



**MENTERI KETENAGAKERJAAN
REPUBLIK INDONESIA**

REGULATION OF THE MINISTER OF MANPOWER
OF THE REPUBLIC OF INDONESIA
NUMBER 9 OF 2019
ON
PROCEDURES FOR PLACEMENT OF INDONESIAN MIGRANT WORKERS

BY THE BLESSINGS OF ALMIGHTY GOD

MINISTER OF MANPOWER OF THE REPUBLIC OF INDONESIA,

Considering : that to implement the provisions of Article 60, Article 61 section (3), and Article 63 section (4) of Law Number 18 of 2017 on Protection of Indonesian Migrant Workers, it is necessary to issue Regulation of the Minister of Manpower on Procedures for Placement of Indonesian Migrant Workers;

Observing : 1. Law Number 39 of 2008 on State Ministries (State Gazette of the Republic of Indonesia of 2008 Number 166, Supplement to the State Gazette of the Republic of Indonesia Number 4916);
2. Law Number 18 of 2017 on Protection of Indonesian Migrant Workers (State Gazette of the Republic of Indonesia of 2017 Number 242);
3. Presidential Regulation Number 18 of 2015 on Ministry of Manpower (State Gazette of the Republic of Indonesia of 2015 Number 19);
4. Regulation of the Minister of Manpower Number 8 of 2015 on Procedures to Prepare Formation of Draft Law, Draft Government Regulation, and Draft Presidential Regulation and Formation of Draft Ministerial Regulations in Ministry of Manpower (State Bulletin of the Republic of Indonesia of 2015 Number 411);

HAS DECIDED:

To issue : REGULATION OF THE MINISTER OF MANPOWER ON PROCEDURES FOR PLACEMENT OF INDONESIAN MIGRANT WORKERS.

CHAPTER I
GENERAL PROVISIONS

Article 1

In this Ministerial Regulation:

1. Prospective Indonesian Migrant Worker means any Indonesian worker who fulfills the criteria as a job seeker who will work abroad and is registered in regency/municipal government institution responsible for manpower affairs.
2. Indonesian Migrant Worker means any Indonesian citizen who will work, currently works, or has done a work for wage outside the territory of the Republic of Indonesia.
3. Individual Indonesian Migrant Worker means an Indonesian Migrant Worker who will work abroad without using an employment agency.
4. Indonesian Migrant Workers Placement Agency (*Perusahaan Penempatan Pekerja Migran Indonesia*) hereinafter referred to as P3MI means a business entity that is legally incorporated as a limited liability company that has obtained a written permit from the Minister to operate the placement service of Indonesian Migrant Workers.
5. Business Partner means an institution, a government legal entity, a private legal entity, and/or individual in the destination country that is responsible to place Indonesian Migrant Workers to employers.
6. Employer means a government institution, a government legal entity, a private legal entity, and/or individual in the destination country that employs Indonesian Migrant Workers.

7. Placement Cooperation Agreement means a written agreement between Indonesian Migrant Workers Placement Agency and Business Partner or Employer that contains the rights and the obligations of each party in the placement and Protection of Indonesian Migrant Workers in the destination country.
8. Indonesian Migrant Workers Placement Agreement, hereinafter referred to as Placement Agreement means a written agreement between operator of Indonesian Migrant Workers placement and Prospective Indonesian Migrant Worker that contains the rights and the obligations of each party, in the placement of Indonesian Migrant Worker in the destination country in accordance with the legislation.
9. Employment Contract means the written agreement between Indonesian Migrant Worker and Employer that contains terms of employment, rights, and obligations of each party, as well as security and safety assurance during working in accordance with the legislation.
10. Work Visa means a written permit that is given by an authorized official of a destination country that contains the approval to enter and work in the designated country.
11. Indonesian Migrant Workers Placement Agency Permit (*Surat Izin Perusahaan Penempatan Pekerja Migran Indonesia*), hereinafter referred to as SIP3MI, means a written permit that is given by the Minister to a legally incorporated business entity in Indonesia that will become an Indonesian Migrant Workers Placement Agency.
12. Social Security means one of the social protection forms to ensure that all citizens can fulfill their basic needs appropriately.
13. Pre-Departure Orientation (*Orientasi Pra Pemberangkatan*), hereinafter referred to as OPP, means the activity of debriefing and disseminating information to prospective Indonesian Migrant Workers who will go to work abroad so that Indonesian Migrant Workers will

have mental and knowledge readiness to work abroad, understand their rights and obligations and be able to overcome problems that will possibly be faced.

14. Integrated Employment Information System (*Sistem Informasi Ketenagakerjaan Terpadu*), hereinafter referred to as Sisnaker, means a unit component consisting of institutions, human resources, hardware, software, and substances related to each other in an integrated work mechanism for data and information management in the field of labor.
15. Computerized System for the Protection of Indonesian Migrant Workers (*Sistem Komputerisasi Perlindungan Pekerja Migran Indonesia*), hereinafter referred to as Sisko P2MI, means an administrative service system for the placement of Indonesian Migrant Workers.
16. One-Stop Service for Placement and Protection of Indonesian Migrant Workers (*Layanan Terpadu Satu Atap Penempatan dan Perlindungan Pekerja Migran Indonesia*), hereinafter referred to as Indonesian Migrant Workers' LTSA, means a service system for information dissemination, fulfilling requirements, and dealing with issues of Indonesian Migrant Workers integrated in public services that are cheap, easy and fast without any discrimination.
17. Regency/Municipal Office means an agency administering regency/municipal government affairs in the field of manpower.
18. Provincial Office means an agency administering provincial government affairs in the field of manpower.
19. Indonesian Migrant Workers Protection Agency (*Badan Pelindungan Pekerja Migran Indonesia*), hereinafter referred to as BP2MI, means a non-ministerial government institution that has the duty of implementing policies in the service and protection of Indonesian Migrant Workers in an integrated manner.
20. Labour Attaché means a civil servant in the ministry who organizes government affairs in the field of labour that is placed in certain diplomatic representatives whose

assignment process is based on the provisions of legislation to carry out tasks in the field of manpower.

21. Indonesian Missions Abroad, hereinafter referred to as Indonesian Missions means the diplomatic and consular representatives of the Republic of Indonesia who officially represents and strives for the interests of nation, country, and government of the Republic of Indonesia in the destination country or in international organization.
22. Minister means the Minister administering government affairs in the field of manpower.

Article 2

Scope of this Ministerial Regulation covers procedures for:

- a. placement of Indonesian Migrant Workers by P3MI;
- b. placement of Indonesian Migrant Workers by companies for the interests of the companies; and
- c. Individual Indonesian Migrant Workers.

CHAPTER II

PLACEMENT OF INDONESIAN MIGRANT WORKERS BY INDONESIAN MIGRANT WORKERS PLACEMENT AGENCY

Part One

Issuance of SIP2MI

Article 3

P3MI which will place Prospective Indonesian Migrant Workers is obligated to have SIP2MI.

Article 4

- (1) To obtain SIP2MI as referred to in Article 3, the P3MI must submit an online application to the Head of BP2MI by uploading the following documents:
 - a. Placement Cooperation Agreement;
 - b. letter of Indonesian Migrant Worker request from Employer;
 - c. draft Employment Contract; and
 - d. draft Placement Agreement.

- (2) SIP2MI as referred to in section (1) applies nationally and is submitted to P3MI online through the Sisko P2MI integrated with Sisnaker.
- (3) Further provisions regarding SIP2MI are regulated with Regulation of BP2MI.

Part Two Requirements

Article 5

Every Prospective Indonesian Migrant Worker who will work abroad must meet the following requirements:

- a. being at least 18 (eighteen) years old;
- b. having competency;
- c. being physically and mentally healthy;
- d. being registered and having a Social Security membership number; and
- e. possessing the required documents.

Part Three

Implementation of Placement of Indonesian Migrant Workers

Paragraph 1 General

Article 6

The implementation of the placement of Indonesian Migrant Workers is carried out through the following stages:

- a. before work;
- b. during work; and
- c. after work.

Paragraph 2 Before Work

Article 7

The before work stage as referred to in Article 6 point a is carried out through:

- a. information provision;
- b. registration;
- c. selection;
- d. medical examination and psychological assessment;
- e. signing of the Placement Agreement;
- f. registration of Social Security membership;
- g. arranging a Work Visa;
- h. OPP;
- i. signing of Employment Contract; and
- j. departure.

Article 8

- (1) Information provision as referred to in Article 7 point a covers information about:
 - a. labour market;
 - b. placement procedures; and
 - c. work conditions abroad.
- (2) Labour market information as referred to in section (1) point a includes job vacancies, types of positions, and job requirements.
- (3) The information provision as referred to in section (1) can be done online or offline by the Indonesian Migrant Workers' LTSA.
- (4) In the event that the Indonesian Migrant Workers' LTSA as referred to in section (3) has not yet been established, the information provision is carried out by the Regency/Municipal Office.
- (5) The information provision as referred to in section (1) is carried out by involving the village government.
- (6) In addition to the Indonesian Migrant Workers' LTSA or Regency/Municipal Office as referred to in section (3) and section (4), information can be provided through a job fair carried out by the Ministry of Manpower and BP2MI.

Article 9

- (1) Registration as referred to in Article 7 point b is carried out by Prospective Indonesian Migrant Workers in the

Indonesian Migrant Workers' LTSA by completing the required documents.

- (2) In the event that the Indonesian Migrant Workers' LTSA as referred to in section (1) has not yet been established, the registration is carried out in the Regency/Municipal Office.
- (3) Required documents as referred to in section (1) at least cover:
 - a. electronic citizenship identity card and family card;
 - b. statement of marital status for those who are married by attaching a copy of marriage book;
 - c. letter of consent from husband or wife, parental consent, guardianship consent that is acknowledged by village head or *lurah*;
 - d. certificate of work competency;
 - e. health certificate; and
 - f. national health insurance membership card.
- (4) Registration services as referred to in section (1) and section (2) are carried out in an integrated manner through Sisnaker and are free of charge.

Article 10

- (1) Selection as referred to in Article 7 point c is in the form of technical selection in accordance with the needs of the country of destination.
- (2) Selection as referred to in section (1) is carried out by P3MI by involving work agent functional staff or work agent staff.
- (3) In certain cases, P3MI officers may engage Business Partners and/or Employers to interview Prospective Indonesian Migrant Workers by first reporting to Indonesian Migrant Workers' LTSA or Regency/Municipal Office.
- (4) Indonesian Migrant Workers who have passed the selection will be announced through an online or offline system by Indonesian Migrant Workers' LTSA and/or Regency/Municipal Office.

Article 11

For Prospective Indonesian Migrant Workers who have passed the selection as referred to in Article 10 section (4), they must prepare their passports in accordance with the provisions of the legislation.

Article 12

- (1) The P3MI can help and facilitate Prospective Indonesian Migrant Workers who have passed the selection to carry out medical examination and psychological assessment as referred to in Article 7 point d.
- (3) Medical examination of Prospective Indonesian Migrant Workers as referred to in section (1) is carried out in health facilities in accordance with the provisions of the legislation.
- (4) Psychological assessment as referred to in section (1) is carried out in psychological institutions in accordance with the provisions of the legislation.

Article 13

- (1) Prospective Indonesian Migrant Workers who have passed the selection are obligated to sign a Placement Agreement as referred to in Article 7 point e with the P3MI and be known by Regency/Municipal Office officials.
- (2) The Placement Agreement as referred to in section (1) is made in 3 (three) copies intended for:
 - a. Prospective Indonesian Migrant Workers;
 - b. P3MI; and
 - c. Regency/Municipal Office.
- (3) Standard of Placement Agreement as referred to in section (1) according to Format 1 as listed in the Annex as an integral part of this Ministerial Regulation.

Article 14

- (1) Prospective Indonesian Migrant Workers are obligated to be included in the membership of the employment Social Security.

- (2) Payment of employment Social Security premium as referred to in section (1) is conducted with the following provisions:
 - a. paid after signing a Placement Agreement for employment Social Security programs before work; and
 - b. paid after Prospective Indonesian Migrant Workers join the OPP for employment Social Security programs during work and after work.

Article 15

- (1) P3MI facilitates the process of arranging a Work Visa as referred to in Article 7 point g in accordance with the provisions of the legislation of the destination country.
- (2) Facilitation as referred to in section (1) is in the form of collecting required documents in accordance with the needs of the destination country.

Article 16

- (1) P3MI is required to register Prospective Indonesian Migrant Workers to join OPP as referred to in Article 7 point h.
- (2) Registration as referred to in section (1) must attach an Employment Contract, a passport, and a Work Visa of Prospective Indonesian Migrant Worker.

Article 17

The OPP as referred to in Article 16 aims to provide understanding and deepening of:

- a. legislation in the destination country, including:
 - 1) legislation in the field of immigration;
 - 2) legislation in the field of manpower; and
 - 3) legislation in the field of criminal provisions in the destination country.
- b. Employment Contract materials; and
- c. other materials deemed necessary.

Article 18

- (1) The OPP as referred to in Article 16 is held in the Indonesian Migrant Workers' LTSA and/or facilitated by the Regency/Municipal Office.
- (2) The implementation of the OPP as referred to in section (1) must include work agent functional staff or work agent staff and other necessary sources related to the placement and protection of Indonesian Migrant Workers.
- (3) The OPP costs are borne by the State Budget and/or Regional Budget.

Article 19

- (1) The OPP as referred to in Article 17 must be completed not later than 2 (two) days before Prospective Indonesian Migrant Workers depart abroad.
- (2) Prospective Indonesian Migrant Workers as referred to in section (1) are given an OPP completion certificate issued by Indonesian Migrant Workers' LTSA or Regency/Municipal Office.
- (3) In the event that Prospective Indonesian Migrant Workers will return to work in the same destination country and have an OPP completion certificate, they are not obligated to take part in the OPP with the provisions of not more than 2 (two) years after the repatriation of the Indonesian Migrant Worker to Indonesia.

Article 20

- (1) The signing of the Employment Contract as referred to in Article 7 point i is carried out in accordance with the agreement.
- (2) The Employment Contract as referred to in section (1) comes into force since agreed upon and signed by the parties.
- (3) Provisions regarding the standard of Employment Contract, signing, and verification are regulated by the BP2MI Regulation.

Article 21

For Prospective Indonesian Migrant Workers who have met the requirements for working abroad, they must carry out biometric fingerprint data collection through the Sisko P2MI at the time of the OPP before their departure.

Article 22

P3MI is obligated to send Prospective Indonesian Migrant Worker who already has:

- a. Employment Contract;
- b. passport; and
- c. Work Visa.

Article 23

The P3MI informs the departure of Indonesian Migrant Workers to Labour Attachés or designated foreign affairs officials in the destination country.

Paragraph 3 During Work

Article 24

- (1) The during work stages as referred to in Article 6 point b begin since Indonesian Migrant Workers arrive at the destination country.
- (2) Indonesian Migrant Workers as referred to in section (1) are obligated to report their arrivals to the Labour Attaché or appointed foreign affairs officials in the destination country through the Business Partners of P3MI.
- (3) Labour Attaché or appointed foreign affairs officials in the destination country collect data on the arrival and presence of Indonesian Migrant Workers while in the destination country.

Article 25

Labour Attaché or appointed foreign affairs officials in the country of placement provide development to Indonesian Migrant Workers upon arrival in the destination country.

Article 26

- (1) The Indonesian Migrant Workers Placement Agency is obligated to report the repatriation data and/or data on the extension of the Indonesian Migrant Workers' Employment Contracts to the Labour Attaché or appointed foreign affairs officials in the destination country.
- (2) Labour Attaché or appointed foreign affairs officials are obligated to verify the report as referred to in section (1).

Paragraph 4
After Work

Article 27

- (1) The after work stages as referred to in Article 6 point c begin since Indonesian Migrant Workers arrive in Indonesian debarkation.
- (2) In the event of Indonesian Migrant Workers as referred to in section (1) having problems based on reports from Labour Attachés or appointed foreign affairs officials by the Head of Indonesian Mission, BP2MI facilitates Indonesian Migrant Workers in Indonesian debarkation.

CHAPTER III
PLACEMENT OF INDONESIAN MIGRANT WORKERS FOR
THE INTERESTS OF THE COMPANIES

Article 28

Placement of Indonesian Migrant Workers for the interests of the companies can only be conducted by:

- a. State-owned Enterprises;
- b. Regional-owned Enterprises; or
- c. Non-P3MI private companies.

Article 29

Placement of Indonesian Migrant Workers as referred to in Article 28 is carried out in the event a company:

- a. has an ownership relation with another company abroad;

- b. obtains an employment contract in its field of business;
- c. expands its business in the destination country; or
- d. improves the quality of human resources.

Article 30

- (1) The company as referred to in Article 28 must obtain written permit from the Minister or appointed official.
- (2) To obtain the permit as referred to in section (1), the company must submit an application in writing by enclosing:
 - a. proof of ownership relationship or employment contract known by the Labour Attaché or appointed foreign affairs officials in the destination country;
 - b. proof of legal entity based on Indonesian law;
 - c. Employment Contract between Indonesian Migrant Workers and the company concerned;
 - d. overseas assignment letter containing benefits of Indonesian Migrant Workers while working abroad; and
 - e. proof of membership of Indonesian Migrant Workers in the employment Social Security program.

Article 31

- (1) In the event that the requirements as referred to in Article 30 section (2) are declared complete, the Minister or appointed official issues a permit not later than 2 (two) work days.
- (2) The form and standard of permits as referred to in section (1) are in accordance with Format 2 as listed in the Annex as an integral part of this Ministerial Regulation.

Article 32

Before Prospective Indonesian Migrant Workers depart, the companies as referred to in Article 28 must carry out data collection through an integrated online system in Sisnaker.

Article 33

Indonesian Migrant Workers and/or the companies concerned must report the arrival of Indonesian Migrant Workers in the destination country online to the Labour Attaché or appointed foreign affairs officials by the Head of Indonesian Missions in the destination country.

CHAPTER IV

INDIVIDUAL INDONESIAN MIGRANT WORKERS

Article 34

- (1) Individual Indonesian Migrant Workers who will work in the destination country are obligated to meet the following requirements:
 - a. have been accepted to work for a legal entity Employer;
 - b. work for a legal entity Employer; and
 - c. not employed at the lowest position in each sector.
- (2) Individual Indonesian Migrant Workers as referred to in section (1) are prohibited from working for individual Employers or in the domestic sector.

Article 35

- (1) Individual Indonesian Migrant Workers must register on the Indonesian Migrant Workers' LTSA.
- (2) In the event of Indonesian Migrant Workers' LTSA as referred to in section (1) has not yet been established, registration is carried out at the Regency/Municipal Office.
- (3) Registration as referred to in section (1) and section (2) is completed with documents on the placement of Individual Indonesian Migrant Workers which include:
 - a. copy of offer letter from a legal entity Employer;
 - b. profile of a legal entity Employer;
 - c. copy of Employment Contract;
 - d. copy of proof of membership of Employment Social Security; and
 - e. copy of Work Visa;
 - f. a statement letter of responsibility for all employment risks experienced.

- (4) Registration services as referred to in section (1) and section (2) are conducted in an integrated manner through Sisnaker and are free of charge.

Article 36

Individual Indonesian Migrant Workers report arrivals in the destination country online to Labour Attaché or officials appointed by the Head of Indonesian Missions.

CHAPTER V DEVELOPMENT AND SUPERVISION

Part One Development

Article 37

- (1) Development of the implementation of the placement of Indonesian Migrant Workers is carried out by the Minister, governor, and regent/mayor.
- (2) The Minister as referred to in section (1) in conducting development can involve BP2MI.
- (3) Development as referred to in section (1) is carried out in an integrated and coordinated manner.

Part Two Supervision

Article 38

- (1) Supervision on implementation of the placement of Indonesian Migrant Workers is carried out by labour inspector.
- (2) Supervision on implementation of the placement and protection of Indonesian Migrant Workers is carried out in accordance with respective scope of duties and authority in institution administering government affairs in the field of manpower.
- (3) Minister may establish special team in controlling and improving supervision quality.

CHAPTER VI
TRANSITIONAL PROVISIONS

Article 39

- (1) SIP2MI owned by P3MI before the issuance of this Ministerial Regulation remains in effect until the expiry of SIP2MI.
- (2) Indonesian Migrant Workers placement permit for the interests of the companies possessed by company that places Indonesian Migrant Workers for the interests of the companies before the issuance of this Ministerial Regulation remains in effect until the expiry of the permit.

Article 40

At the time this Ministerial Regulation comes into force, OPP is still executed by Servicing Office for Placement and Protection of Indonesian Migrant Workers cooperated with Regency/Municipal Office in case Indonesian Migrant Workers' LTSA in regency/municipality has not yet been established.

CHAPTER VII
CLOSING PROVISIONS

Article 41

At the time this Ministerial Regulation comes into force, Regulation of the Minister of Manpower Number 22 of 2014 on Implementation of Placement and Protection of Indonesian Workers Abroad (State Bulletin of the Republic of Indonesia of 2014 Number 1882), is repealed and declared ineffective.

Article 42

This Ministerial Regulation comes into force on the date of promulgation.

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

Issued in Jakarta
on 28 June 2019

MINISTER OF MANPOWER
OF THE REPUBLIC OF INDONESIA,

signed

M. HANIF DHAKIRI

Promulgated in Jakarta
on 2 July 2019

DIRECTOR GENERAL OF LEGISLATION
OF MINISTRY OF LAW AND HUMAN RIGHTS
OF THE REPUBLIC OF INDONESIA

signed

WIDODO EKATJAHJANA

STATE BULLETIN OF THE REPUBLIC OF INDONESIA OF 2019 NUMBER 729

Jakarta, 23 October 2019

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

ANNEX TO
REGULATION OF THE MINISTER OF MANPOWER
OF THE REPUBLIC OF INDONESIA
NUMBER 9 OF 2019
ON
PROCEDURES FOR PLACEMENT OF
INDONESIAN MIGRANT WORKERS

1. Format 1 Standard of Placement Agreement
2. Format 2 Form and Standard of Permit of the Minister of Manpower on the Placement of Indonesian Migrant Workers by Companies for Companies' Own Interests

MINISTER OF MANPOWER
OF THE REPUBLIC OF INDONESIA

signed

M. HANIF DHAKIRI

Format 1 Standard of Placement Agreement

PLACEMENT AGREEMENT

This Prospective Indonesian Migrant Workers Placement Agreement, dated as of ... is made and entered by and among:

Name :

Position :

Address :

In this matter acting for and on behalf of PT.... hereinafter referred to as **FIRST PARTY**.

Name of Prospective Indonesian Migrant Worker :

Place and Date of Birth :

Status :

Address :

hereinafter referred to as **SECOND PARTY**.

The FIRST PARTY and the SECOND PARTY have agreed to enter into a Placement Agreement with the following conditions:

Article 1

The FIRST PARTY is able to place the SECOND PARTY in the country of ... as ... the employer ... with an address ... within a maximum period of 3 (three) months from the issuance of the SECOND PARTY nomination list.

Article 2

- (1) The FIRST PARTY is obligated to protect the SECOND PARTY since the signing of this Placement Agreement up to the Placement by the SECOND PARTY in accordance with the applicable provisions.
- (2) The FIRST PARTY is obligated to provide means and infrastructure for decent placement and protection of Indonesian Migrant Workers.

Article 3

The FIRST PARTY assists and facilitates the arrangement of the SECOND PARTY's documents in the form of an Employment Contract, passport, and work visa, air fare, and social security membership card for Indonesian

Migrant Workers, except for the initial documents administered by the SECOND PARTY.

Article 4

The SECOND PARTY is able to work during the period of the employment contract (... months) in accordance with the agreement of the parties.

Article 5

The SECOND PARTY is obligated to pay placement fees in accordance with the legislation.

Article 6

The FIRST PARTY is willing to return the costs of the placement process to the SECOND PARTY which is declared unfit to work based on the results of psychological and health examinations, after deducting medical check-up fees and other fees as evidenced by the detailed costs and valid proof of payment.

Article 7

The SECOND PARTY is required to reimburse the costs of the FIRST PARTY if the SECOND PARTY resigns (in default) without any reason.

Article 8

- (1) If within 3 (three) months the SECOND PARTY has not been placed by the FIRST PARTY, the FIRST PARTY is obligated to provide an explanation of the reasons for the delay to the SECOND PARTY.
- (2) The SECOND PARTY has the right to report the problem to the Office that administering affairs in the field of manpower in the regency/municipality in order to obtain a resolution in the event that the FIRST PARTY deliberately does not fulfill the obligations of the FIRST PARTY as referred to in section (1).
- (3) In the event that the FIRST PARTY is proven unable to provide an explanation of the certainty of the placement of the SECOND PARTY, the FIRST PARTY is obligated to return all the SECOND PARTY fees without any deductions.

Article 9

- (1) The FIRST PARTY guarantees that the SECOND PARTY receives payments for a salary of ... as stipulated in the employment contract.

- (2) If the employer of the SECOND PARTY does not employ in accordance with the employment contract, the FIRST PARTY will terminate the employment relationship between the employer and the SECOND PARTY.

Article 10

This placement agreement was agreed upon and signed by the PARTIES, made in 2 (two) copies in Indonesian on duly stamped paper and can be justified by both parties.

FIRST PARTY,

.....
SECOND PARTY,

(Prospective Indonesian Migrant
Worker)

(President Director of P3MI)

Acknowledged

Head of Regency/Municipal Office

(Name of Office Head)

NIP.....

Format 2 Form and Standard of Permit of the Minister of Manpower on the Placement of Indonesian Migrant Workers by Companies for Companies' Own Interests

DECISION OF THE MINISTER OF MANPOWER
OF THE REPUBLIC OF INDONESIA
NUMBER OF
ON
INDONESIAN MIGRANT WORKERS PLACEMENT PERMIT BY
PT.....
FOR THE COMPANY'S OWN INTERESTS

BY THE BLESSINGS OF ALMIGHTY GOD
MINISTER OF MANPOWER OF THE REPUBLIC OF INDONESIA,

Considering : that in order to implement the provisions of Article of Regulation of the Minister of Manpower Number ... of 2019 on Procedures for Placement of Indonesian Migrant Workers, it is necessary to issue a Decision of the Minister of Manpower on Indonesian Migrant Workers Placement Permit by Companies for Companies' Own Interests;

Observing : 1. Law Number 18 of 2017 on Protection of Indonesian Migrant Workers (State Gazette of the Republic of Indonesia of 2017 Number 242, Supplement to the State Gazette of the Republic of Indonesia Number 6141);
2. Regulation of the Minister of Manpower Number ... of 2019 on Procedures for Placement of Indonesian Migrant Workers (State Bulletin of the Republic of Indonesia of 2019 Number ...);

HAS DECIDED:

To issue :
FIRST : 1. Name : PT
2. Office Address :
3. Director :

as an Indonesian Migrant Worker Agency for the company's own interests.

SECOND : The Indonesian Migrant Worker Agency for the company's own interests as referred to in the FIRST Dictum is obligated to:

1. place its workers who have met the requirements abroad for the interests of the company;
2. be responsible for the protection of its workers placed abroad for the interests of the company; and
3. collect data of Prospective Indonesian Migrant Workers who will be placed abroad online through the Sisnaker.

THIRD : Prospective Indonesian Migrant Workers who will be placed for the companies' interests as stated in the Annex as an integral part of this Ministerial Decision.

FOURTH : This Ministerial Decision comes into force on the date of its issuance.

Issued in Jakarta

on

MINISTER OF MANPOWER OF THE
REPUBLIC OF INDONESIA,

.....

LIST OF PROSPECTIVE INDONESIAN MIGRANT WORKERS WHO WILL BE
PLACED BY PT.....
FOR THE COMPANY'S INTERESTS

NO.	NAME OF PROSPECTIVE INDONESIAN MIGRANT WORKERS	ADDRESS	PASSPORT NUMBER	POSITION	DESTINATION COUNTRY	WORK PERIOD
1						
2						
3	Etc....					

MINISTER OF MANPOWER OF THE
REPUBLIC OF INDONESIA,

.....