until the expiration of the placement permit; and
b. the information system used in organizing the placement of Indonesian Migrant Workers must comply with the provisions of this Ministerial/Board Regulation no later than one (1) year as of the date of the promulgation of this Ministerial/Board Regulation.

CHAPTER VIII
CLOSING PROVISIONS

Article 64

Upon the entry into force of this Ministerial/Board Regulation:
a. Regulation of the Indonesian Migrant Workers Protection Board Number 2 of 2021 on Placement Agreements between the Indonesian Migrant Workers Protection Board and Prospective Indonesian Migrant Workers (Official Gazette of the Republic of Indonesia Year 2021 Number 110);
b. Regulation of the Indonesian Migrant Workers Protection Board Number 7 of 2022 on Before Work Process for Prospective Indonesian Migrant Workers (Official Gazette of the Republic of Indonesia Year 2022 Number 646);
c. Regulation of the Indonesian Migrant Workers Protection Board Number 2 of 2023 on Before Work Guidelines for Prospective Indonesian Migrant Workers Placed by the Indonesian Migrant Workers Protection Board (Official Gazette of the Republic of Indonesia Year 2023 Number 311);

d. Regulation of the Indonesian Migrant Workers Protection Board Number 4 of 2023 on Implementation of Pre-Departure Orientation for Prospective Indonesian Migrant Workers (Official Gazette of the Republic of Indonesia Year 2023 Number 616);
e. Regulation of the Indonesian Migrant Workers Protection Board Number 8 of 2023 on Amendment to Regulation of the Indonesian Migrant Workers Protection Board Number 7 of 2022 on the Before Work Process for Prospective Indonesian Migrant Workers (Official Gazette of the Republic of Indonesia Year 2023 Number 954); and
f. Regulation of the Indonesian Migrant Workers Protection Board Number 9 of 2023 on Amendment to Regulation of the Indonesian Migrant Workers Protection Board Number 2 of 2023 on Guidelines for Before Work Stage for Prospective Indonesian Migrant Workers Placed by the Indonesian Migrant Workers Protection Board (Official Gazette of the Republic of Indonesia Year 2023 Number 955),

are hereby repealed and declared to be no longer in force.

Article 65

This Ministerial/Board Regulation shall enter into force on the date of its promulgation.

In order to make this Ministerial/Board 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 25 February 2026

MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/HEAD OF INDONESIAN MIGRANT WORKERS PROTECTION BOARD
OF THE REPUBLIC OF INDONESIA,

signed

MUKHTARUDIN

Promulgated in Jakarta
on 5 March 2026

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

signed

DHAHANA PUTRA

OFFICIAL GAZETTE OF THE REPUBLIC OF INDONESIA YEAR 2026 NUMBER 159

Prepared and issued as an official translation

Jakarta, 29 June 2026
DIRECTOR GENERAL OF LEGISLATION
FOR THE MINISTER OF LAW
OF THE REPUBLIC OF INDONESIA,

DHAHANA PUTRA

Official Translation Notice:
This English translation is provided for information and reference purposes only. In the event of any discrepancy, inconsistency, or ambiguity between the English version and the Indonesian version, the Indonesian version shall prevail.

ANNEX I
REGULATION OF THE MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/ INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF THE REPUBLIC OF INDONESIA NUMBER 2 OF 2026 ON PROCEDURES FOR INDONESIAN MIGRANT WORKERS PLACEMENT BY PLACEMENT OPERATORS

STANDARD FORMAT OF PLACEMENT AGREEMENT BETWEEN THE MINISTRY OF INDONESIAN MIGRANT WORKERS PROTECTION/ HEAD OF INDONESIAN MIGRANT WORKERS PROTECTION BOARD AND PROSPECTIVE INDONESIAN MIGRANT WORKERS AND STANDARD FORMAT OF PLACEMENT AGREEMENT BETWEEN INDONESIAN MIGRANT WORKERS PLACEMENT AGENCY AND PROSPECTIVE INDONESIAN MIGRANT WORKERS

A. Standard Format of Placement Agreement Between the Ministry of Protection of Indonesian Migrant Workers/Indonesian Migrant Workers Protection Board and Prospective Indonesian Migrant Workers

MINISTRY OF INDONESIAN MIGRANT WORKERS PROTECTION/
HEAD OF INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF THE REPUBLIC INDONESIA
DIRECTOR GENERAL OF PLACEMENT
MT Haryono Street kav 52, Pancoran South Jakarta 12770
Telp: (021) 79197321 Fax: (021) 7980977 *website.www.bp2mi.go.id*

On this day .....dated .....month ..... year..... residing in ...., we, the undersigned:

| | | | |
|---|---|---|---|
| I. | Name | : | |
| | Designation | : | director in charge of government placement, acting for and on behalf of the Ministry of Indonesian Migrant Workers Protection/Indonesian Migrant Workers Protection Board |
| | Address | : | MT. Haryono Street Kav.52, South Jakarta |

Hereinafter in this Placement Agreement referred to as the FIRST PARTY

| | | | |
|---|---|---|---|
| II. | Name | : | |
| | Place and date of birth | : | |
| | Gender | : | male/female |
| | Status | : | married/ not married/widow/ widower |
| | Resident Identity Card | : | a. Population Registration Number:<br>b. Date:<br>c. issued in: |
| | Education | : | |
| | Address | : | |
| | Telephone No./ Mobile/ Email | : | |
| | Name of parent/custodian/ husband/wife | : | |
| | Address of parent/custodian/ husband/ wife | : | |

Hereinafter in this Placement Agreement referred to as the SECOND PARTY

Both FIRST PARTY and SECOND PARTY agree to enter into a Placement Agreement with the following provisions:

Article 1

The Placement Agreement between the FIRST PARTY and the SECOND PARTY is made in writing and signed by the parties.

Article 2

The FIRST PARTY places the SECOND PARTY to work in the country of..... for the position or type of Indonesian Migrant Worker at.....address.....period.....
since.....

Article 3

(1) The FIRST PARTY shall have the following obligations:
   a. to provide information on the placement process and departure time;
   b. to ensure that Prospective Indonesian Migrant Workers have received training or are in accordance with the provisions of the country/region of placement;
   c. to conduct administrative and technical selection;
   d. to conduct Pre-Departure Orientation;
   e. to facilitate medical examination, administration of Work Visa, and departure assistance;
   f. to facilitate the fulfillment of the rights of the SECOND PARTY during the Employment Contract period; and
   g. to provide Employment Contract documents to the SECOND PARTY.

(2) The FIRST PARTY shall have the right:
   a. to receive the required documents in accordance with the provisions of the country/region of placement;
   b. to receive a stamped letter of resignation no later than one (1) week before departure and/or issuance of the Work Visa, unless due to force majeure; and
   c. to dismiss Prospective Indonesian Migrant Workers from the placement program or process if they commit an administrative violation.

(3) The SECOND PARTY shall have the following obligations:
   a. to participate in the administrative and technical selection process and be declared successful in accordance with the provisions of the country/region of placement;
   b. to conduct medical examination and psychological assessment in accordance with the provisions of laws and regulations;
   c. to pay the placement fee in accordance with applicable regulations;
   d. to sign an Employment Contract;
   e. to complete a Work Visa application form and other forms required by the country/region of placement;
   f. to participate in the Social Security for employment program in the before, during, and after work stages;
   g. to participate in a Pre-Departure Orientation; and
   h. to have their biometric fingerprints recording.

(4) The SECOND PARTY shall have the right:
   a. to receive information on the placement process and departure time; and
   b. to receive equal placement services up to departure to the country/region of placement.

Article 4

(1) Placement fees as referred to in Article 3 paragraph (3) subparagraph c are applied in accordance with an agreement between the government of the Republic of Indonesia and the government of the country/region of placement or incorporated Employer in the country/region of placement.
(2) Placement fees as referred to in paragraph (1) are listed in the Annex, as an integral part of this Placement Agreement.
(3) Where the SECOND PARTY has received reimbursement for placement fees from the country/region of placement but subsequently withdraws, the SECOND PARTY is obliged to return the placement fees through the FIRST PARTY.

Article 5

(1) Where any dispute arises between the FIRST PARTY and the SECOND PARTY from the implementation of this Placement Agreement, it will be resolved through deliberation to reach a consensus.
(2) Where an agreement as referred to in paragraph (1) cannot be reached, the PARTIES may resolve the matter in accordance with the provisions of laws and regulations.

Article 6

(1) Where the occurrence of force majeure in the form of a natural disaster, fire, war, riot, strike, rebellion, epidemic, or disease outbreak that is directly related to the completion of the agreement, the Party experiencing the force majeure will notify either Party in writing no later than fourteen (14) calendar days after the force majeure occurs, accompanied by valid evidence.
(2) Upon notification from the Party experiencing the force majeure, either Party may approve or reject the force majeure in writing within 3 x 24 (three times twenty-four) hours of receipt of the notification. If there is no response within 3 x 24 (three times twenty-four) hours, the force majeure is deemed to have been accepted and agreed to.
(3) Where the force majeure results in the Indonesian Migrant Workers Agreement being terminated or discontinued, the Party experiencing the force majeure cannot file a claim or demand compensation.
(4) If the force majeure situation lasts for thirty (30) days after notification is given by the Party experiencing the force majeure to either Party, the PARTIES agree to discuss the continuation of this Placement Agreement in a deliberation.

Article 7

This Placement Agreement shall be declared void if:
a. The SECOND PARTY is declared ill and unfit for work by a health facility;
b. Employer cancels the Employment Contract;
c. Work Visa is rejected or canceled by the Embassy of the country/region of placement; or
d. The SECOND PARTY resigns.

Article 8

(1) This Placement Agreement shall be effective from the signing date, which is signed by the PARTIES until the SECOND PARTY departs for the country/region of placement.
(2) This Placement Agreement is made in two (2) original copies, wherein each is sufficiently duly stamped and has the same legal standing as well as is signed voluntarily and no duress.

| FIRST PARTY | SECOND PARTY |
| --- | --- |
| ( ) | ( ) |

B. Placement Agreement Between Indonesian Migrant Workers Placement Agency and Prospective Indonesian Migrant Workers

PLACEMENT AGREEMENT

On this day ..... dated ..... month ..... year..... the Placement Agreement of Prospective Indonesian Migrant Workers is made by and between:

Name :
Position :
Address :
In this matter acting for and on behalf of PT..... hereinafter referred to as the FIRST PARTY

Name of Prospective Indonesian Migrant Workers:
Position :
Address :
Hereinafter referred to as the SECOND PARTY

The FIRST PARTY and the SECOND PARTY individually are referred to as the PARTY and collectively referred to as THE PARTIES.
Both FIRST PARTY and SECOND PARTY have agreed to enter into the Placement Agreement with the following conditions:

Article 1

(1) The FIRST PARTY can place the SECOND PARTY in the Country of .....as .....at the Employer or Business Partner (select one) .....with the address ..... within a maximum of three (3) months from the date of this Placement Agreement is signed by the PARTIES.
(2) If within three (3) months the SECOND PARTY has not been placed by the FIRST PARTY, the FIRST PARTY is obliged to provide an explanation regarding the reasons for the delay in placement to the SECOND PARTY and the ability to place can be extended for a maximum of two (2) months and the FIRST PARTY ensures that the validity period of the Social Security for employment of the FIRST PARTY before employment is still valid.

Article 2

(1) The FIRST PARTY is obliged to protect the SECOND PARTY from the date of this Placement Agreement is signed until the end of the placement period in accordance with the provisions of laws and regulations.
(2) Where the SECOND PARTY extends the Employment Contract with the Employer through the FIRST PARTY, the obligations as referred to in paragraph (1) shall remain in effect for the FIRST PARTY.
(3) The FIRST PARTY is obliged to provide facilities and infrastructure for the proper placement and protection of Indonesian Migrant Workers.

Article 3

The FIRST PARTY assists and facilitates the processing of documents for the SECOND PARTY in the form of Employment Contracts, passports, and Work Visas, plane tickets, and Social Security for employment membership cards for Indonesian Migrant Workers, except for the initial documents which are processed in their respective areas of origin by the SECOND PARTY.

Article 4

The SECOND PARTY can carry out Indonesian Migrant Workers during the Employment Contract period as agreed with the Employer.

Article 5

(1) Placement fees borne by the Employer is … with components of ……
(2) In addition to the placement fees borne by the Employer as referred to in paragraph (1), the SECOND PARTY bears costs amounting to …… with components of ……

Article 6

The FIRST PARTY is willing to return the costs of the placement process to the SECOND PARTY who is declared ill and unfit to work based on the results of medical examination and psychological assessment , after deducting the costs of the medical examination and psychological assessment and other costs as evidenced by a breakdown of costs and valid receipt of payment.

Article 7

THE SECOND PARTY is required to reimburse the fees incurred by the FIRST PARTY if the SECOND PARTY resigns or is unable to carry out the obligations in this Placement Agreement (default).

Article 8

(1) This Placement Agreement is valid from the signing date, which is signed by the PARTIES until the end of the placement period in accordance with the provisions of laws and regulations.
(2) The SECOND PARTY shall have the right to report problems to the Service that administers government affairs in the field of employment in the regency/municipality, the Indonesian Migrant Worker Protection Service Center…, or the Indonesian Migrant Worker Protection Service Post… to obtain a resolution in the event that the FIRST PARTY intentionally fails to fulfill its obligations as referred to in paragraph (1).
(3) Where the FIRST PARTY is proven unable to provide an explanation regarding the certainty of the SECOND PARTY's placement, the FIRST PARTY is obliged to refund all of the SECOND PARTY's costs without any deductions, and this Placement Agreement is declared terminated.

Article 9

(1) The FIRST PARTY guarantees that the SECOND PARTY receives payment of a minimum salary of … as referred to in the Employment Contract.
(2) Where the employed SECOND PARTY does not comply with the Employment Contract, the FIRST PARTY is obliged to facilitate the resolution of the SECOND PARTY's problems.

Article 10

This Placement Agreement is agreed to and signed by THE PARTIES, made in two (2) copies in Indonesian on sufficiently duly stamped sheet and the authenticity can be accounted for by each of THE PARTIES.

……, ……

| SECOND PARTY<br><br>(Prospective Indonesian Migrant Workers) | FIRST PARTY,<br><br>(President Director of P3MI) |
|---|---|
| | |
| Acknowledging<br><br>……<br>……<br>(Name of Authorized Official) | |

EMPLOYEE IDENTITY NUMBER ……

MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/HEAD OF INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF THE REPUBLIC OF INDONESIA,

signed

MUKHTARUDIN

ANNEX II
REGULATION OF THE MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/ INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF THE REPUBLIC OF INDONESIA NUMBER 2 OF 2026 ON PROCEDURES FOR INDONESIAN MIGRANT WORKERS PLACEMENT BY PLACEMENT OPERATORS

FORMAT OF PERMIT OF INDONESIAN MIGRANT WORKERS PLACEMENT FOR THE COMPANY OWN INTEREST

National Coat of Arms

DECISION OF MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/ HEAD OF INDONESIAN MIGRANT WORKERS PROTECTION BOARD
NUMBER ... OF ...
ON
PERMIT OF INDONESIAN MIGRANT WORKERS PLACEMENT BY PT.....
FOR THE COMPANY'S OWN INTEREST OF

MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/ HEAD OF INDONESIAN MIGRANT WORKERS PROTECTION BOARD
OF THE REPUBLIC OF INDONESIA,

| | | |
|---|---|---|
| Having Considered | : | that to implement the provisions of Article....of Regulation of the Minister of Indonesian Migrant Workers Protection/Indonesian Migrant Workers Protection Board Number...of...on Procedures of Indonesian Migrant Workers Placement by the Placement Operator, it is necessary to issue Decision of the Minister of Indonesian Migrant Workers Protection/Head of Indonesian Migrant Workers Protection Board on Permit of Indonesian Migrant Workers Placement by PT .....for the Company's Own Interests ; |
| Having regard to | : | 1. Law Number 18 of 2017 on Protection of Indonesian Migrant Workers Protection (State Gazette of the Republic of Indonesia Year 2017 Number 242, Supplement to the State Gazette of the Republic of Indonesia Number 6141) as repeatedly amended, most recently amended by Law Number 1 of 2026 on Adjustment of Criminal (State Gazette of the Republic of Indonesia Year 2026 Number 1, Supplement to State Gazette of the Republic of Indonesia Number 7153);<br>2. Government Regulation Number ... of ... on ... (as per necessity)<br>3. Presidential Regulation Number ... of... on ... (legal basis of ministerial establishment)<br>4. Regulation of Minister of Indonesian Migrant Workers Protection/Indonesian Migrant Workers Protection |

| | |
|---|---|
| | Board Number...of...on Organization and Work Procedures... (State Gazette of the Republic of Indonesia of... Number...);<br>5. Regulation of Minister of Indonesian Migrant Workers Protection/Indonesian Migrant Workers Protection Board Number...of...on Procedures of Indonesian Migrant Workers Placement by the Placement Operators (State Gazette of the Republic of Indonesia of...Number...);<br>6. Related regulations; |
| HAS DECIDED: | |
| To issue : | DECISION OF THE MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/INDONESIAN MIGRANT WORKERS PROTECTION BOARD ON PERMIT OF INDONESIAN MIGRANT WORKERS PLACEMENT BY PT.....FOR THE COMPANY'S OWN INTERESTS. |
| FIRST : | 1. Name : PT<br>Office's Address:<br>Director :<br><br>as the company that places Indonesian Migrant Workers for the company own interest. |
| SECOND : | Companies that place Indonesian Migrant Workers for the company's own interests as referred to in the FIRST Dictum, are obliged to:<br>1. place their Indonesian Migrant Workers who have met the requirements abroad for the company's own interests;<br>2. be responsible for the protection of their Indonesian Migrant Workers who are placed abroad for the company's own interests; and<br>3. conduct online data collection on Prospective Indonesian Migrant Workers who will be placed abroad through the Sisko P2MI. |
| THIRD : | Prospective Indonesian Migrant Workers who will be placed for the company's own interests herein are set out in the Annex as an integral part of this Ministerial/Head Decision. |
| FOURTH : | This Ministerial/Head Decision shall enter into force as of the date of its stipulation. |

Issued in Jakarta
on

MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/ HEAD OF INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF THE REPUBLIC INDONESIA,

MUKHTARUDIN

Issued in Jakarta
on

MINISTER OF INDONESIAN MIGRANT WORKERS PROTECTION/ HEAD OF INDONESIAN MIGRANT WORKERS PROTECTION BOARD OF THE REPUBLIC INDONESIA,

signed

MUKHTARUDIN