



**MENTERI KETENAGAKERJAAN  
REPUBLIK INDONESIA**

**REGULATION OF THE MINISTER OF MANPOWER AND TRANSMIGRATION OF  
THE REPUBLIC OF INDONESIA  
NUMBER:PER.08/MEN/V/2008**

**ON**

**OVERSEAS APPRENTICESHIP LICENSING AND ORGANIZING PROCEDURE**

**MINISTER OF MANPOWER AND TRANSMIGRATION OF  
THE REPUBLIC OF INDONESIA,**

- Considering :
- a. that the Decision of the Minister of Manpower and Transmigration Number KEP.226/MEN/2003 on Licensing Procedure for Organizing the Apprenticeship Programs outside the Territory of Indonesia as amended by the Decision of the Minister of Manpower and Transmigration Number KEP.112/MEN/VII/2004 and Regulation of the Minister of Manpower and Transmigration Number PER.22/MEN/V/2006 is not longer compatible with development and needs of the overseas apprenticeship organizing so that it is necessary to be refined;
  - b. that the procedure for the overseas apprenticeship organizing as referred to in point a is the implementation of the provisions of Article 25 section (3) of Law Number 13 of 2003 on Manpower;
  - c. that as a follow-up to Article 9 section (1) Government Regulation Number 38 of 2007 on the Division of Government Affairs among Government, Provincial Governments and Regency/Municipal Governments, it is necessary to regulate overseas apprenticeship licensing and organizing procedure ;

- d. that based on considerations as referred to in point a, point b, and point c, it is necessary to issue Ministerial Regulation;

- Observing : 1. Law Number 13 of 2003 on Manpower (State Gazette of the Republic of Indonesia of 2003 Number 39, Supplement to the State Gazette of the Republic of Indonesia Number 4279);
2. Government Regulation Number 38 of 2007 on Division of Government Affairs among the Government, Provincial Governments, and Regency/Municipal Governments (State Gazette of the Republic of Indonesia Number 82 of 2007, Supplement to the State Gazette of the Republic of Indonesia Number 4737);
  3. Presidential Decree Number 187/M of 2004 as amended several times, the latest by Presidential Decree Number 31/ P of 2007;
  4. Regulation of the Minister of Manpower and Transmigration Number PER.17/MEN/VII/2007 on Licensing and Registration of Training Institutions Procedure;

HAS DECIDED:

- To issue : REGULATION OF THE MINISTER OF MANPOWER AND TRANSMIGRATION ON OVERSEAS APPRENTICESHIP LICENSING AND ORGANIZING PROCEDURE.

CHAPTER I

GENERAL PROVISIONS

Article 1

In this Ministerial Regulation:

1. Overseas apprenticeship means a part of training system that is carried out in full and integrated manners in Indonesia and overseas by training institutions or companies or government institutions or educational institutions under the guidance and supervision of more experienced instructors and/or workers, in the process of

- producing goods and/or services, in order to master certain skills or expertise.
2. Work competency means work ability of each individual which includes aspects of knowledges, skills, work attitudes that are in accordance with established standards.
  3. Training Institution (*Lembaga Pelatihan Kerja*), hereinafter referred to as LPK means a government institution, legal entity or individual that meets the requirements for organizing the training.
  4. Educational institution means an institution organizing formal education established by the Government and/or which obtain license from the Government.
  5. Company means any form of business that is a legal entity or not, owned by an individual, partnership or legal entity, both private and state-owned which employs workers/labourers by providing wages or remuneration.
  6. Overseas apprenticeship organizer means a LPK which has obtained license or company or government institution or educational institution that has been registered at the Directorate General responsible for training in the Ministry of Manpower and Transmigration to organize an overseas apprenticeship.
  7. Directorate General means the Directorate General who is responsible in the field of training within the Ministry of Manpower and Transmigration.
  8. Director General means the Director General who is responsible in the field of training within the Ministry of Manpower and Transmigration.
  9. Minister means the Minister of Manpower and Transmigration.

#### Article 2

- (1) Overseas apprenticeship organizers consist of:
  - a. private LPK;
  - b. company;
  - c. government institution;
  - d. educational institution.

- (2) Private LPK as referred to in section (1) point a can only organize apprenticeship for the public.
- (3) The company as referred to in section (1) point b can only organize apprenticeship for its workers.
- (4) Government institution as referred to in section (1) point c is institution that organizes apprenticeship for the public.
- (5) Educational institution as referred to in section (1) point d is an educational institution that organizes apprenticeship for students/college students.

#### Article 3

- (1) The apprenticeship organizer as referred to in Article 2 section (2) after obtaining a license as an LPK from an institution responsible in the field of manpower for regency/municipality is required to have an apprenticeship organizing license from the Director General.
- (2) The apprenticeship organizer as referred to in Article 2 section (3), section (4) and section (5) that organizes apprenticeship beyond a period of 3 (three) months be required to have a registration certificate as an apprenticeship organizer from the Director General.

### CHAPTER II INSTITUTIONAL REQUIREMENTS

#### Part One Private LPK

#### Article 4

Private LPK that organizes overseas apprenticeship must fulfill the following requirements:

- a. having a valid LPK license;
- b. having an apprenticeship program;
- c. obtaining an apprenticeship organizing license from the Director General.

Part Two  
Company

Article 5

- (1) Company that organizes overseas apprenticeship must fulfill the following requirements:
  - a. having a valid business license;
  - b. having an apprenticeship program;
  - c. registered as an apprenticeship organizer at the Directorate General.
- (2) Company that organizes overseas apprenticeship for a maximum period of 3 (three) months must be registered at the institution responsible in the field of manpower in regency/municipality.
- (3) Company that organizes overseas apprenticeships for more than 3 (three) months must be registered at the Directorate General.

Part Three  
Government Institution

Article 6

Government institution that organizes overseas apprenticeship must fulfill the following requirements:

- a. registered as apprenticeship organizer at the Directorate General;
- b. having an apprenticeship program.

Part Four  
Educational Institution

Article 7

- (1) Educational institution that organizes overseas apprenticeships must fulfill the following requirements:

- a. having a valid education institution license;
  - b. having an apprenticeship program;
  - c. registered as an apprenticeship organizer at the institution responsible in the field of manpower.
- (2) Educational institution that organizes overseas apprenticeship for a maximum period of 3 (three) months must be registered at the institution responsible in the field of manpower for regency/municipality.
  - (3) Educational institution that organizes overseas apprenticeship for a period of more than 3 (three) months must be registered at the Directorate General.

### CHAPTER III REQUIREMENTS FOR PARTICIPANTS

#### Article 8

- (1) Apprenticeship participants for private LPK and government institution that organize overseas apprenticeship must fulfill the following requirements:
  - a. at least high school education or equivalent;
  - b. other requirements according to program requirements.
- (2) Apprenticeship participants for companies organizing overseas apprenticeship must fulfill the following requirements:
  - a. status as worker in the company concerned;
  - b. other requirements according to program requirements.
- (3) Apprenticeship participants for educational institutions organizing overseas apprenticeship must fulfill the following requirements:
  - a. status as a student/college student at the relevant educational institution;
  - b. other requirements in accordance with the curriculum implemented.

- (4) Apprenticeship participants in special educational institutions owned by government institutions organizing overseas apprenticeship must fulfill the following requirements:
  - a. status as a student/college student at the relevant educational institution;
  - b. other requirements in accordance with the curriculum implemented.

#### Article 9

Apprenticeship participants who come from the public can bear the costs in accordance with the agreement between LPK and the recipient institution of overseas apprenticeship that has been approved by the Director General.

### CHAPTER IV LICENSING AND REGISTRATION

#### Part One Licensing

#### Article 10

- (1) Overseas apprenticeship organizing license is issued by the Director General.
- (2) License as referred to in section (1) is granted for a maximum of 3 (three) years and can be extended for each extension of not later than 3 (three) years.

#### Article 11

- (1) Private LPK as referred to in Article 2 section (1) point a will organize apprenticeship must submit a written application to the Director General.
- (2) The application as referred to in section (1) must attach:
  - a. copy of LPK license that is valid and legalized by the institution granting the license;

- b. copy of the agreement between LPK and the accepting organization of an overseas apprentice which is known by the representative of the Republic of Indonesia in the accepting country;
  - c. apprenticeship program that will be carried out;
  - d. LPK profiles which include among others: organizational structure, address, telephone and fax.
- (3) The application as referred to in section (1) is submitted by private LPK to the Director General after obtaining a recommendation from the institution responsible in the field of manpower for province.

#### Article 12

- (1) Private LPK that has submitted the application as referred to in Article 11, is verified by a team formed by the Director General.
- (2) The team as referred to in section (1) has the task, among others, to verify the completeness and validity of the document.
- (3) Document verification carried out by the team as referred to in section (2) must be finished within a maximum period of 2 (two) work days from the date of receipt of the application and the result is reported to the Director General.
- (4) In the event that a document that has been verified by the team is incomplete, the Director General rejects the applicant's application and must have submitted it to the applicant not later than 2 (two) work days after verification.
- (5) In the event that the document that has been verified by the team is declared complete, the team conducts field visits within a maximum period of 5 (five) work days after the document is declared complete.
- (6) In the event that the result of field visit is not in accordance with the documents submitted based on the team's report, the Director General rejects the request of the applicant within a maximum period of 2 (two) work days after the field visit.

- (7) In the event that the result of field visit as referred to in section (6) is stated in accordance with the documents submitted, the Director General issues an overseas apprenticeship organizer license within a maximum period of 2 (two) work days after the field visit has been conducted.

Part Two  
Registration

Paragraph 1  
Company

Article 13

- (1) Company that will organize apprenticeship for its workers must register in writing to the Director General by attaching:
  - a. copy of valid business license;
  - b. apprenticeship program;
  - c. copy of appointment decision as worker;
  - d. copy of the letter of agreement between the company with the accepting organization of an overseas apprenticeship;
  - e. copy of the apprenticeship agreement between the apprenticeship participants and the company where the worker works which contains the rights and obligations of the parties;
  - f. level of achievement of qualifications of skills or expertise that will be obtained by workers after attending apprenticeship;
  - g. placement of workers plan after completing the apprenticeship.
- (2) Worker as referred to in section (1) point c is a worker who has an employment relation with the company that will organize apprenticeship.
- (3) Registration in writing as referred to in section (1) before being submitted to the Director General must first be

known by the institutions responsible in the field of manpower for regency/municipality.

Paragraph 2  
Government Institution

Article 14

Government institution that organizes apprenticeship is required to register in writing to the Director General by attaching:

- a. apprenticeship program.
- b. copy of agreement between government institution and accepting organization for overseas apprentice .
- c. copy of apprenticeship agreement between apprenticeship participants and government institution organizes apprenticeship that contains the rights and obligations of the parties.

Paragraph 3  
Educational institution

Article 15

- (1) Educational institution that will organize apprenticeship for their students must register in writing to the Director General by attaching:
  - a. copy of a valid license as an educational institution;
  - b. apprenticeship program;
  - c. copy of agreement letter between educational institution with accepting organization of overseas apprenticeship;
  - d. copy of apprenticeship agreement between students as an apprenticeship participant and their educational institution which contains the rights and obligations of the parties;
  - e. level of qualifications achievement of skills or expertise that students will obtain after attending apprenticeship.

- (2) Student as referred to in section (1) is a student who studies in educational institution that will organize apprenticeship.
- (3) The registration in writing as referred to in section (1) before being submitted to the Director General must first be known by the institution responsible in the field of manpower for regency/municipality.

#### Paragraph 4

#### Period of Issuance of Registration Certificate

#### Article 16

- (1) Company, government institution and educational institution have submitted applications as referred to in Article 13, Article 14 and Article 15 that are verified by a team formed by the Director General.
- (2) Verification of documents carried out by the team as referred to in section (1) must be finished within a maximum period of 3 (three) work days from the date of receipt of the application and the result are reported to the Director General.
- (3) In the event that a document that has been verified by the team is incomplete, the Director General rejects the applicant's application and must have returned it to the applicant for a maximum 2 (two) work days after verification.
- (4) In the event that the result of verification as referred to in section (2) is declared complete, the Director General issues a registration certificate of overseas apprenticeship organizers within a maximum period of 5 (five) work days after the verification result is declared complete.

### CHAPTER V

### APPRENTICESHIP PROGRAMS

#### Article 17

- (1) The apprenticeship organizer is required to have an apprenticeship program.

- (2) Apprenticeship program for private LPK at least contain:
  - a. name of apprenticeship training;
  - b. goals and objectives of apprenticeship program;
  - c. vocational program;
  - d. implementation of apprenticeship program;
  - e. follow-up of post-apprenticeship.
- (3) The vocational program as referred to in section (2) point c, at least contains:
  - a. participant requirements;
  - b. level and qualification of competencies to be achieved;
  - c. curriculum and syllabus;
  - d. program implementation schedule;
  - e. software used;
  - f. hardware used;
  - g. instructors and training staff;
  - h. training systems and methods;
  - i. graduation requirements;
  - j. competency certification;
  - k. apprenticeship agreement;
  - l. mean and infrastructure, instructors, and training staff as well as workshops in accordance with vocation.
- (4) The implementation of apprenticeship program as referred to in section (2) point d, at least contains:
  - a. name, address of LPK and person in charge of the program;
  - b. name, address of the apprenticeship company, and person in charge of the program;
  - c. monitoring and evaluation;
  - d. reporting.
- (5) Follow-up of post-apprenticeship as referred to in section (2) point e, at least contains:
  - a. domestic placement;
  - b. overseas placement;
  - c. independent business.
- (6) Apprenticeship agreements as referred to in section (3) point k, at least contain the rights and obligations of the parties, as follows:

- a. allowance and transport for apprenticeship participants;
  - b. protection for apprenticeship participants, as follows: accident, health, and life insurance, occupational safety and health facilities;
  - c. apprenticeship program financing;
  - d. dispute settlement.
- (7) In the event that private LPK does not have the requirements as referred to in section (3) point 1, the private LPK must cooperate with other LPK that are in accordance with the vocational apprenticeship that will be implemented in the form of a cooperation agreement.
- (8) Apprenticeship program for company and/or government institution and/or educational institution is adapted to the needs of company and/or government institution and/or educational institution concerned.

#### Article 18

- (1) The private LPK apprenticeship program as referred to in Article 17 section (2) and section (3) is a whole and continuous entity.
- (2) The private LPK apprenticeship program as referred to in Article 17 section (2), section (3) and section (7) must obtain a recommendation from the institution responsible in the field of manpower for province.

#### Article 19

Apprenticeship organizer is not allowed to re-participate apprenticeship participant for the same apprenticeship program.

### CHAPTER VI RIGHTS AND OBLIGATIONS

#### Article 20

- (1) Overseas apprenticeship participant is entitled to:
  - a. get allowance and transport in accordance with agreement between apprenticeship participant and apprenticeship organizer;

- b. get accident, health and life insurance coverage of which premium is borne by the apprenticeship organizer;
  - c. get work safety and health facilities during the apprenticeship;
  - d. take a competency test to get recognition of competency qualifications;
  - e. get a certificate when completing the apprenticeship program.
- (2) Overseas apprenticeship organizer is entitled to:
- a. work results/services of apprenticeship participant;
  - b. evaluate apprenticeship participant;
  - c. terminate apprenticeship participant who violates apprenticeship agreement.

#### Article 21

- (1) Overseas apprenticeship organizer is required to:
- a. provide allowance and transport in accordance with agreement between apprenticeship participant and apprenticeship organizer;
  - b. provide training facilities;
  - c. provide instructors and training staff;
  - d. provide occupational safety and health facilities during the apprenticeship;
  - e. provide accident, health, and life insurance of which the premium is borne by the organizer institution which amount is in accordance with the applicable provisions in the country where the apprenticeship is carried out;
  - f. include apprenticeship participant in the competency test to gain recognition of competency qualifications;
  - g. provide certificates to apprenticeship participant who has completed the apprenticeship program;
  - h. guarantee that the apprenticeship organizing does not violate moral norms;
  - i. resolve problems experienced by apprenticeship participant while in the country;

- j. repatriate participant either that who has completed an apprenticeship program or that who violates apprenticeship agreement;
- (2) Overseas apprenticeship participant has obligation to:
- a. obey apprenticeship agreement;
  - b. obey the regulations applicable in private LPK and/or company;
  - c. obey the prevailing legislation in the country of apprenticeship.

## CHAPTER VII IMPLEMENTATION

### Article 22

The apprenticeship organizer can carry out overseas apprenticeship after obtaining a license or registered.

### Article 23

The apprenticeship organizer as referred to in Article 2 section (1) point a can only recruit apprenticeship participants in one province after notifying in writing to the institution responsible in the field of manpower for province with a copy to the institution responsible in the field of manpower for the regency/municipality.

### Article 24

- (1) Recruitment and selection of prospective participants are carried out by apprenticeship organizers in accordance with the needs of the place of apprenticeship in the company.
- (2) In the event that the recruitment and selection that have been carried out as referred to in section (1) have not met the need for an apprenticeship place, the apprenticeship organizer may conduct recruitment and re-selection to meet the needs of the apprenticeship place.

- (3) The results of the recruitment and selection as referred to in section (1) and section (2) are notified in writing to the institution responsible in the field of manpower for province with a copy to the institution responsible in the field of manpower for the regency/municipality.

#### Article 25

- (1) Prospective apprenticeship participants as referred to in Article 24 who have passed the selection must attend technical, language and cultural training carried out by apprenticeship organizers.
- (2) Apprenticeship participants who have participated in the training as referred to in section (1) must be departed to the country of apprenticeship.

#### Article 26

- (1) Apprenticeship participants who will be departed to the country of apprenticeship as referred to in Article 25 section (2) are given a departure recommendation.
- (2) The departure recommendation as referred to in section (1) is given by the Director General or the official appointed on a written request from the apprenticeship organizer by attaching:
  - a. written proof of the company where the apprenticeship place and the field of work;
  - b. copy of the apprenticeship agreement;
  - c. participant's passport;
  - d. participant's data/curriculum vitae;
  - e. student/college student card for apprenticeship participants from educational institutions;
  - f. other provisions in accordance with the regulations in the country of apprenticeship place.

#### Article 27

- (1) The apprenticeship organizer who has received the departure recommendation as referred to in Article 26 section (1) may submit a request for fiscal free recommendation to the Director General by attaching:

- a. departure recommendation;
  - b. copy of participant's passport and visa;
  - c. list of apprenticeship participants in accordance with the visa;
  - d. copy of the apprenticeship agreement.
- (2) Copy of passport and visa as referred to in section (1) point b must show the original.
  - (3) In the event that the application as referred to in section (1) and section (2) is complete, the Director General or the appointed official issues a fiscal free recommendation.

## CHAPTER VIII LICENSING EXTENSION

### Article 28

- (1) An extension of an apprenticeship organizing license is given by the Director General.
- (2) To obtain an extension license as referred to in section (1) private LPK must submit a written application to the Director General.
- (3) The application as referred to in section (2) is submitted within a maximum period of 20 (twenty) work days before the term of the license to organize the apprenticeship ends.
- (4) The application as referred to in section (2) is submitted by attaching:
  - a. copy of the valid license of LPK;
  - b. copy of the valid license of apprenticeship organizing;
  - c. realization of the implementation of apprenticeship organizing license;
  - d. a copy of the agreement between LPK and the accepting organization of an overseas apprenticeship that is known by the representative of the Republic of Indonesia in the accepting country.
- (5) In addition to fulfilling the provisions as referred to in section (4), for private LPK that does not have workshops, instructors and training staff must attach a copy of the

cooperation agreement with other LPK as referred to in Article 17 section (7).

- (6) Extension of license cannot be issued if the application submitted has exceeded the period as referred to in section (3).

#### Article 29

- (1) In the event of license extension request as referred to in Article 28 section (4) and section (5) declared complete, the Director General issues a license for extension of apprenticeship.
- (2) The license for extension as referred to in section (1) must be issued within a period of not later than 10 (ten) work days after the field visit has been completed.
- (3) Procedure for granting license extension follows the provisions as regulated in Article 12.

#### Article 30

The license extension as referred to in Article 28 section (1) is given by the Director General if it has fulfilled the provisions as referred to in Article 28 section (4) and section (5) also considers the performance of the relevant LPK.

### CHAPTER IX LICENSE REVOCATION

#### Article 31

The Director General may revoke the overseas apprenticeship organizing license if the apprenticeship organizers:

- a. collect fees to apprenticeship participants as referred to in Article 9;
- b. re-participate apprenticeship participants in the same apprenticeship program as referred to in Article 19;
- c. do not carry out apprenticeship within 1 (one) year after obtaining a license;
- d. recruit apprenticeship participants that is not appropriate with the provisions as referred to in Article 23;

- e. conduct recruitment and selection of prospective apprenticeship participants before the availability of apprenticeship place as referred to in Article 24;
- f. do not depart the apprenticeship participants as referred to in Article 25 section (2);
- g. are proven to have committed a criminal act related to the overseas apprenticeship organizing;
- h. LPK license is revoked by the institution responsible in the field of manpower for regency/municipality;
- i. place the apprenticeship participants not in accordance with the requirements as referred to in Article 8 section (1);
- j. violate moral norms;
- k. organize apprenticeship that is not in accordance with the program as referred to in Article 17.

#### Article 32

The apprenticeship organizer which violates the provisions as referred to in Article 31 point a, point b, and point c, its apprenticeship organizing license will be revoked with the following stages:

- a. verbal warning;
- b. written warning is carried out if within 14 (fourteen) work days after the verbal warning is given, the apprenticeship organizer continues to commit violations;
- c. temporary termination of the sending of apprenticeship participants for 4 (four) months if within 60 (sixty) work days after the written warning is given the apprenticeship organizer is still committing a violation;
- d. apprenticeship organizing license is revoked if during the temporary termination as referred to in point c the apprenticeship organizer still carries out the same violation and/or sends the apprenticeship participants.

#### Article 33

The apprenticeship organizer which is proven to have committed a criminal act as referred to in Article 31 point f, its apprenticeship organizing license will be revoked after a court decision that is legally binding.

Article 34

The overseas apprenticeship organizing license is not valid if the LPK license is revoked by the institution responsible in the field of manpower for regency/municipality as referred to in Article 31 point g.

Article 35

Private LPK of which apprenticeship organizing license is revoked as referred to in Article 31, Article 32, Article 33 and Article 34 remains responsible for apprenticeship participants in accordance with the apprenticeship agreement.

CHAPTER X  
REPORTING

Article 36

- (1) The overseas apprenticeship organizer with a period of more than 6 (six) months, is required to report the implementation of apprenticeship every 6 (six) months to the Director General with copies to the head of the institution responsible in the field of manpower for province and regency/municipality.
- (2) The overseas apprenticeship organizer for a period of less than 6 (six) months is required to report the implementation of apprenticeship when the apprenticeship program is finished to the Director General with copies to the institution responsible in the field of manpower for province and regency/municipality.
- (3) The report as referred to in section (1) at least contains:
  - a. data of participants who are participating technical, language and cultural training;
  - b. data of participants who are participating an apprenticeship at the accepting company;
  - c. data of participants who fail to participate an apprenticeship;
  - d. data of post-apprenticeship participant;
  - e. data of the company for apprenticeship place.

- (4) The report as referred to in section (1), section (2), and section (3) can be submitted manually or by using electronic media.

## CHAPTER XI DEVELOPMENT AND CONTROL

### Article 37

- (1) Development in the country of apprenticeship organizer is carried out jointly by the Directorate General and institution responsible in the field of manpower for province and regency/municipality.
- (2) Overseas development to apprenticeship organizers is carried out by the Directorate General in cooperation with representatives of the Republic of Indonesia overseas.
- (3) Development as referred to in section (1) and section (2) includes programs, human resources, facilities, methods, and apprenticeship organizing systems.

### Article 38

In the context of controlling the apprenticeship organizing, the Director General periodically publishes and announces to the public through printed and/or electronic media the list of overseas apprenticeship organizers that have valid licenses/registration certificates.

## CHAPTER XII TRANSITIONAL PROVISIONS

### Article 39

- (1) The apprenticeship organizers having overseas apprenticeship organizing licenses before this Ministerial Regulation comes into force are required to adjust the requirements as regulated in this Ministerial Regulation not later than 12 (twelve) months since this Ministerial Regulation comes into force.

- (2) If the apprenticeship organizers within the determined period as referred to in section (1) do not adjust the requirements as regulated in this Ministerial Regulation, the overseas apprenticeship organizing license is revoked by the Director General.

### CHAPTER XIII MISCELLANEOUS PROVISIONS

#### Article 40

Further provisions regarding the implementation of this Ministerial Regulation are regulated by the Director General.

### CHAPTER XIV CLOSING PROVISIONS

#### Article 41

At the time this Ministerial Regulation comes into force:

- a. Decision of the Minister of Manpower and Transmigration Number KEP.226/MEN/2003 on Licensing Procedure for Organizing the Apprenticeship Programs outside the Territory of Indonesia;
- b. Decision of the Minister of Manpower and Transmigration Number KEP.112/MEN/VII/2004 on Amendment to the Decision of the Minister of Manpower and Transmigration Number KEP. 226/MEN/2003 on Licensing Procedure for Organizing the Apprenticeship Programs outside the Territory of Indonesia;
- c. Regulation of the Minister of Manpower and Transmigration Number PER.22/MEN/V/2006 on Second Amendment to the Decision of the Minister of Manpower and Transmigration Number KEP. 226/MEN/2003 on Licensing Procedure for Organizing the Apprenticeship Programs outside the Territory of Indonesia;

are repealed and declared ineffective.

Article 42

This Ministerial Regulation comes into force on the date of its issuance.

Issued in Jakarta

on 12 May 2008

MINISTER OF MANPOWER AND TRANSMIGRATION OF  
THE REPUBLIC OF INDONESIA,

signed

Dr. Ir. ERMAN SUPARNO, MBA., M.Sc.

Jakarta, 27 December 2018

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,



WIDODO EKATJAHJANA