REGULATION OF THE MINISTER OF HUMAN RIGHTS
OF THE REPUBLIC OF INDONESIA
NUMBER 15 OF 2025
ON
HUMAN RIGHTS COMPLIANCE ASSESSMENT OF GOVERNMENT AGENCIES

BY THE GRACE OF ALMIGHTY GOD

THE MINISTER OF HUMAN RIGHTS OF THE REPUBLIC OF INDONESIA,

Considering :

a. that the respect, protection, fulfillment, enforcement, and promotion of human rights are the responsibility of the state;
b. that in order to enhance the commitment of ministries, agencies, and local governments in the implementation of the responsibility of respecting, protecting, fulfilling, enforcing, and promoting human rights to the public, it is necessary to prepare a regulation that serve as the basis for assessing human rights compliance;
c. that based on the considerations as referred to in paragraphs a and b, it is necessary to issue a Regulation of the Minister of Human Rights on the Human Rights Compliance Assessment of Government Agencies;

Having regard to :

1. Article 17 paragraph (3) of the 1945 Constitution of the Republic of Indonesia;
2. Law Number 39 of 1999 on Human Rights (State Gazette of the Republic of Indonesia Year 1999 Number 165, Supplement to the State Gazette of the Republic of Indonesia Number 3886);
3. Law Number 39 of 2008 on State Ministries (State Gazette of the Republic of Indonesia Year 2008 Number 166, Supplement to State Gazette of the Republic of Indonesia Year 2008 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);
4. Law Number 25 of 2009 on Public Services (State Gazette of the Republic of Indonesia Year 2009 Number 112, Supplement to the State Gazette of the Republic of Indonesia Number 5038);
5. Law Number 59 of 2024 on the 2025-2045 National Long-Term Development Plan (State Gazette of the Republic of Indonesia Year 2024 Number 194, Supplement to the State Gazette of the Republic of Indonesia Number 6987);
6. Presidential Regulation Number 156 of 2024 on the Ministry of Human Rights (State Gazette of the Republic of Indonesia Year 2024 Number 352);
7. Presidential Regulation Number 12 of 2025 on the 2025–2029 National Medium-Term Development Plan (State Gazette of the Republic of Indonesia Year 2025 Number 19);
8. Regulation of the Minister of Human Rights Number 1 of 2024 on the Organization and Work Procedures of the Ministry of Human Rights (State Gazette of the Republic of Indonesia Year 2024 Number 891);

HEREBY DECIDES:

To issue : REGULATION OF THE MINISTER OF HUMAN RIGHTS ON THE ASSESSMENT OF HUMAN RIGHTS COMPLIANCE OF GOVERNMENT AGENCIES.

CHAPTER I
GENERAL PROVISIONS

Article 1

In this Ministerial Regulation:
1. Human Rights hereinafter abbreviated to HR means a set of rights that inherent to the essence and existence of human beings as a creature of Almighty God and constitutes His gift that shall be respected, upheld and protected by the state, law, Government, and every person for the honor and protection of human dignity.
2. Government Agency means ministry, agency, and local government of province/regency/municipality in the territory of the Republic of Indonesia.
3. Human Rights Compliance Assessment of Government Agencies, hereinafter referred to as HR Compliance Assessment, means a series of evaluation processes for Government Agencies in respecting, protecting, fulfilling, enforcing, and promoting human rights.

4. Assessment means one of stages in the series of HR Compliance Assessment process after verification.
5. Minister means the minister administering government affairs in the field of human rights.
6. Ministry of Human Rights, hereinafter referred to as the Ministry, means the ministry administering government affairs in the field of human rights.
7. Director General means the Director General of Human Rights Services and Compliance of the Ministry of Human Rights.
8. Directorate General means the Directorate General of Human Rights Services and Compliance.
9. Regional Office means the Regional Office of the Ministry of Human Rights.
10. Electronic Application System means an integrated electronic-based application system to support the process of reporting, examination, verification, assessment and data processing related to HR Compliance Assessment.
11. Local Government means the governor, regent, or mayor and regional apparatus as an element of local administrators who carry out executive functions in the regions.
12. Dimension means a quantity consisting of subdimensions, aspects, and indicators of measurement of HR Compliance Assessment.
13. HR Compliance Assessment Indicator means a variable used in compiling the parameters of HR compliance.

Article 2

This Ministerial Regulation is designed to serve as a guideline for assessing the compliance of Government Agencies with HR Compliance Indicators.

CHAPTER II
ASSESSMENT CRITERIA

Article 3

(1) HR Compliance Assessment for ministries/agencies is carried out based on:
    a. Dimension 1: Internal policies based on HR, with subdimensions:
        1. Internalization of HR in policies and practices;
        2. HR-based planning; and
        3. Non-discrimination and equality.
    b. Dimension 2: HR Implementation, with subdimensions:
        1. HR Commitment;
        2. HR Promotion;

3. HR Protection;
4. Respect for HR; and
5. HR Fulfillment.

c. Dimension 3: Public Participation, with the subdimension of Community involvement Participation in public decision-making.
d. Dimension 4: HR Accountability, with a subdimension of Handling complaints and remedies.

(2) The HR Compliance Assessment with the Local Governments is carried out based on:

a. Dimension 1: Integration of HR Policies in the regions, with subdimensions:
   1. Regional legal products with an HR perspective; and
   2. Planning and Budgeting from an HR perspective.
b. Dimension 2: HR Implementation, with subdimensions:
   1. HR Commitment; and
   2. Achievements of HR Action and Implementation of HR Recommendations.
c. Dimension 3: Basic Rights Service, with subdimensions:
   1. Policies and Budgets for Basic Services (Minimum) of Provincial and Regency/Municipal Regions; and
   2. Implementation of Provincial and Regency/Municipal Minimum Service Standards.

(3) The HR Compliance Assessment as referred to in paragraphs (1) and (2) is measured based on the HR Compliance Assessment indicators.

(4) The HR Compliance Assessment indicator as referred to in paragraph (3) is set out in the Annex as an integral part of this Ministerial Regulation.

CHAPTER III
HR COMPLIANCE ASSESSMENT PROCEDURES

Division One
General

Article 4

The implementation of the HR Compliance Assessment is carried out through the stages:

a. preparation;
b. declaration;
c. submission of assessment data;
d. examination and verification; and
e. scoring.

Article 5

(1) In carrying out the HR Compliance Assessment as referred to in Article 4, the Minister through the Director General

establishes an HR Compliance Assessment Implementation Team.

(2) The Implementation Team as referred to in paragraph (1) consists of officials and employees within the Directorate General and/or Regional Office.

Article 6

The Implementation Team as referred to in Article 5 has the duties to:

a. carry out administrative functions in accordance with the needs of the implementation of HR Compliance Assessment;
b. provide assistance in the form of technical guidance and/or dissemination;
c. conduct an examination and verification of HR Compliance Assessment data;
d. prepare a report on the results of the verification to the assessment team;
e. conducting coordination related to HR Compliance Assessment data with Government Agencies; and
f. carry out guidance for Government Agencies that need assistance.

Division Two
Preparation

Article 7

(1) In making preparations as referred to in Article 4 subparagraph a, the Directorate General prepare:
    a. implementation Guidelines; and
    b. technical Guidelines.
(2) The implementation guidelines and technical guidelines as referred to in paragraph (1) include:
    a. preparation of reporting to be carried out by Government Agencies;
    b. explanation of indicators and data to support reporting;
    c. reporting procedures; and
    d. procedures for using the application.

Division Three
Declaration

Article 8

(1) The declaration stage as referred to in Article 4 subparagraph b is carried out from January to March of the current year.

(2) In the stage of declaration of HR Compliance Assessment as referred to in paragraph (1), the Ministry conducts:
   a. technical guidance to Government Agencies;
   b. Confirmation and updating of basic data to Government Agencies; and
   c. Mentoring and assistance by the Implementation Team to Government Agencies.

(3) Government Agencies submit a statement of willingness to declare of HR Compliance Assessment to the Minister through the Director General.

(4) Based on the statement of willingness to declare as referred to in paragraph (3), the Minister through the Director General issues a commitment document.

(5) The commitment document as referred to in paragraph (5) is submitted to the Government Agency.

(6) The format of the statement of willingness to declare as referred to in paragraph (3) and the format of the commitment document as referred to in paragraph (4) are set out in Annex III as an integral part of this Ministerial Regulation.

Division Five
Submission of Assessment Data

Article 9

(1) The submission of HR Compliance Assessment data as referred to in Article 4 subparagraph c, is carried out from April to May of the current year.

(2) The submission of assessment data as referred to in paragraph (1) is carried out by Government Agencies through the Electronic Application System.

(3) The assessment data as referred to in paragraph (1) is data on the achievement of HR implementation in the previous year.

(4) The assessment data as referred to in paragraph (1) includes:
   a. the HR Compliance Assessment indicator form; and
   b. all supporting data used in the HR Compliance Assessment process.

Division Six
Examination and Verification

Article 10

(1) The examination and verification as referred to in Article 4 subparagraph d are carried out by the Implementation Team.

(2) The examination as referred to in paragraph (1) is carried out through the Electronic Application System.
(3) The Implementation Team verifies the report on the results of the audit in a substantive manner on the achievement of the target indicators and supporting data that has been uploaded by the Government Agency.
(4) The verification as referred to in paragraph (3) is carried out in June of the current year.
(5) The guidelines for examination and verification are prepared by the Director General.

Division Seven
Scoring

Article 11

(1) The scoring as referred to in Article 4 subparagraph e is carried out by the assessment team on the results of the verification.
(2) The assessment team as referred to in paragraph (1) is an odd number, consisting of the following elements:
    a. high-level senior executive officers within the Ministry;
    b. employees within the Directorate General;
    c. civil society organizations; and
    d. academics/professionals.
(3) The position, duties, and functions of the assessment team are determined by a Ministerial Decision.

Article 12

(1) The assessment team as referred to in Article 11 has the duties to carry out:
    a. scoring on the results of verification;
    b. field review based on the results of verification;
    c. involvement of the public or community organizations in the discussion and data verification;
    d. validation of public objection data; and/or
    e. preparation of a grievance channel to capture public opinions and views on Government Agencies.
(2) The duties as referred to in paragraph (1) subparagraphs a to c are carried out from July to September of the current year.
(3) The duties as referred to in paragraph (1) subparagraphs d and e are carried out where there is a submission of public objections after the predicate awarded by the Minister.
(4) In conducting the scoring, the assessment team may grant score additions and/or score deductions based on evidence found pursuant to the determined variables.
(5) Scoring guidelines are prepared by the Director General.

Article 13

(1) The assessment team submits the results of the scoring not later than the first week of October of the current year to the Director General.
(2) The Director General submits the results of the HR Compliance Assessment to the Minister not later than the second week of October of the current year.

Article 14

(1) The results of the HR Compliance Assessment as referred to in Article 13 paragraph (2) are determined by Ministerial Decision.
(2) The determination of the results of the HR Compliance Assessment is carried out in the third week of October of the current year.
(3) The results of the HR Compliance Assessment are awarded in the form of the predicate of HR Compliance Assessment.
(4) The predicate of HR Compliance Assessment as referred to in paragraph (3) is valid for a period of one (1) year from the date of its determination.

Article 15

The HR Compliance Assessment predicate is based on scores and categorization:

a. score of 91 (ninety-one) to 100 (one hundred): Very Compliant with HR;
b. score of 71 (seventy-one) to 90 (ninety): Compliant with HR;
c. score of 51 (fifty-one) to 70 (seventy): Starting to Comply with HR; and
d. score of 0 (zero) to 50 (fifty): Lack of HR Compliance.

Article 16

(1) The public may submit an objection to the determination of the predicate of HR Compliance Assessment as referred to in Article 15 to the Minister through the Director General where:
    a. any data discrepancy between the public report and the results of the HR Compliance Assessment; and/or
    b. any allegation of HR violation, which is not followed up in the current year period.
(2) When submitting an objection to the predicate as referred to in paragraph (1), the public must submit supporting data.
(3) The Minister may revoke the predicate in the HR Compliance Assessment if the public's objection as referred to in paragraphs (1) and (2) is proven.

(4) The mechanism for revoking the predicate as referred to in paragraph (3) is carried out through the following stages:
   a. Assessment Team Meeting in the validating supporting data;
   b. The determination of the revocation of the award is contained in the Ministerial Decision; and
   c. The Announcement of the Ministerial Decision as referred to in subparagraph b is delivered to the public.

CHAPTER IV
FOSTERING, MONITORING, AND EVALUATION

Article 17

(1) To guarantee and ensure the sustainability of the implementation of the HR Compliance Assessment, the Implementation Team conducts fostering, monitoring, and evaluation.
(2) The fostering as referred to in paragraph (1) is carried out to Government Agencies that have received the predicate of the Lack of HR Compliance and Start to Comply with HR or who have not participated in the HR Compliance Assessment.
(3) The fostering as referred to in paragraph (1) includes:
   a. providing information related to indicators and reporting targets;
   b. mentoring in the form of technical guidance and dissemination; and/or
   c. inter-agency Coordination.
(4) The inter-agency Coordination as referred to in paragraph (3) subparagraph c is carried out by the Ministry along with the coordinating ministry or the ministry in charge of local government affairs.

Article 18

(1) Monitoring by the Implementation Team is carried out to Government Agencies that receive the predicate of HR Compliant and Very Compliant with HR.
(2) The monitoring as referred to in paragraph (1) includes:
   a. providing information related to indicators that have not met the target; and/or
   b. mentoring in the form of technical guidance and dissemination.

Article 19

(1) The Evaluation by the Implementation Team is carried out on the HR Compliance Assessment.
(2) The evaluation as referred to in paragraph (1) includes:

a. Affirmation of the implementation of HR Compliance Assessment based on the determined indicators; and/or
b. Direction to improve the substance of the HR Compliance Assessment based on indicators.

CHAPTER VII
CLOSING PROVISIONS

Article 20

Upon the entry into force of this Ministerial Regulation:

a. Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 22 of 2021 on Criteria for Regencies/Municipalities of Human Rights Concern; (Official Gazette of the Republic of Indonesia Year 2021 Number 574); and
b. Regulation of the Minister of Law and Human Rights of the Republic of Indonesia Number 25 of 2023 on Public Services Based on Legal Human Rights (Official Gazette of the Republic of Indonesia Year 2023 Number 815), are repealed and declared no longer in force.

Article 21

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

In order to make this Ministerial 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 14 November 2025

MINISTER OF HUMAN RIGHTS
OF THE REPUBLIC OF INDONESIA,

[e-signed]

NATALIUS PIGAI

Promulgated in Jakarta
on 19 November 2025

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

[e-signed]

DHAHANA PUTRA

OFFICIAL GAZETTE OF THE REPUBLIC OF INDONESIA YEAR 2025 NUMBER 953

Prepared and issued as an official translation

Jakarta, 9 October 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 TO
REGULATION OF THE MINISTER OF HUMAN RIGHTS OF THE REPUBLIC OF INDONESIA NUMBER 15 OF 2025
ON T
HE ASSESSMENT OF HUMAN RIGHTS COMPLIANCE OF GOVERNMENT AGENCIES

HR COMPLIANCE ASSESSMENT INDICATOR

I. Ministry/Agency

No.	Sub-Dimension	Variable			Target	Remarks (Data Verification Guidelines)	Sub Total of Value (Sub-Dimension)
		Aspects	Indicator	Supporting Evidence/ Measuring Instrument			
A.	**Dimension 1 : Internal policy based on HR**						**100**
1.	1.1. Internalization of HR in policy and Practice	1.1.1. Commitment of Ministry/Agency/ Local Government against HR Principles	1.1.1.1. Guideline for HR Internalization of Human Rights in the policy and program	Internal policy, Document of Guideline or SOP	Available	This indicator refers to the efforts made by KLPD in internalizing human rights values into laws and regulation, programs, policy, and practices of government/state administration according to their respective duties and functions.	
			1.1.1.2. Motto, service declaration, or slogan containing the values of HR	Photo/Document/Others Report document activities, photos, and others	Available	This indicator refers to efforts in the form of slogans, mottos, ideas, initiatives, or other support carried out by Ministries, Agencies, Local Government (KLPD) to ensure that the duties and functions is implemented in accordance with HR principles.	

No.	Sub-Dimension	Variable			Target	Remarks (Data Verification Guidelines)	Sub Total of Value (Sub-Dimension)
		Aspects	**Indicator**	**Supporting Evidence/ Measuring Instrument**			
		1.1.2. Programs Mainstreaming HR	1.1.2.1. Program of HR service which is developed and implemented in a sustainable manner according to the duties and function of the institution/agency		Available	This indicator refers to programs or activities that are continuously carried out by Ministries, Agencies, Local Governments as part of the implementation of human rights to the public. The indication of this program is that it is in direct contact with the public, both in the context of positive (active) government obligations and negative (passive) obligations.	
2.	1.2. Planning based on HR	1.2.1. Document of planning that adopts human rights	1.2.1.1. Strategic Plan that Inserts HR Main Performance Index (*Indeks Kinerja Utama*, IKU)	Strategic Plan Document containing matrix of activity items	Available	This indicator refers to the Strategic Plan of each Ministry/Agency (Kementerian/Lembaga, K/L) which confirms the existence of HR programs implemented by certain work units in the K/L.	
		1.2.2. Supporting Budget	1.2.2.1. Supporting budget allocated, for example to preparation of physical infrastructure, infrastructure, or improvement of Human Resource	Budget Plan (*Rencana, Anggaran Biaya*, RAB) or similar document	Available	This indicator refers to the grand scheme of the effort of HR P5 (Respect, Protection, Promotion, Enforcement, and Fulfillment) conducted by K/L, which then describes the posture of the realized budget.	

No.	Sub-Dimension	Variable			Target	Remarks (Data Verification Guidelines)	Sub Total of Value (Sub-Dimension)
		Aspects	Indicator	Supporting Evidence/ Measuring Instrument			
		1.2.3. HR-based monitoring	1.2.3.1. Meetings or discussion about program Impact against HR	Results document of minutes or others	Available	This indicator refers to the results of institutional evaluation of the program or policy implemented and provides an overview of the positive impact to P5 of HR that has been carried out by K/L.	
3.	1.3. Non-discrimination and Equality	1.3.1. Policy Non-Discrimination and Equality	1.3.1.1. Policy and planning of Equity	Document of policy or SOP	Available	Measuring the spread of regions	
			1.3.1.2. Budget of Targeted Programs for Inequal Region	Document of policy or SOP	Available	Overcoming the gap, equality, and non-discrimination; policy, budget, and program	
		1.3.2. Policy Affirmation	1.3.2.1. Promotion and support for Disability	Document of policy or SOP	Available	This indicator refers to the efforts of K/L to make affirmative policy or regulation aimed at providing special treatment to vulnerable groups, including persons with disabilities, women, or other vulnerable groups.	
			1.3.2.2. Accessibility of infrastructure, technology and information	Composite data of PAN RB (Administrative and Bureaucratic Reform)			

No.	Sub-Dimension	Variable			Target	Remarks (Data Verification Guidelines)	Sub Total of Value (Sub-Dimension)
		Aspects	**Indicator**	**Supporting Evidence/ Measuring Instrument**			
			1.3.2.3. Quota of 2% Workers with Disabilities	The number of workers/ASN (Civil Service Employees) with disabilities compared to the total number of workers/ASN in ministry/ agency	Data Composite	This indicator will use data from the results of the assessment conducted by the Ombudsman with the results of the categories: green zone, yellow zone, and red zone. Full score (5) is the result of the assessment that is in the green zone.	
B.	**Dimension 2: HR Implementation**						**1**
4.	2.1. HR Commitment	2.1.1. Implementation of HR Action	2.1.1.1. Percentage of implementation of HR Action	Assessment result National Action Plan of HR (RANHAM)	Report	5	
					No report	0	
		2.1.2. Follow-up of solution of recommendation or handling of alleged HR violation or Laws and Regulations based on HR perspective	2.1.2.1. Activity or program of follow-up of recommendation of national or International HR	Report document of of follow-up	Available	This indicator refers to the basic data compiled by the Ministry of Human Rights for all K/L	

No.	Sub-Dimension	Variable			Target	Remarks (Data Verification Guidelines)	Sub Total of Value (Sub-Dimension)
		Aspects	Indicator	Supporting Evidence/			
5.	2.2. HR Promotion	2.2.1. Indicator of Structure	2.2.1.1. Regulation or policy which are available have guaranteed promotion or reinforcement of human rights policy in Government Agencies	Document of Guideline, SOP, Policy, Circular Letter, Training Module, Implementing/ Technical Guidelines Curriculum, and other documents	Available	This indicator refers to efforts of K/L to promote human rights, including through personnel/ASN's capacity strengthening programs, the existence of guidelines or other references used by ASN in carrying out duties and functions, and a learning system that contains material on HR. Including also in this case, the encouragement of the agency is for learning duties of staff in the field of HR.	
		2.2.2. Indicator of Process	2.2.2.1. Budget, effort or programs designed for guaranteeing HR Promotion in the implementation of of agency's programs	RAB or activity report	Available	This indicator contains the budgetary aspect of the implementation of the HR promotion and is affirmed in the RAB of K/L in each reporting period. The RAB is specifically related to the HR promotion.	
		2.2.3. Indicator of Results	2.2.3.1. Level of understanding or HR Awareness of ASN/staff in the agency	Internal Evaluation results explaining the value percentage of ASN understanding within the K/L	Available	This indicator refers to the results of an internal evaluation conducted by the K/L on the understanding, knowledge, and awareness of HR ASN at K/L comprehensively. It is included in percent value which shows the overall aspects of knowledge, understanding, and awareness of all staff/ASN.	

No.	Sub-Dimension	Variable			Target	Remarks (Data Verification Guidelines)	Sub Total of Value (Sub-Dimension)
		Aspects	Indicator	Supporting Evidence/ Measuring Instrument			
6.	2.3. HR Protection	2.3.1. Indicator of Structure	2.3.1.1. Policy or regulation of the agency that guarantees HR protection in the implementation duties and functions	Document of Guideline, SOP, policy, Circular Letter, and other documents	Available	This indicator refers to the efforts of K/L to ensure the HR protection of public and vulnerable groups from potential violations and efforts to protect when violations have occurred. Data can be in the form of general data from duties and functions or data that are casuistic on an event.	
		2.3.2. Indicator of Process	2.3.2.1. Program or effort to improve protective efforts of HR to public	Activity Report or program aimed at for improving public HR protection	Available	This indicator contains the budget for the implementation of HR protection and is affirmed in the RAB of K/L in each reporting period. The specific RAB is related to the HR protection efforts carried out by K/L to the public or vulnerable groups in situations of HR violation	

No.	Sub-Dimension	Variable			Target	Remarks (Data Verification Guidelines)	Sub Total of Value (Sub-Dimension)
		Aspects	**Indicator**	**Supporting Evidence/ Measuring Instrument**			
						occurs or potential violations will occur.	
		2.3.3. Indicator of Results	2.3.3.1. Number of public protected in the implementation of Agency's duties and functions	Internal assessment result, violation satisfaction, and research results, or public statement on HR protection	Available	This indicator shows the results of the protection efforts made to public and mentioned in the number of the public who receive protection. Specific RAB is related to HR protection efforts carried out by K/L to public or vulnerable groups in situation a HR violation that occurs or a potential violation will occur.	
7.	2.4. Respect for HR (passive obligations)	2.4.1. Indicator of Structure	2.4.1.1. Policy or regulation that guarantee on Respect for HR in Implementing duties and functions of agency	Document of Guideline, SOP, Policy, Circular Letter, and other documents	Available	This indicator shows the efforts of K/L to respect the rights of the public served and their relation to the duties and functions of all work units, as evidenced by policy, regulation, SOP, or document of the agency.	

		2.4.2. Indicator Process	2.4.2.1. Programs or efforts that improve commitment on respect for HR by institutions	Activity Report or program aimed at for improving respect for the public's HR	Available	This indicator shows the programs carried out by K/L to ensure that the implementation of duties and functions by all work units will/have respected human rights. This indicator is evidenced by the existence of activities or programs that are carried out and contain Respect for Human Rights	
		2.4.3. Indicator of Results	2.4.3.1. Actions that have been done by the agency to prevent the intervention against basics freedom /HR	Internal assessment result, customer satisfaction research results, or statement made by public related to respect for HR	Available	This indicator shows the results of HR respect efforts carried out by K/L to the public which can be proven through the results of internal assessments, the results of violation satisfaction, research results, or statement made by the public related to respect for HR.	

No.	Sub-Dimension	Variable			Target	Remarks (Data Verification Guidelines)	Sub Total of Value (Sub-Dimension)
		Aspects	Indicator	Supporting Evidence/ Measuring Instrument			
	2.5. HR Fulfillment	2.5.1. Indicator of Structure	2.5.1.1. Legal certainty/policy which is for ensuring fulfillment of HR for each person with non-discrimination	Document of Guideline, SOP, policy, Circular Letter, and other documents	Available	This indicator shows the efforts of the K/L to fulfill the rights of the public served and in relation to the duties and functions of all work units, as evidenced by policy, regulation, SOP, or document of the agency.	
		2.5.2. Indicator of Process	2.5.2.1. Allocation of budget of fulfillment of HR based on their respective main-duties and functions	RAB, document of budget, agency's reports, or other documents	Available	This indicator shows the programs carried out by K/L to ensure the duties and functions of fulfilling HR for the public. This indicator is evidenced by the existence of the RAB of program, Strategic Plan, agency's Reports, and other documents that explain the duties and functions of the agencies for realizing the fulfillment of HR.	

No.	Sub-Dimension	Variable			Target	Remarks (Data Verification Guidelines)	Sub Total of Value (Sub-Dimension)
		Aspects	**Indicator**	**Supporting Evidence/ Measuring Instrument**			
		2.5.3. Indicator of Results	2.5.3.1. The number of the public whose rights are fulfilled based on the duties and functions	Report of activity or program showing that the public's rights have been fulfilled	Available	This indicator shows the results of HR respect efforts carried out by K/L to the public which can be proven through the results of internal assessments, the results of violation satisfaction, research results, or statement made by the public related to respect for HR.	
C.	**Dimension 3: Public Participation**						**100**
	3.1. Public participation in public decision-making	3.1.1. Participation in planning	3.1.1.1. Participation in providing training or other activities as resource persons	Application Letter of Resource Person/ Certificate/ Assignment Letter/lists of attendees as participants/other documents from group of community	Available	This indicator shows the efforts of K/L to involve the public in the agency planning process, which can be proven through activity reports such as *Musrembang* (Development Planning Meeting), FGD, or public consultations, either the public as	

No.	Sub Dimension	Variable			Target	Remarks (Data Verification Guidelines)	Sub Total Value (Sub-Dimension)
		Aspects	Indicator	Supporting Evidence/ Measuring Instrument			
						resource persons or participants	
			3.1.1.2. Involvement in the preparation process of policy, evaluation, forum discussion or other activities	Request Letter of Resource Person/ Certificate/ Assignment Letter/ others from group of community	Available	This indicator shows the efforts of K/L to involve the public in the process of monitoring or performance evaluation, which can be proven through evaluation reports conducted by agencies and involving the public for implementing, formulating evaluation Indicator, FGD and discussion of evaluation results, or preparation of evaluation reports.	

No.	Sub-Dimension	Variable			Target	Remarks (Data Verification Guidelines)	Sub Total of Value (Sub-Dimension)
		Aspects	**Indicator**	**Supporting Evidence/ Measuring Instrument**			
		3.1.2. Cooperation	3.1.2.1. Cooperation with community organizations or higher-education institutions in the implementation of the program	Cooperation Document/photo/ others	Available	This indicator explains the cooperation carried out by K/L with community organizations in the field of HR.	
D.	**Dimension 4: Human Rights Accountability**						**100**
	4.1. Handling of Complaints and Remedies	4.1.1. Handling of internal complaints	4.1.1.1. Case to HR of staff/ASN is settled in a dialogical, deliberative, and participatory manner	Case handling reports	Available	This indicator shows that a complaint channel can be accessed by all staff/ASN in the agency to report violations of rights experienced.	
			4.1.1.2. Level of Satisfaction of Service Users of Agency Complaints	Satisfaction results of of service users of complaints	Available	This indicator shows the satisfaction results of the complainer on the report that has been submitted, the process of	

						settlement, and the outcome is decided.	
	TOTAL VALUE						**400**

MINISTER OF HUMAN RIGHTS OF THE REPUBLIC OF INDONESIA,

signed

NATALIUS PIGAI

ANNEX II TO
REGULATION OF THE MINISTER OF HUMAN RIGHTS OF THE REPUBLIC OF INDONESIA
NUMBER 15 OF 2025
ON
HUMAN RIGHTS COMPLIANCE ASSESSMENT OF GOVERNMENT AGENCIES

HR COMPLIANCE ASSESSMENT INDICATOR

II. LOCAL GOVERNMENT

No.	Sub- Dimension	Variable			Target	Remarks (Data Verification Guidelines)	Sub Total of Value (Sub-Dimension)
		Aspects	Indicator	Supporting Evidence/Measuring Instrument			
A.	**Dimension 1: Integration of HR Policy in the Regions**						**100**
1.	1.1 Regional legal products	1.1.1. Regional Legal Product with HR Perspective	1.1.1.1 Regional legal product in accordance with HR Principles	Document of Regional Regulation, Governor Regulation, and other regional Legal Products	Available	Document of Regional Regulation, Governor Regulation, and other Regional Legal Products that regulate the Human Rights in general	
	1.2 Planning and budgeting of based on HR perspective	1.2.1. Preparation of document of regional planning with	1.2.1.1 Document of regional planning that include HR Aspects	Document of regional planning (RKPD) which include HR Aspects in it	Available	Document of Regional contained in Local Government Work Plan and mentioning HR in it	

No.	Sub-Dimension	Variable			Target	Description (Data Verification Guidelines)	Sub Total Value (Sub-Dimension)
		Aspects	**Indicator**	**Supporting Evidence/Measuring Instrument**			
		HR Perspective				explicitly	
		1.3.1. Preparation of local program budgets with a HR perspective	1.3.1.1 Availability of items of local budgets related to HR	Local budget document or ToR which mentions the HR program	Available	Local budget document, either as a whole or a summary containing the human rights budget item	
B.	**Dimension 2: HR Implementation**						**100**
2.	2.1 Commitment of HR	2.1.1. Planning of HR Training for ASN, Human Resource, public, community organization, and/or higher education institution in regions	2.1.1.1 Availability of HR Training implemented for ASN or Human Resource in regions	Activity report of HR Training Implemented by Local Government	Available	HR training activity carried out by the Provincial/Regency/City Local Government for the development of Human Resource/ASN capacity in the regions	
			2.1.1.2 Involvement of public, community organizations, or higher education institutions in providing training or other activities	Request Letter of Resource Person/ Certificates/ Assignment Letter as a participant/ other documents from group of community	Available	Activities that include public, community organizations, and higher education institutions in program implementation or regional policy in province/ regency/municipality	

No.	Sub-Dimension	Variable			Target	Description (Data Verification Guidelines)	Sub Total Value (Sub-Dimension)
		Aspects	**Indicator**	**Supporting Evidence/Measuring Instrument**			
			as a resource person				
			2.1.1.3 Involvement of public, community organization, or higher education institutions, in the process of policy preparation, evaluation, discussion forum or other activities such as the Provincial/Regency/ Municipal *Musrembang*	Request Letter of Resource Person/ Certificate/ Assignment Letter of /others from group of community	Available	Activity of policy preparation, evaluation, discussion forum or other activities such as the Provincial/Regency/ Municipal *Musrembang* that invites or presents group of community, community organizations, and higher education institutions	
		2.1.2. Preparation of Policy or Regulation that ensures the fulfillment of	2.1.1.4 Policy or regulation that guarantees the protection of the rights of employees in regions	Regulation, policy, SOP, or other documents that regulate the protection of the rights of	Available	Internal policy or SOP that ensures the rights of ASN in regions are fulfilled and protected	

No.	Sub-Dimension	Variable			Target	Description (Data Verification Guidelines)	Sub Total Value (Sub-Dimension)
		Aspects	**Indicator**	**Supporting Evidence/Measuring Instrument**			
3.		HR for ASN and Public		ASN employee in regions			
			2.1.1.5 Case related to citizens' HR is solved in a dialogical, deliberative, and participatory way	Document of citizens' HR Problem Solving Report summitted	Available	Availability of violation cases of citizens' rights that are accepted and solved in a dialogical, deliberative, and participatory manner	
			2.1.1.6 Satisfaction level of agency complaint service users	Document of survey report or satisfaction evaluation of local government service users	Available	Availability of survey reports or evaluation that assesses public satisfaction with services that have been provided by the Provincial/Regency/ Municipal Government	
	2.2 HR Action Achievement and the Implementation of HR Recommendation	2.2.1. HR Action Implementation in regions	2.2.1.1 Achievement of implementation of provincial/regency/ municipal HR actions	Report Data of Provincial/Regency /Municipal HR Action	Report / No Report	Composite data of results from reporting of Provincial/Regency/Municipal HR Action	

No.	Sub-Dimension	Variable			Target	Description (Data Verification Guidelines)	Sub Total Value (Sub-Dimension)
		Aspects	**Indicator**	**Supporting Evidence/Measuring Instrument**			
		2.2.2. Planning of activity or follow-up programs of national or international HR recommendation	2.3.1.1 Activity or follow-up programs of national or international HR recommendation	Reports of activity or follow-up programs of national or international HR recommendation	Available	report of activity or program carried out by the Local Government as an effort to implement HR recommendation from the National HR Agency, Ministries, or other agencies, both in terms of resolving an alleged case of HR violation and the existence of draft or regional legal product that does not have an HR perspective	
C.	**Dimension 3: HR Services (Minimum Service Standard, SPM)**						**100**
4.	3.1 Provincial Basic Service Policy and Budgets	3.1.1. Preparation of regional legal products that guarentee Economic, Social, and Cultural Rights of the public	a. education; b. health; c. public works and spatial planning; d. public housing and residential areas; e. peace, public order,	The existence of provincial/regency/ municipal legal products that guarantee the service of basic rights	Available	Regional legal products at the level of Regional Regulation, Governor/Mayor/Regent Regulation which regulates minimum basic services in the region (education, health, public works and space,	

No.	Sub-Dimension	Variable			Target	Description (Data Verification Guidelines)	Sub Total Value (Sub-Dimension)
		Aspects	**Indicator**	**Supporting Evidence/Measuring Instrument**			
5.			and public protection; and f. social affairs.			peace and order, social affairs)	
		3.1.2. Budget planning that guarantees the Economic, Social, and Cultural Rights of the public		Percentage of provincial/regency municipal budget that Guarantees the service of basic rights	Available Available Available Available Available Available	The percentage of the regional budget allocated for each basic service (SPM) compared to the total regional budget for the current year	
	3.2 Implementation of Provincial and Regency/Municipal Minimum Service Standard	3.2.1. Fulfillment of Minimum Service Standard (*Standar Pelayanan Minimal*, SPM) of Local Government in accordance with		Provincial/ Regency/ Municipal Government obtains SPM index categorized good in SPM reporting	Excellent Good Enough	Composite data from SPM reporting carried out by the Provincial/Regency/ Municipal Government to the Ministry of Home Affairs and the categorization of the result of the the report	

		Regulation of the Minister of Home Affairs Number 59 of 2021		to the Ministry of Home Affairs (composite)		based on the assessment from the Ministry of Home Affairs	
Total Value							**300**

MINISTER OF HUMAN RIGHTS OF THE REPUBLIC OF INDONESIA,

signed

NATALIUS PIGAI

ANNEX III TO
REGULATION OF THE MINISTER OF RIGHTS OF THE REPUBLIC OF INDONESIA
NUMBER 15 OF 2025
ON
THE ASSESSMENT OF HUMAN RIGHTS COMPLIANCE OF GOVERNMENT AGENCIES

I. FORMAT OF STATEMENT OF WILLINGNESS TO DECLARE HUMAN RIGHTS COMPLIANCE ASSESSMENT OF GOVERNMENT AGENCIES

AGENCY LETTERHEAD
(Logo and Name of the Sending Government Agency)
Address, Phone, Email

Number : [Statement Number] [Date of Statement]
Attachment : One file (Commitment Document)
Subject : Submission of Willingness to Declare Human Rights Compliance Assessment of Government Agencies

Honorable Minister of Human Rights
for the attention of Director General of Human Rights Services and Compliance of the Ministry of Human Rights of the Republic of Indonesia
Jl. H.R. Rasuna Said Kav. 4-5, Kuningan, South Jakarta

Your Excellency,
In order to implement the HR Compliance Assessment in Government Agencies in the Year [Year of Implementation], we hereby express our willingness [name of ministry/institution/local government] to declare the HR Compliance Assessment program for Government Agencies as a form of commitment to respect, fulfillment, enforcement, protection and promotion of HR within our agencies.

We hope that the Ministry of Human Rights of the Republic of Indonesia may provide assistance and facilitation in the implementation of the HR Compliance Assessment.

Your Excellency,

On behalf of Minister/Heads of Agency/Regional Leader
Secretary General/Principal Secretary/Regional Secretary

[Official's Name]
NIP. (Employee's Identity Number) ...

II. DOCUMENT FORMAT OF HUMAN RIGHTS COMPLIANCE ASSESSMENT COMMITMENT FOR GOVERNMENT AGENCIES

LETTERHEAD OF AGENCY GOVERNMENT

STATEMENT LETTER OF
HR COMPLIANCE ASSESSMENT COMMITMENT

On this day, ... date...., month..., year..., I... *(Name of the Leader at the Secretariat General of the Ministry and the institution or Secretariat of the Local Government), ... (NIP and Position),* representing ... (*mention the name of the Government Agency*), stating:

1. Willing to take part in the HR Compliance Assessment carried out by Minister of HR;
2. Willing to cooperate in all stages of the Compliance Assessment and meet the target Indicator.

This statement is made on their own awareness and without coercion from any party and witnessed by representatives of the Directorate General of HR Compliance and Services of the Ministry of HR.

Made in....
On behalf of Minister/Heads of Agency/Regional Leader
On behalf of General/Principal Secretary/
On behalf of Regional Secretary

[Official's Name] NIP. ...

Acknowledging,

First Party,	Second Party
[Name of Representative of Ministries/Institutions/Local Governments (minimum Echelon III level officials)]	[Name of Representative of the Directorate General of HR Compliance and Services /Regional Office (at least Echelon III level officials)]

MINISTER OF HUMAN RIGHTS OF
THE REPUBLIC OF INDONESIA,

signed

NATALIUS PIGAI