

REGULATION OF THE PRESIDENT OF THE REPUBLIC OF INDONESIA
NUMBER 60 OF 2023
ON
NATIONAL STRATEGY ON BUSINESS AND HUMAN RIGHTS

BY THE BLESSINGS OF ALMIGHTY GOD

PRESIDENT OF THE REPUBLIC OF INDONESIA,

- Considering :
- a. that national development as mandated by the 1945 Constitution of the Republic of Indonesia is implemented based on the principle of sustainable development by upholding the value of human rights;
 - b. that the state as the main stakeholder of national development has the obligations and responsibilities for protecting and remedying human rights in order to realize welfare, peace, tranquility, and justice for the public;
 - c. that every person including business actors also has a responsibility for respecting and remedying human rights in accordance with the provisions of legislation in order to realize welfare, peace, tranquility, and justice for the public;
 - d. that to ensure legal certainty and a sense of justice for the public in obtaining respect, protection, fulfillment, enforcement, and promotion of human rights in business activities, a National Strategy on Business and Human Rights is needed;

- e. that based on the considerations as referred to in point a, point b, point c, and point d, it is necessary to issue a Presidential Regulation on National Strategy on Business and Human Rights;

Observing : 1. Article 4 section (1) and Article 28I section (5) 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 of 1999 Number 165, Supplement to the State Gazette of the Republic of Indonesia Number 3886);

HAS DECIDED:

To issue : PRESIDENTIAL REGULATION ON NATIONAL STRATEGY ON BUSINESS AND HUMAN RIGHTS.

CHAPTER I GENERAL PROVISIONS

Article 1

In this Presidential Regulation:

1. Human Rights hereinafter referred to as HR, mean a set of inalienable rights which is inherent to the nature and existence of every human being of God Almighty and are the blessings from the Almighty that must be respected, upheld, and protected by the state, law, government and every person for the respect and protection of human dignity.
2. National Strategy on Business and Human Rights, hereinafter referred to as NASBHR, means a national policy direction containing the strategies and steps to be used as a reference for ministries, institutions, Local Governments, Business Actors, and Other Stakeholders for the advancement of the business community by taking the protection, respect, and remedy of HR into account.

3. National Task Force for Business and Human Rights, hereinafter abbreviated to NTF-BHR, means a task force that coordinates the implementation of NASBHR at the national level.
4. Regional Task Force for Business and Human Rights, hereinafter abbreviated to RTF-BHR, means a task force that coordinates the implementation of NASBHR at the regional level.
5. BHR Action means a further elaboration of NASBHR to be implemented by ministries, institutions, Local Governments, Business Actors, and Other Stakeholders.
6. Local Government means the head of a region as the administering element of local government, leading the implementation of government affairs that become the authority in an autonomous region.
7. Business Actor means every individual or business entity, whether incorporated or unincorporated, which is established and carries out activities in the jurisdiction of the Republic of Indonesia.
8. Other Stakeholders mean individuals, community groups, community organizations, practitioners, academicians, associations, development partners, and mass media related to the implementation of NASBHR.
9. Minister means the minister administering government affairs in the field of law and human rights.

CHAPTER II
IMPLEMENTATION OF THE NATIONAL STRATEGY
ON BUSINESS AND HUMAN RIGHTS

Article 2

- (1) NASBHR are issued by this Presidential Regulation.
- (2) The regulation of NASBHR as referred to in section (1) includes:

- a. obligations of ministries/institutions and Local Governments to protect HR in business activities;
 - b. responsibilities of Business Actor for respecting HR; and
 - c. access to remedies for victims of alleged HR violations in business activities.
- (3) NASBHR as referred to in section (1) serve as:
- a. a guideline for ministries/institutions and Local Governments to carry out planning, implementation, and monitoring of business and HR; and
 - b. a guideline for Business Actors and Other Stakeholders to participate in respecting HR in the business sector.

Article 3

- (1) NASBHR is implemented through BHR Actions.
- (2) BHR Actions as referred to in section (1), are issued for a period of 3 (three) years within a period of 2023-2025.
- (3) BHR Actions for the next period are issued by Presidential Regulation.
- (4) BHR Actions as referred to in section (2), are set out in the Annex constituting an integral part of this Presidential Regulation.

Article 4

- (1) To organize the implementation of NASBHR, NTF-BHR is formed.
- (2) The formation of NTF-BHR as referred to in section (1) is stipulated by Ministerial Decision.
- (3) NTF-BHR as referred to in section (2) is chaired by the Minister.
- (4) Membership of NTF-BHR as referred to in section (2) consists of the elements of:
 - a. ministries/institutions; and
 - b. non-governmental organizations.

- (5) The membership period of NTF-BHR as referred to in section (4) follows the period of BHR Actions.

Article 5

NTF-BHR as referred to in Article 4 section (1) has the following duties of:

- a. proposing draft BHR Actions;
- b. coordinating and harmonizing the implementation of NASBHR at the national and regional levels;
- c. coordinating monitoring and evaluation of the implementation of NASBHR at the national and regional levels; and
- d. reporting results of the implementation of BHR Actions to the Minister.

Article 6

- (1) To support the effective implementation of NTF-BHR's duties as referred to in Article 4, a secretariat of NTF-BHR is formed.
- (2) The secretariat of NTF-BHR as referred to in section (1) is implemented by a unit within the ministry administering government affairs in the field of law and human rights.

Article 7

- (1) To organize the implementation of NASBHR in provincial areas, RTF-BHR is formed.
- (2) The formation of RTF-BHR as referred to in section (1) is stipulated by Governor Decision.
- (3) RTF-BHR as referred to in section (2) is chaired by a governor.
- (4) Membership of RTF-BHR consists of:
 - a. regional apparatus organizations;
 - b. regional offices of the ministry administering government affairs in the field of law and human rights; and
 - c. non-governmental organizations.

- (5) RTF-BHR as referred to in section (1) has the following duties of:
 - a. coordinating and harmonizing the implementation of NASBHR at the regional level;
 - b. carrying out monitoring and evaluation of the implementation of NASBHR at the regional level; and
 - c. reporting results of the implementation of BHR Actions to NTF-BHR.
- (6) The membership period of RTF-BHR as referred to in section (4) follows the period of BHR Actions.

Article 8

- (1) To support the effective implementation of RTF-BHR's duties as referred to in Article 7, a secretariat of RTF-BHR is formed.
- (2) The secretariat of RTF-BHR as referred to in section (1) is domiciled at the regional offices of the ministry administering government affairs in the field of law and human rights.

Article 9

Further provisions regarding the work procedures of NTF-BHR and RTF-BHR are regulated by Ministerial Regulation.

Article 10

- (1) BHR Actions are implemented by the public participations.
- (2) Ministers, heads of institutions, and Governors are responsible for the implementation of BHR Actions in line with their respective authority, in accordance with the provisions of legislation.

Article 11

- (1) NTF-BHR Monitors and evaluates BHR Actions.

- (2) The outcome of the monitoring and evaluation of BHR Actions are used as materials for the evaluation of NASBHR.

Article 12

- (1) The Minister coordinates the reporting of the implementation of BHR Actions by NTF-BHR and RTF-BHR in September each year.
- (2) The Minister submits a report on the implementation of BHR Actions as referred to in section (1) to the President in December each year and/or at any time if necessary.
- (3) The report on the implementation of BHR Actions as referred to in section (2) is published and accessible to the public.

CHAPTER III FUNDING

Article 13

Funding for the implementation of NASBHR comes from:

- a. state budget;
- b. local government budget; and/or
- c. other lawful and non-binding sources in accordance with the provisions of legislation.

CHAPTER IV TRANSITIONAL PROVISIONS

Article 14

NTF-BHR and RTF-BHR, that have been formed before this Presidential Regulation comes into force, it continues to perform their duties until the formation of NTF-BHR and RTF-BHR under this Presidential Regulation.

CHAPTER V
CLOSING PROVISIONS

Article 15

NTF-BHR and RTF-BHR are formed based on this Presidential Regulation by not later than 1 (one) year after this Presidential Regulation comes into force.

Article 16

This Presidential Regulation comes into force on the date of its promulgation.

In order that every person may know hereof, it is ordered to promulgate this Presidential Regulation by its placement in the State Gazette of the Republic of Indonesia

Promulgated in Jakarta
on 26 September 2023

PRESIDENT
OF THE REPUBLIC OF INDONESIA,

signed

JOKO WIDODO

Issued in Jakarta
on 26 September 2023

MINISTER OF STATE SECRETARIAT
OF THE REPUBLIC OF INDONESIA,

signed

PRATIKNO

Jakarta, 15 May 2024
Has been translated as an Official Translation
on behalf of Minister of Law and Human Rights
of the Republic of Indonesia

DIRECTOR GENERAL OF LEGISLATION,



ASEP N. MULYANA

ANNEX TO
REGULATION OF THE PRESIDENT
OF THE REPUBLIC OF INDONESIA
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AND HUMAN RIGHTS

BUSINESS AND HUMAN RIGHTS ACTIONS

A. Background

The existence of Business Actors in development has very significant impacts on the wheels of a country's economy especially in the era of globalization, privatization, and information technology. Business Actors create new employment, improve working conditions, improve people's lives, and reduce poverty. Furthermore, in order to create economic efficiency, Business Actors also expedite industrial affairs, create technological innovations, and expand cross-border markets. Those changes certainly lead to a better human life.

On the other hand, business activities can also have impacts on the community and pose risks of HR violations. Labor wages are below the specified wages, working hours and overtime exceeding the specified time, leave entitlement not properly given, prohibition of worship, discrimination in the workplace, and child labor. They are examples in which Business Actors play a major role in violating HR in their scope of work. In addition, the negative impacts of business activities are not limited to their scope of work but also affect the local community. The examples of these impacts are land issues that are not in accordance with procedures and environmental pollution. It is thereby evident that Business Actors also have a responsibility to respect HR in their scope of work and surrounding area.

To overcome the challenges in Business and HR issues, the Secretary General of the United Nations (UN) in 2005 appointed a Special Representative of the Secretary-General on the issue of human rights and transnational corporations and other business enterprises (SRSG) to prepare a global guide to Business and HR.

In 2011, SRSG presented the Guiding Principles on Business and Human Rights: Implementing the UN Protect, Respect and Remedy Framework (UN Guiding Principles on Business and HR), which subsequently received endorsement from the UN Human Rights Council through Resolution A/HRC/RES/17/4. This instrument adopts the concept of three pillars of Business and HR, namely states' obligation to protect HR, Business Actors' responsibility to respect HR, and access to remedies.

The first pillar of the UN Guiding Principles on Business and HR underlines states' obligation to protect HR which can be described as follows:

1. States must protect HR against violations committed by third parties, including Business Actors, in their territory and/or jurisdiction. Therefore, states must take appropriate measures to prevent, investigate, punish, and remedy such HR violations through policies, legislation, regulations, and guarantees of an effective system for access to judicial and non-judicial justice;
2. States clearly convey their expectation that all Business Actors domicile in their territory/jurisdiction respect HR at every stage of their business activities.

The second pillar of the UN Guiding Principles on Business and HR focuses on Business Actors responsibility for respecting HR, which can be further elaborated into:

1. Business actors must respect HR, prevent, contribute to as well as minimize, and overcome the occurrence of HR violations from business activities by Business Actors and their work partners; Business actors must have sufficient policies and processes related to HR, including:
 - a) having a HR policy commitment.
 - b) implementing the HR due diligence process to identify, prevent, mitigate, and account for the risk of HR violations from business activities by Business Actors and/or their partners.
 - c) endeavoring the remedy process for any alleged HR violations caused by the business activities of Business Actors and/or their partners.

The third pillar of the UN Guiding Principles on Business and HR focuses on the right of HR violation victims to have access to effective, legal, accessible, certain, fair, transparent, and accountable remedies, both through judicial and non-judicial mechanisms. The third pillar constitutes an integral part of states' obligation to protect HR and Business Actors' responsibility to respect HR.

In order to realize the endeavors above, the Government of Indonesia is committed to mainstreaming the principles of Business and HR in those three pillars into its national policy. To support the commitment, the Government of Indonesia started to make various research, dissemination, and/or capacity-building efforts for cross-ministry state apparatuses and various stakeholders regarding Business and HR.

At the same time, the community has also carried out information dissemination, research, and education regarding HR in business to various groups including Business Actors and grassroots communities. From the business aspect, various efforts have been made by Business Actors to integrate HR into their business policies. Business Actors have conducted a lot of training, voluntary assessment of the risk of HR violations, and preparation of companies' internal guides (code of conduct) as well as participated in regional or international networks in the field of Business and HR.

B. Indonesia's Commitment to Business and HR

Indonesia as one of the UN member states has the obligation to implement various international treaties in the field of HR that have been ratified by Indonesia. In addition to international treaties that are legally binding, Indonesia also supports international guides that are non-binding. Indonesia also supported the UN HR Council's endorsement of the UN Guiding Principles on Business and Human Rights in 2011. The UN Guiding Principles on Business and Human Rights have now become the main guide at the global level related to HR protection efforts in the business sector.

Furthermore, to coordinate Business and HR mainstreaming efforts at the national level, the Government of Indonesia in 2021 formed a National Task Force for Business and HR. This is in accordance with the vision and mission of the President of the Republic of Indonesia which were later translated into 5 (five) Presidential directives and elaborated in 7 (seven) development agenda in order to realize Indonesia which is sovereign, independent, and has personality. The vision and mission also include the President's policy in overcoming problems in the field of HR.

In addition, to realize Indonesia's vision and mission as well as commitment in implementing the achievement of the Sustainable Development Goals and the National Long-Term Development Plan and the National Medium-Term Development Plan, as well as to support the implementation of the 2021-2025 NAPHR, Indonesia considers it necessary to initiate the preparation and implementation of the National Strategy on Business and Human Rights (NASBHR).

NASBHR constitutes a national policy direction that contains strategies and steps to be used as a reference for ministries, institutions, Local Governments, Business Actors, and Other Stakeholders for the advancement of the business community by

taking the protection, respect, and remedy of HR into account. It is expected that NASBHR can create more integrated, focused, impactful, and measurable policies on Business and HR, supported by continuous and transparent evaluation and supervision, as well as more intensive coordination between ministries and government institutions as well as with Business Actors and public. In the end, NASBHR can contribute to preventing and overcoming the potential impacts of business activities on HR and providing effective remedies for affected victims.

C. NASBHR Preparation Process

The UN Working Group on Business and Human Rights suggested the preparation of a National Action Plan policy on Business and HR by states. In the Indonesian context, the preparation of NASBHR has been initiated to mainstream the UN Guiding Principles on Business and HR into national policies. The NASBHR preparation process has commenced since 2016 through several steps:

1. discourse on the preparation of an Action Plan for Business and HR was initiated by the Ministry of Law and HR and the Ministry of Foreign Affairs.
2. the development process of the National Action Plan for Business and HR was then followed up by the National Commission on Human Rights supported by one of the non-governmental organizations, namely ELSAM (the Institute for Policy Research and Advocacy) through a study, the results of which are in the form of policy paper titled: *Urgentitas Penyusunan dan Pengembangan Rencana Aksi Nasional Bisnis dan HR di Indonesia* (Urgency in the Preparation and Development of a National Action Plan for Business and HR in Indonesia). This policy paper became the background for preparing this NASBHR.
3. as one of the follow-ups to the mainstreaming of the UN Guiding Principles on Business and HR in Indonesia in 2018, the Ministry of Foreign Affairs issued a General Guideline on Business and HR in Indonesia that subsequently became the basis for the development of this NASBHR.
4. based on discussions between ministries/institutions, it was decided to make the Coordinating Ministry for Economic Affairs as a contact person for the formulation of NASBHR in Indonesia. In 2019, the Ministry of Law and Human Rights was mandated as a contact person to continue the formulation of NASBHR.
5. in the context of the preparation of NASBHR, the Ministry of Law and Human Rights formed a National Task Force for Business and Human Rights (NTF-BHR) in 2021 by Decision of the Minister of Law and Human Rights Number M.HH-01.HA.01.07 of 2021 consisting of 20 (twenty) ministries/institutions, representatives of community institutions, Business Actor associations, and academicians. With a continuous series of coordination, it was considered necessary to strengthen NTF-BHR by improving its structure, duties, and functions, as well as adding some ministries/institutions that are closely related to NASBHR.

6. to improve the role of Local Governments in the implementation of Human Rights Respect, Protection, Fulfillment, Enforcement, and Advancement (*Penghormatan, Pelindungan, Pemenuhan, Penegakan, dan Pemajuan Hak Asasi Manusia, P5HAM*), Regional Task Forces for Business and Human Rights (RTF-BHR) consisting of provincial-level regional apparatus organizations, vertical agencies of the ministry that organizes government affairs in the field of law and human rights, and non-governmental organizations were formed.
7. preparation of NASBHR was also carried out through public consultations by involving various stakeholders including ministries/institutions, international organizations, communities including vulnerable groups, Business Actors, and business associations.

D. Purposes and Objectives

The purpose of preparation of this NASBHR is to encourage efforts to respect, protect, fulfill, enforce, and advance HR in more effective and integrated business practices. The grand objective contains some elements to be achieved by this NASBHR:

1. providing a direction on strategic efforts and priorities that need to be carried out by the government, Business Actors, and associations, for HR respect, protection, fulfillment, enforcement, and advancement;
2. enhancing the understanding of ministries/institutions and communities including Business Actors, and associations in relation to Business and HR issues;
3. encouraging the prevention, mitigation, and remedy of negative impacts of business activities on the respect for HR with measurable achievements;
4. increasing synergy and coherence between programs, regulations, and/or policies both at the central (including between ministries/institutions) and regional levels related to Business and HR;
5. improving better coordination between the Central Government and Local Governments in the implementation of policies related to Business and HR;
6. building a sustainable and competitive business; and
7. improving an active role in the achievement of sustainable development goals related to Business and HR.

E. Methodology

The preparation of NASBHR uses the following methodologies:

- a. Evidence-based assessment

NASBHR is prepared based on various evidence-based studies, both general and sectoral that have been carried out by the government and community representatives. One of the studies used as the basis for the preparation of NASBHR is a baseline study in three sectors, namely plantation, mining, and tourism. Comprehensive mapping of challenges, strategies, outputs, and priority sectors can thereby be obtained.

b. Synergy with other strategic policies

NASBHR is prepared by considering state documents such as Presidential Regulation Number 59 of 2017 on Implementation of the Achievement of Sustainable Development Goals, Presidential Regulation Number 111 of 2022 on Implementation of the Achievement of Sustainable Development Goals, Presidential Regulation Number 54 of 2018 on National Strategy on Corruption Prevention, Presidential Regulation Number 53 of 2021 on the 2021-2025 National Action Plan for Human Rights (NAPHR), and other actions that have been adopted and become a reference for the development of ministerial/institutional work plans.

c. Stakeholder Participation

To ensure transparency and accountability, as well as the involvement of all parties including vulnerable groups, NASBHR has consulted with ministries/institutions, Business Actors, and Other Stakeholders on various occasions. NTF-BHR gives opportunities to all stakeholders to provide input for the improvement of this National Strategy on BHR.

d. UN Guiding Principles on Business and HR

NASBHR is prepared based on 3 (three) pillars of the UN Guiding Principles on Business and HR, namely:

1. states' obligation to protect;
2. Business Actors' responsibility to respect; and
3. effective remedies for victims of HR violations caused both directly and indirectly by the business activities of Business Actors and their business partners.

F. Challenges and Needs for Policy Strengthening

To support a business culture that respects HR, a comprehensive strategy is needed to strengthen mechanisms for respecting, protecting, enforcing, and promoting HR in the business sector. The aspects that need to be strengthened in national policies related to Business and HR are among others:

1. enhancement of the understanding of Business and HR issues and norms among the government, Business Actors, and communities;
2. evaluation, harmonization, and refining of regulations related to Business and HR;
3. availability of guides for Business Actors to respect HR in their business activities;
4. expansion of access to information related to the available Business and HR case complaint mechanism;
5. evaluation and improvement of the effectiveness of access to remedies through judicial and non-judicial channels for Business and HR cases/disputes; and
6. increase in synergy and coordination between various relevant agencies in handling Business and HR issues.

G. Strategies

To face the challenges and constraints in Business and HR issues, the following strategies are prepared:

1. enhancement of the understanding, capacity, and promotion of Business and HR for all stakeholders;
2. development of regulations, policies, and guides that support the protection and respect for HR; and
3. strengthening of effective remedy mechanisms for victims of alleged HR violations in business activity practices.

The 3 (three) strategies of NASBHR can be described as follows:

Strategy 1: Enhancement of the Understanding, Capacity, and Promotion of Business and HR for All Stakeholders

Enhancement of understanding is a first step for the fulfillment of HR. Providing education means empowering every stakeholder to participate in respecting, protecting, fulfilling, enforcing, and promoting HR. Efforts to enhance the understanding, capacity, and promotion of Business and HR for all stakeholders include:

1. preparing dissemination/training materials on Business and HR to increase the capacity of the government, Business Actors, associations, and public;
2. increasing the capacity of ministries/institutions and Local Governments regarding Business and HR;
3. increasing the capacity of private Business Actors, SOE, ROE, and MSME as well as their supply chains on Business and HR;
4. increasing public capacity on Business and HR;
5. improving the role of mass media and social media, as well as ministries/institutions in growing, informing, disseminating, and promoting Business and HR; and
6. Strengthening the state-based non-judicial mechanism in order to provide access to remedies for victims of alleged HR violations in business practices.

Strategy 2: Development of Regulations, Policies, and Guides that support the protection and respect of HR

Given the current condition of the provisions of legislation that regulate the business community, mapping, evaluation, and harmonization of legislation and/or policies that have relevance to Business and HR and can encourage the fulfillment of HR in the business community are needed. It is expected that the development of regulations, policies, and practical guides can contribute to preventing, reducing, or overcoming negative implications on HR in business activities. The efforts made in Strategy 2 are, namely:

1. carrying out the mapping of legislation along with their subsidiary regulations that have relevance to Business and HR;
2. preparing practical/technical guidelines or policies to implement respect for HR in business practices; and

3. encouraging Business Actors to prepare policies on the Protection and Respect of HR.

Strategy 3: Strengthening of Effective Remedy Mechanisms for Victims of Alleged HR Violations in Business Activity Practices

The fact that business activities have positive impacts and also pose the risk of HR violations is irrefutable. If there are allegations of HR violations, the rights of the victims need to be guaranteed by effective, legal, accessible, certain, fair, transparent, and accountable remedy mechanisms, both through judicial and non-judicial mechanisms at the central, regional, and/or internal company levels. Efforts that can be made in relation to Strategy 3 are, namely:

1. encouraging Business Actors to include a complaint mechanism in companies' internal regulations including its supply chain; and
2. strengthening access to justice for victims of HR violations caused directly or indirectly by the business activities of Business Actors and their work partners.

The obligations of ministries/institutions or Local Governments in implementing BHR Actions are described in the matrix of BHR Actions.

H. Reporting, Monitoring, and Evaluation

NASBHR is an effort to establish Business and HR mechanisms and policies at the national level. As mentioned in the beginning, all HR issues in business practices ideally should be set out in this NASBHR. However, reality and urgency play a role in the selection of priorities for the current year. Thereby, it should be noted that NASBHR is a strategic and dynamic document.

Based on the aforementioned matters, reporting, supervision, and evaluation are critical to ensure that all actions have been taken and the objectives of NASBHR are achieved. To ensure the achievement of the objectives of NASBHR, it is necessary to carry out effective, simple, and continuous reporting, supervision, and evaluation.

1. Reporting

- a. the system and format of a report on the implementation of this National Strategy on BHR will be further determined by NTF-BHR.
- b. RTF-BHR and NTF-BHR submit a report on the implementation of BHR Actions to the Minister in September each year.
- c. the Minister submits a report on the implementation of BHR Actions to the President in December each year and/or at any time if necessary.

2. Monitoring and Evaluation

- a. monitoring and evaluation are carried out to ensure that the objectives of NASBHR are achieved and used as materials for formulating further policies;
- b. results of reporting of the implementation of NASBHR are used to measure target achievement; and
- c. results of reporting of the implementation of NASBHR are reported to the President.

MATRIX OF BUSINESS AND HUMAN RIGHTS ACTIONS

Strategy 1: Enhancement of the Understanding, Capacity, and Promotion of Business and HR for All Stakeholders

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
1. Preparing dissemination/training materials on Business and HR to increase the capacity of the government, Business Actors, associations, and communities	1.1 Preparing Business and HR material modules	Availability of Business and HR material modules		V		Ministry of Law and Human Rights	Ministries/Institutions

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	1.2 Preparing the Business and Human Rights Risk Assessment Application (<i>Penilaian Risiko Bisnis dan Hak Asasi Manusia</i> , PRISMA)material modules	Availability of Business and Human Rights Risk Assessment Application (PRISMA) material modules for Business Actors		V		Ministry of Law and Human Rights	<ol style="list-style-type: none"> 1. Coordinating Ministry for Maritime Affairs and Investment 2. Ministry of State-Owned Enterprises 3. Ministry of Marine Affairs and Fisheries 4. Ministry of Investment/ Investment Coordinating Board
	1.3 Preparing thematic guidelines and Disseminating Thematic Guidelines	Availability of material modules: a. Gender Responsive Business Guidelines b. Guidelines on the Prevention and Handling of Violence in the workplace	V	V	V	Ministry of Women Empowerment and Child Protection	<ol style="list-style-type: none"> 1. Ministries/Institutions 2. UN Women 3. International Labour Organization (ILO)

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	1.4 Preparing guidelines for child labor monitoring and remediation systems at the village level	Availability of National Guidelines on Community-Based Child Labor Handling in Rural Villages and Urban Villages for the government, Business Actors, and communities (adjusted to the title of the prepared guide)	V			Ministry of Women Empowerment and Child Protection	<ol style="list-style-type: none"> 1. Ministry of Manpower 2. Ministry of Villages, Development of Disadvantaged Regions and Transmigration 3. Ministry of Social Affairs 4. NTF-BHR
	1.5 Community training in the implementation of child labor monitoring and remediation system based on the business sector	Increase in the number of communities implementing child labor monitoring and remediation systems based on the business sector	V	V		Ministry of Women Empowerment and Child Protection	Local Governments

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
2. Increasing the capacity of ministries/institutions and Local Governments regarding Business and HR	2.1 Entrepreneurship Training with a gender perspective	Increase in the number of ministries/institutions and Local Governments that have received Entrepreneurship Training with a gender perspective		V	V	Ministry of Women Empowerment and Child Protection	1. Ministry of Law and Human Rights 2. Ministries/Institutions 3. Local Governments
	2.2 Carrying out the dissemination of PRISMA to ministries/institutions, Business Actors, and Local Governments	Increase in the dissemination of PRISMA by ministries/institutions and Local Governments to Business Actors		V		Ministry of Law and Human Rights	Ministries/Institutions and Local Governments
3. Increasing the capacity of private Business Actors, SOE, ROE, and MSME as well as their supply chains	3.1 Carrying out dissemination and training in Business and HR for Business Actors	Increase in the number of Business Actors, SOE, ROE, Private Sector, and/or MSME and their supply chains who		V	V	4. Ministry of State-Owned Enterprises 5. Ministry of Cooperatives and	6. Financial Services Authority 7. Ministries/Institutions 8. Local Governments

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
on Business and HR		have received dissemination and training in Business and Human Rights				Small and Medium Enterprises 3. Ministry of Law and Human Rights	
	3.2 Carrying out technical guidance on PRISMA for SOE, ROE, Private Sector, and MSME and their supply chains.	Increase in: 1. Number of Business Actors who receive Technical Guidance on PRISMA 2. Number of Business Actors using PRISMA	V V	V V	V V	Ministry of Law and Human Rights	1. Financial Services Authority 2. Ministries / Institutions 3. Local Governments

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	3.3 Organization of training for MSME actors with disabilities	Implementation of training for MSME actors with disabilities		V	V	Ministry of Trade	1. Ministry of Law and Human Rights 2. Ministry of Cooperatives and Small and Medium Enterprises
	3.4 Carrying out dissemination and training in Business and HR for VOE	Increase in the number of VOE that have received dissemination and training in Business and HR	V	V	V	Ministry of Villages, Development of Disadvantaged Regions, and Transmigration	3. Ministry of Finance 4. Ministry of Social Affairs 5. Ministry of Home Affairs 6. Local Governments 7. NTF-BHR

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
4. increasing public capacity for Business and HR	Carrying out dissemination of Business and HR for the community	Increase in the number of communities who have received dissemination of Business and HR	V	V	V	Ministry of Law and Human Rights	1. Ministries/ Institutions 2. Local Governments
5. Improving the role of mass media and social media, as well as ministries/institutions in growing, informing, disseminating, and promoting Business and HR	5.1 Campaigns through electronic media, social media, outdoor media, and face-to-face media (folk performances)	Organization of dissemination on Business and HR in electronic media, social media, outdoor media, and face-to-face media (folk performances)	V	V	V	Ministry of Communications and Informatics	1. Ministry of Law and Human Rights 2. Indonesian Broadcasting Commission
	5.2 Campaign through channels owned by the Ministry of Communication and Informatics (GPR TV, indonesiabaik, FMB9, infopublik.id)	Organization of dissemination on Business and HR on channels owned by the Ministry of Communication and Informatics (GPR TV, indonesiabaik, FMB9, infopublik.id)	V	V	V	Ministry of Communications and Informatics	

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	5.3 Digital literacy related to personal data protection	Implementation of digital literacy related to personal data protection	V	V	V	Ministry of Communications and Informatics	
	5.4 Handling of negative content, social media, and websites	Availability of reports on the handling of negative content, social media, and websites	V	V	V	Ministry of Communications and Informatics	
6. Strengthening the state-based non-judicial mechanism in order to provide access to remedies for victims of alleged HR violations in business practices	Preparation of the Policy on remedy mechanisms for victims of alleged HR violations in the business sector	Availability of the strengthening of mechanisms for the remedies of victims of alleged HR violations in the business sector	V	V	V	Witness and Victim Protection Agency	1. Ministries/Institutions 2. Local Governments

Strategy 2: Development of Regulations, Policies, and Guides that Support the Protection and Respect of HR

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
1. Carrying out the mapping of legislation and along with their subsidiary regulations that have relevance to Business and HR;	1.1 Carrying out the collection of data on regulations and policies that have relevance to Business and HR.	Availability of data on legislation that have relevance to Business and HR.	V	V	V	1. Ministry of Law and Human Rights 2. Local Governments	1. Ministry of National Development Planning of the Republic of Indonesia/ National Development Planning Agency 2. Ministry of State Secretariat 3. Cabinet Secretariat 4. Ministry of Home Affairs 5. Ministry of Investment/ Investment Coordinating Board
	1.2 Carrying out the evaluation of regulations and policies that have relevance to Business and HR.	Availability of evaluation results and policy recommendations regarding legislation that have relevance to Business and HR.	V	V	V		

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	1.3 Carrying out the analysis and evaluation of regulations and policies related to HR certification in the field of fisheries.	1. Availability of data and results of analysis and evaluation of regulations and policies related to HR certification in the field of fisheries.		V		Ministry of Marine Affairs and Fisheries	Ministry of Law and Human Rights
		2. Availability of improvement/ development of mechanisms and requirements for HR certification in the field of fisheries.			V		1. Ministry of Manpower 2. Ministry of Women Empowerment and Child Protection 3. Ministry of Law and Human Rights

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
2. Preparing practical/technical guidelines or policies to implement respect for HR in business practices	2.1 Empowering persons with disabilities in business practices	<ol style="list-style-type: none"> 1. Availability of policies on the empowerment of persons with disabilities in business practices 2. Availability of data on people with disabilities empowered in business practices 		V	V	Ministry of Manpower	<ol style="list-style-type: none"> 1. Ministry of Social Affairs 2. Ministry of State-Owned Enterprises 3. Local Governments

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	2.2 Encouraging the protection and empowerment of <i>adat</i> law communities in business practices	Availability of policies on the protection and empowerment of <i>adat</i> law communities in business practices	v			1. Ministry of Home Affairs 2. Local Governments	1. Ministry of Environment and Forestry 2. Ministry of Agrarian Affairs and Spatial Planning/National Land Agency 3. Ministry of Villages, Development of Disadvantaged Regions and Transmigration 4. Ministry of Education and Culture 5. Ministry of Social Affairs

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	2.3 Conducting analysis and evaluation of technical policies on health access named the Healthy and Productive Female Workers Movement	1. Availability of data, analysis results, and evaluation of technical policies on health access named the Healthy and Productive Female Workers Movement	V	V	V	1. Ministry of Health 2. Local Governments	1. Ministry of Manpower 2. Ministry of Women Empowerment and Child Protection 3. Ministry of Home Affairs
		2. Availability of data on companies that have implemented the Healthy and Productive Female Workers Movement	V	V	V		

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
		3. Availability of policies on health access named the Healthy and Productive Female Workers Movement	V				
	2.4 Conducting a study on VOE as a business entity in order to formulate VOE policies with an HR perspective	1. Availability of study results		V		Ministry of Villages, Development of Disadvantaged Regions and Transmigration	1. Ministries/Institutions 2. Local Governments
		2. Preparation of VOE policies with an HR perspective			V		
3. Encouraging Business Actors to prepare policies on the Protection and Respect for HR	Encouraging the preparation of companies' internal regulations/policies on the protection of workers, children, women, indigenous people, persons with disabilities, and the environment	Availability of companies' internal regulations/policies on the protection of workers, children, women, indigenous people, persons with disabilities, and the environment		V	V	1. Ministry of Manpower 2. Ministry of Industry 3. Ministry of Energy and Mineral Resources	1. Ministry of Women Empowerment and Child Protection 2. Ministry of Social Affairs 3. Ministry of Villages, Development of Disadvantaged Regions and Transmigration

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
						4. Ministry of Tourism and Creative Economy 5. Ministry of Environment and Forestry 6. Ministry of Agriculture 7. Local Governments	4. Ministry of Home Affairs 5. Ministry of Agrarian Affairs and Spatial Planning/ National Land Agency 6. Ministry of State-Owned Enterprises

Strategy 3: Strengthening of Effective Remedy Mechanisms for Victims of Alleged HR Violations in Business Activity Practices

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
1. Encouraging Business Actors to include a complaint mechanism in companies' internal regulations including its supply chain.	1.1 Encouraging the preparation of a complaint mechanism for alleged HR violations at companies, including supply chains and surrounding communities	Availability of policies that encourage a complaint mechanism for alleged HR violations at companies including supply chains and surrounding communities	V	V	V	1. Ministry of Manpower 2. Ministry of State-Owned Enterprises 3. Ministry of Energy and Mineral Resources 4. Ministry of Tourism and Creative Economy	1. Ministry of Law and Human Rights 2. Ministry of Women Empowerment and Child Protection 3. Ministry of Social Affairs 4. Ministry of Villages, Development of Disadvantaged Regions and Transmigration 5. Ministry of Home Affairs

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
						5. Ministry of Environment and Forestry 6. Ministry of Agriculture 7. Local Governments	6. Ministry of Agrarian Affairs and Spatial Planning/National Land Agency 7. Financial Services Authority
2. Strengthening access to justice for victims of HR violations caused directly or indirectly by the business activities of Business Actors and their work partners	2.1 Facilitating the handling of alleged HR violations in business practices	1. Availability of data on complaints of alleged HR violations in business practices 2. Availability of the number of handlings of alleged HR violations in business practices that are followed up		V	V	Ministry of Law and Human Rights	1. Local Governments 2. Ministries/Institutions 3. RTF-BHR

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	2.2 Carrying out monitoring of the implementation of HR in business practices	Preparation of reports on monitoring results		V	V	Ministry of Law and Human Rights	<ol style="list-style-type: none"> 1. RTF-BHR 2. Local Governments
	2.3 Encouraging the formation of Coordination Forums for the Prevention of child abuse at the central and regional levels	Availability of Coordination Forums for the Prevention of child abuse at the central and regional levels		V		<ol style="list-style-type: none"> 1. Ministry of Women Empowerment and Child Protection 2. Ministry of Manpower 3. Local Governments 	<ol style="list-style-type: none"> 1. Indonesian Child Protection Commission 2. Ministry of State-Owned Enterprises 3. Ministry of Industry 4. Ministry of Marine Affairs and Fisheries 5. Ministry of Home Affairs

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
							6. Ministry of Tourism and Creative Economy 7. Ministry of Energy and Mineral Resources

PRESIDENT OF THE REPUBLIC OF
INDONESIA,

signed

JOKO WIDODO