



**International Convention on the
Protection of the Rights of
All Migrant Workers and
Members of Their Families**

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**Committee on the Protection of the Rights of All
Migrant Workers and Members of Their Families**

**Second periodic report submitted by Indonesia under article
73 of the Convention, due in 2022*, ****

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* The present document is being issued without formal editing.
** The present document was submitted pursuant to the simplified reporting procedure. It contains the responses of the State Party to the Committee's list of issues prior to reporting (CMW/C/IDN/QPR/2).



I. Introduction

1. This document is prepared in response to the list of issues prior to submission in relation to the Second Periodic Report of the Republic of Indonesia (CMW/C/IDN/QPR/2).
2. The preparation of Indonesia's response to the list of issues was carried out through consultations coordinated by the Ministry of Human Rights (MoHR) and the Ministry of Foreign Affairs (MoFA), in close collaborations with the Coordinating Ministry of Political and Security Affairs (CMoPSA); Coordinating Ministry of Law, Human Rights, Immigration, and Corrections (CMoLHRIC); Ministry of the Protection of Indonesian Migrant Workers (MoPIMW); Ministry of Manpower (MoM); and Ministry of Immigration and Corrections (MoIC). Consultations involved other relevant Ministries/Agencies, National Human Rights Institutions (NHRIs), and Civil Society Organizations (CSOs) to acquire information on the implementation of the Convention.

II. Replies to the list of issues prior to reporting (CMW/C/IDN/QPR/2)

Reply to paragraph 1

3. Law No. 18 of 2017 on the Protection of Indonesian Migrant Workers mandated various derivative regulations as technical guidelines for the implementation of its provisions. Such derivative regulations are issued in the form of Government Regulations, Presidential Regulations, and Ministerial Regulations. Several derivative regulations that have been passed recently are:

- (a) Presidential Regulation No. 130 of 2024: This regulation strengthens the governance of the placement of Indonesian Migrant Workers (IMW);
- (b) Presidential Regulation No. 165 of 2024: This regulation establishes the MoPIMW, to oversee the governance for the recruitment, placement, and protection of IMW;
- (c) Government Regulation No. 22 of 2022: This regulation provides specific protections for Indonesian Migrant Seafarers, detailing the responsibilities of placement companies and licensing requirements;
- (d) Government Regulation No. 59 of 2021: This regulation aims to strengthen village capacities on the protection and empowerment of migrant workers, aligning with the mandates of Law No. 18 of 2017;
- (e) Government Regulation No. 10 of 2020: This regulation outlines the procedures for the placement of IMW by MoPIMW's predecessor, the IMW Protection Agency (*Badan Pelindungan Pekerja Migran Indonesia* / BP2MI);
- (f) Presidential Regulation No. 90 of 2019: This regulation redefines the role of BP2MI, emphasizing its function in the placement and protection of IMW;
- (g) MoPIMW Regulation No. 1 of 2025: This regulation addresses registration procedures for private recruitment agencies (*Perusahaan Penempatan Pekerja Migran Indonesia* / P3MI);
- (h) MoPIMW Regulation No. 2 of 2025: This regulation addresses the issuance and revocation of recruitment permits;
- (i) MoPIMW Regulation No. 3 of 2025: This regulation addresses the mechanism to halt IMW placement to certain countries/for certain positions when needed;
- (j) MoPIMW Regulation No. 4 of 2025: This regulation addresses administrative sanctions for violations of IMW placement procedures.

4. Indonesia has bilateral agreements with, inter alia, Malaysia, Republic of Korea, Germany, Japan, and other countries concerning the placement and protection of Indonesian migrant workers. The Government of Indonesia (GoI) is in the position to ensure that the

bilateral agreements include provisions regarding the protection of basic rights of the IMW in accordance with international standards, Indonesian laws, and laws of the destination countries. This position aims to prevent any form of exploitation by the employers, as well as any party involved during the migration process. The bilateral agreements commonly stipulate the process of recruitment, placement, and return of the migrant workers with due regards to the laws of GoI and those of destination countries.

5. The Memorandum of Understanding (MoU) between Indonesia and Malaysia on the employment and protection of Indonesian Domestic Migrant Workers (IDMW) in Malaysia serves as the framework to ensure the protection of IDMW before, during, and after their placement in Malaysia. This MoU provides a system that enables the fulfilment of IDMW's rights, including but not limited to social security, protection during detention, procedures for repatriation or expulsion and family reunification.

6. Under this MoU, the recruitment, placement, and employment of IDMW shall only be conducted through a "one-channel system" established between both Parties. The business process and the responsibilities of the concerned stakeholders are set out under this MoU to ensure an effective mechanism to reduce irregular migration. This MoU also upholds the fundamental principles such as zero-cost of employment, contract-based employment, and the one-man one-job principle.

7. With regards to the measures taken to strengthen the protection of IDMW, Indonesia endeavours to enter into an MoU with other countries of destination to realise the safe, orderly, and regular migration for IDMW by considering the best practices of the MoU with Malaysia.

Reply to paragraph 2

8. Indonesia's National Medium-Term Development Plan (*Rencana Pembangunan Jangka Menengah Nasional / RPJMN*) 2020–2024 includes a key indicator measuring the percentage of Indonesian migrant workers employed by legally registered employers, with a baseline of 57% in 2019. Between 2020 and 2024, 48.18% of Indonesian migrant workers placed in destination countries (462,015 out of 959,004) were employed in the formal sector, reflecting ongoing efforts to improve formal employment opportunities.

9. The RPJMN 2025–2029 continues this focus under National Priority 7: Strengthening Political, Legal, and Bureaucratic Reforms, which incorporates the Index on Services and Protection for Indonesian Citizens Overseas, with a baseline score of 93 in 2024, targeting 93.5 in 2025 and 95.5 in 2029. This policy will be carried out by enhancing the protection and placement of Indonesian migrant workers abroad, along with the protection and services for Indonesian Citizens Overseas, from the pre-employment, employment, and post-employment stages.

10. Additionally, the RPJMN carries forward the indicator on formal sector employment for migrant workers, now with an increased target of 80% by 2029. The MoPIMW is tasked to achieve this target. Under National Priority 2, the RPJMN 2025–2029 also introduces a new indicator aiming to establish 11 international cooperation agreements on labor and skilled worker mobility by 2029, supporting safer and better-regulated migration pathways.

11. The RPJMN is further supported by the National Action Plan on Human Rights (*Rencana Aksi Nasional HAM / RANHAM*), which continues to serve as the national guideline for ministries, agencies, and local governments to promote and implement human rights principles at the practical level. Through Presidential Regulation No. 53/2021, the 5th generation of RANHAM for 2021–2025 was launched, focusing on accelerating the fulfilment of human rights of four vulnerable groups: women, children, persons with disabilities, and *Adat* Communities (*Masyarakat Hukum Adat*). One of RANHAM's targets related to the protection of migrant workers is the implementation of early detection strategy to identify potential human trafficking victims. This strategy is enforced through measures, such as delaying passport issuance and preventing departure at immigration checkpoints for Indonesian citizens suspected of being human trafficking victims; as well as the implementation of Village Assistance Program (*Desa Binaan Imigrasi*). The implementation achievements for 2020-2024 are as follows:

| <i>Year</i> | <i>Departure prevention at immigration checkpoints</i> | <i>Passport issuance delay</i> | <i>Establishment of Desa Binaan Imigrasi</i> |
|-------------|--|--------------------------------|--|
| 2020 | 165 | 1 642 | - |
| 2021 | 309 | 589 | - |
| 2022 | 2 184 | 541 | - |
| 2023 | 25 890 | 3 307 | - |
| 2024 | 20 291 | 2 350 | 146 |

12. To improve the management of migrant workers, the GoI enacted an Action Plan on Strengthening the Governance for the Placement and Protection of Indonesian Migrant Workers in 2024. This Action Plan serves as a guideline for government bodies at all levels – from national to local – in planning, budgeting, monitoring, and evaluating their respective work plans related to the placement and protection of migrant workers. The Action Plan aims, among others, to simplify and centralize services related to the placement of migrant workers; enhance the capacity of prospective migrants; improve services at points of departure and arrival; and strengthen social security and social protection systems.

13. The GoI also launched the National Action Plan on the Prevention and Eradication of Trafficking in Persons (RAN TPPO) in 2023 to ensure comprehensive protection for the victims. Through RAN TPPO, the GoI provides a wide-range of services, including law enforcement, legal assistance, rehabilitation, and social services. The GoI continues to improve its efforts to combat trafficking in persons through both legal and practical reforms, such as:

- (a) Law enforcement training, to enhance the capacity of the police and other officials to identify and handle human trafficking cases properly;
- (b) Improving victim support, by expanding social support systems for survivors, including the provision of shelters, vocational training, and reintegration programs;
- (c) Campaigns to increase public awareness on the dangers of trafficking in persons and how to report suspected human trafficking activities.

Reply to paragraph 3

14. The GoI adopts a whole-of-government approach in managing migration-related issues, with various ministries and agencies carrying out mandates that contribute to the effective governance of migration and the protection of Indonesian citizens, particularly those abroad.

15. The protection of Indonesian citizens overseas has been designated as a National Priority Program. As such, it receives stronger allocation of resources, including enhanced budgeting and institutional support, in line with Indonesia's commitment to uphold the rights and welfare of its nationals abroad.

16. The GoI has taken concrete steps to strengthen coordination among ministries and relevant agencies for the effective implementation of the Convention. In 2024, MoFA, MoM, MoPIMW, Ministry of Home Affairs, and Ministry of Law and Human Rights (MoHR's predecessor) signed an MoU on the Provision of Services and Protection for Indonesian Citizens Abroad.

17. This MoU reflects a joint commitment by the five ministries/agencies whose mandates intersect on matters concerning Indonesian citizens overseas, particularly IMW as one of the highest demographic communities of Indonesian overseas. This MoU aims to enhance synergy, integration, and coordination and ensure the delivery of effective, efficient, and targeted services and protection for all Indonesian citizens overseas, including IMW.

18. Within this framework, MoFA plays a central role in coordinating, synchronizing, and overseeing foreign relations and foreign policy implementation in the area of consular services and the protection of Indonesian citizens overseas.

19. MoIC's functions include immigration services, law enforcement, national security, and support for national development and public welfare. In the context of migrant worker protection, the Directorate General of Immigration under MoIC focuses on immigration services, especially the issuance of passports. This is supported by the Circular Letter No. IMI-GR.01.01-0178 dated 20 June 2023 concerning the Issuance of Indonesian Passports to Designated Migrant Worker Destination Countries. The Directorate General of Immigration has also initiated the Village Assistance Program (*Desa Binaan Imigrasi*) program, managed under the supervision of Village Immigration Liaison Officers (*Petugas Imigrasi Pembina Desa / PIMPASA*). This initiative serves as an early warning and education system aimed at preventing human trafficking and people smuggling.

20. The main role of MoPIMW is to implement the policies for IMW and their families as a whole and ensure that the labor migration is carried out safely, orderly, and securely.

21. In a smaller scope, MoIC and MoPIMW jointly agreed to further reinforce inter-agency collaboration and coordination in the protection of IMW. The commitment is realised through the signing of another MoU between the two Ministries, aiming to renew and expand the cooperation that focuses on data exchange, document regularization, and enhanced oversight of migrant worker departures.

Reply to paragraph 4

22. The Central Statistics Agency (*Badan Pusat Statistik / BPS*) has undertaken various efforts to collect accurate migration data, including:

(a) International Migration Data Coordination Meeting, aimed to enhance the reliability, consistency, and quality of migration data with expected output including improved coordination through the One Data of Indonesia (*Satu Data Indonesia*) forum and the interoperable data integration;

(b) Strengthening coordination to implement the National Statistics System (*Sistem Statistik Nasional / SSN*), whereby the BPS provides recommendations to ministries and agencies for data collection practices;

(c) Inclusion of variables on international migration into the 2015 Inter-Census Population Survey (*Survei Penduduk Antar Sensus / SUPAS*) and the National Labor Force Survey (*Survei Angkatan Kerja Nasional / Sakernas*);

(d) Planned inclusion of variables on international migration into the 2020 Population Census (SP 2020);

(e) Collecting secondary data related to international migration; and

(f) Utilizing technology to implement the SSN.

23. MoFA, particularly the Directorate for the Protection of Indonesian Citizens Abroad, continues to improve data accessibility and integration with related ministries and agencies. Some of the achievements in the past two years include the integration of MoFA's *Portal Peduli WNI* platform with the MoM's Manpower System, MoPIMW's *Sisko-TKLN*, MoIC's *SIMKIM*, the Ministry of Home Affairs' Population Administration System.

24. This initiative integrates information from key institutions, including MoFA, MoPIMW, and the MoIC. This cross-sectoral approach ensures that data related to international migration is aligned across ministries and agencies.

25. In addition to the national-level *Satu Data Indonesia* initiative, several institutions have also developed cross-sectoral integrated mechanisms on collection and integration data for Indonesian nationals working overseas, including the *SIAPkerja* Platform as developed by the MoM which is connected to the Computerized System for the Service and Protection of Indonesian Migrant Workers (*Sistem Komputerisasi untuk Pelayanan dan Pelindungan Pekerja Migran Indonesia / SISKOP2MI*) managed by MoPIMW, and linked to several digital platforms used in migrant-receiving countries.

26. All these efforts demonstrate Indonesia's continued progress toward improving the quality and interoperability of migration data systems. The Government acknowledges that reliable data is essential for evidence-based policymaking, protection of migrant rights, and achieving the objectives of safe, orderly, and regular migration.

Reply to paragraph 5

27. The National Human Rights Commission of Indonesia (*Komisi Nasional Hak Asasi Manusia* / Komnas HAM) is mandated to receive and process human-rights complaints from any individual or group. In practice, Komnas HAM provides multiple, publicly-accessible channels for redress: complaints may be submitted in writing (by hand, post, fax, or e-mail), and there is a dedicated "*Pengaduan Online*" portal for filing cases online through its official website (komnasham.go.id). The Commission also publishes its contact information (telephone +62-21-3925230; e mail info@komnasham.go.id). In recent years, Komnas HAM has additionally encouraged the use of social media/WhatsApp consultations.

28. The Government and Komnas HAM engage in regular public information campaigns through press releases, outreach seminars, local workshops and media campaigns. These efforts aim to raise awareness of the public – including vulnerable migrant communities in both urban and rural areas – about their rights and available complaint mechanisms. Through these joint initiatives, the general public, particularly migrant workers, is made aware of Komnas HAM's services and their right to file complaints directly to the Commission.

29. Through these mechanisms, Komnas HAM has received and acted on hundreds of migrant worker cases. For example, between 2020 and 2022 Komnas HAM logged 257 complaints involving IMW, covering issues such as unpaid wages, insurance claims, requests for repatriation (lost contact, death abroad, alleged abduction by employers or placement agencies) and legal aid for trafficking or abuse victims.¹

30. In 2023–2024, it continued to receive dozens of new cases (e.g. 206 cases over 2020–2023).² In 2024, Komnas HAM handled 33 cases of trafficking in persons involving individual and group migrant workers.³ These statistics demonstrate that the Commission's complaint mechanisms are actively used by migrants.

31. Komnas HAM also conducts on-site monitoring of places of detention and shelters. Notably, Komnas HAM is part of the Joint Cooperation Team for the Prevention of Torture (*Tim Kerjasama untuk Pencegahan Penyiksaan* / KuPP) – which includes four NHRIs and two agencies: Komnas HAM, National Commission on Violence against Women (*Komisi Nasional Anti Kekerasan terhadap Perempuan* / Komnas Perempuan), Child Protection Commission (*Komisi Perlindungan Anak Indonesia* / KPAI), National Commission on Disabilities (*Komisi Nasional Disabilitas* / KND), Witness and Victim Protection Agency (*Lembaga Perlindungan Saksi dan Korban* / LPSK), and the Ombudsman. KuPP carries out coordinated visits to a range of detention facilities and settings of deprivation of liberty, including immigration detention centres (*Rumah Detensi Migrasi* / Rudenim). In 2024, the team conducted a joint visit to Rudenim Kupang in East Nusa Tenggara Province. The monitoring activity offered valuable insights that are being used to enhance protection measures for individuals in immigration detention.

32. With respect to institutional resources, the GoI continues to provide strong support to Komnas HAM as the country's National Human Rights Institution. Between 2018 and 2022, the combined budget for Komnas HAM and Komnas Perempuan increased by an average of 2.5% annually, from IDR 84.6 billion in 2018 to IDR 93.4 billion in 2022. In 2024, the

¹ Komnas HAM, "*Peringatan Hari Pekerja Migran Sedunia 2022 Mendorong Tata Kelola dan Perlindungan Pekerja Migran Indonesia Berbasis Hak Asasi Manusia*", 18th of December 2022. [https://www.komnasham.go.id/files/20221218-keterangan-pers-nomor-047-hm-00-\\$36KDC9.pdf](https://www.komnasham.go.id/files/20221218-keterangan-pers-nomor-047-hm-00-$36KDC9.pdf).

² Komnas HAM, "*Hadir Sesi ke-75 Sidang Komite Ekonomi, Sosial dan Budaya PBB, Komnas HAM Sampaikan Pandangan tentang Situasi Pemenuhan Hak Ekonomi, Sosial dan Budaya di Indonesia*", 22nd of February 2024. [https://www.komnasham.go.id/files/20240222-keterangan-pers-nomor-10-hm-00-\\$USBMEM6.pdf](https://www.komnasham.go.id/files/20240222-keterangan-pers-nomor-10-hm-00-$USBMEM6.pdf).

³ Komnas HAM, *Laporan Kinerja Instansi Pemerintah 2024* (Jakarta: Komnas HAM, 2025).

allocation rose to IDR 98.5 billion,⁴ reflecting the State's sustained commitment to strengthening human rights institutions.

33. Komnas HAM's resources are secured through the State Budget and further reinforced through regulatory support. Presidential Regulation No. 13/2024 significantly increased the remuneration for Komnas HAM commissioners, while Presidential Regulation No. 94/2024 enhanced allowances for professional staff. The Commission also maintains offices in Jakarta and several provinces, with modern infrastructure and functional directorates dedicated to complaints, investigations, and human rights education.

34. These advancements ensure that Komnas HAM is institutionally well-equipped to fulfil its mandate effectively, including nationwide outreach, complaint-handling, and monitoring activities. The government remains committed to further enhancing Komnas HAM's operational and strategic capacities in line with its constitutional role and Indonesia's international human rights obligations.

Reply to paragraph 6

35. A series of training and education programs have been implemented, targeting both prospective migrant workers and key stakeholders in the migration governance ecosystem.

36. Indonesia has standardized its training modules and curricula for Pre-Departure Orientation Programs (PDOP). These programs are mandatory for all prospective migrant workers and are designed to ensure that they are well-informed, skilled, and prepared to navigate life and work abroad. The curriculum has been strengthened to include:

- (a) Gender-responsive content, particularly for women migrant workers, focusing on understanding workplace conditions, safety measures, and social norms in destination countries;
- (b) Soft skills development, such as workplace etiquette, and ethical behavior;
- (c) Legal awareness, including information on workers' rights and relevant laws in both Indonesia and the destination country;
- (d) Health and safety protocols (K3) and cultural adaptation, to reduce vulnerability and improve integration;
- (e) Basic language, cultural knowledge on the receiving country, and job-specific technical training, aligned with the worker's assigned job sector.

37. In line with the GoI's strong commitment to the protection of Indonesian nationals abroad, regular training programs are conducted for Foreign Service Officers prior to their overseas assignments, as well as for Consular Staff currently stationed abroad. These training sessions aim to enhance their capacity to deliver timely, effective, and empathetic assistance to Indonesians overseas, including migrant workers. Thematic areas covered in these training programs include, but are not limited to:

- (a) Training on the Prevention and Handling of Trafficking in Persons (TIP), to include also the identification and screening for possible victims of TIP;
- (b) Case handling and protection of Indonesian nationals abroad, including labor disputes, detention, and repatriation;
- (c) Public service delivery for Indonesians abroad, ensuring accessibility, efficiency, and a rights-based approach;
- (d) Use of digital platforms, such as the *Portal Peduli WNI*, to strengthen coordination, reporting, and case monitoring for Indonesian nationals in distress.

38. The GoI continues to collaborate closely with CSOs in efforts to protect IMW. These partnerships often include joint efforts in handling complaints and resolution of cases, as CSOs often serve as the first point of contact and source of information for issues faced by

⁴ Ibid.

migrant workers. Cases identified by CSOs are often referred by CSOs to relevant government agencies, including Indonesian Missions abroad. The GoI also recognizes CSOs ability to provide critical information that enables government agencies to take timely action. The CSO also plays a crucial role in the campaign, acting as partners in delivering content and promoting the message. They could also help identify specific needs and tailor the campaign to local contexts.

39. We also recognize the important role of the media in raising awareness about the rights of migrant workers and available services. Public outreach through trusted media channels is used to disseminate accurate information and promote safe migration.

40. Through these joint efforts, the Government ensures that the protection of migrant workers is not only a state responsibility, but a shared commitment with the broader community.

Reply to paragraph 7

41. The GoI considers the protection of migrant workers a national responsibility that requires collaboration with civil society, academia, trade unions, and international partners. Regular multi-stakeholder dialogues are held through inter-ministerial forums involving civil society and advocacy groups to share data, exchange insights, and develop responsive policies for IMW, both before departure and during employment abroad.

42. A key initiative is the 2017 MoU between MoFA and Justice Without Borders. It enables cross-border legal assistance for returning migrant workers seeking justice and includes training for consular staff and capacity-building for handling transnational labor cases.

43. In 2024, the Government strengthened cooperation with the Indonesian Ocean Justice Initiative (IOJI) to protect Indonesian seafarers and fishers. IOJI provides technical support in policy research and advocacy, contributing to stronger labor rights protections, especially in high-risk, under-regulated maritime sectors.

44. On 6 November 2024, the MoPIMW held a formal consultation with the IMW Union (*Serikat Buruh Migran Indonesia / SBMI*). The meeting reaffirmed that migrant workers protection is a shared responsibility across ministries and highlighted the importance of collaboration between government and civil society.

45. SBMI proposed strengthening institutional frameworks to fully implement Law No. 18/2017 on Migrant Worker Protection. Key issues included decentralization, organizational reform, and stronger judicial protections for seafarers, especially in light of ongoing constitutional reviews. In response, MoPIMW outlined its organizational structure covering placement, protection, empowerment, and promotion, and reaffirmed its commitment to improving consular support, digital literacy, and local-level service delivery.

46. These efforts reflect Indonesia's commitment to ensuring comprehensive, rights-based protection for its migrant workers through coordination, legal support, and strengthened institutional capacity.

47. In preparing the replies to the LoIPR, the government actively engages a wide range of stakeholders, including ministries and agencies, local governments, NHRIs, and CSOs, through inter-ministerial meetings and national consultations. The content of the report reflects input from these relevant stakeholders, considering that the protection of migrant workers is an intersectoral issue.

Reply to paragraph 8

48. The GoI has undertaken significant reforms to improve the governance of private recruitment agencies (*Perusahaan Penempatan Pekerja Migran Indonesia / P3MI*) and enhance the protection of IMW, pursuant to Law No. 18/2017 and Law No. 11/2020 on Job Creation. These laws introduce new recruitment procedures, replacing those previously

governed under Law No. 13/2003 on Manpower, and reinforce the GoI's regulatory role in the recruitment and placement of IMW.

49. To reduce the dependency on private agencies and strengthen state oversight, Indonesia has developed Government-to-Government (G-to-G) placement schemes, currently implemented with the Republic of Korea (RoK), Japan, and Germany. These schemes ensure direct recruitment of migrant workers under public administration. Placement quotas through G-to-G mechanisms have steadily increased, reaching 11,100 for RoK in 2024 and 600 for Germany.

50. The Government, through MoPIMW, utilizes an integrated digital platform SSKO-P2MI as a centralized system for administrative services in the recruitment and protection of IMW. In preparation for deployment, migrant workers are required to undergo a country-specific Pre-Departure Orientation Program (*Orientasi Pra Pemberangkatan / OPP*) lasting a minimum of three days. The program includes modules on cultural adaptation, personal development, national ideology, trafficking prevention, social security, and complaint mechanisms.

51. Under Article 52 of Law No. 18/2017, P3MI are mandated to identify job opportunities, place migrant workers, and resolve issues arising during overseas employment. The P3MI also shares liability with foreign employers regarding employment contract enforcement, including related to payment of wages, compensation for disability, repatriation costs, and the return of deceased workers' remains.

52. Efforts are ongoing to strengthen the protection of IMW through social security mechanisms. The MoPIMW is currently drafting a ministerial regulation to ensure compliance with the legal requirement mandating that all IMWs be enrolled in social insurance schemes covering death benefits, occupational accidents, and optional old-age savings (as per Article 5(d) of Law No. 18/2017).

53. To enhance accountability, MoPIMW issued Ministerial Regulation No. 4/2025 on Administrative Sanctions, establishing clear penalties for P3MI found in violation of placement and protection rules. Sanctions include written warnings, temporary suspension of placement activities, revocation of recruitment licenses (*Surat Izin Perusahaan Penempatan Pekerja Migran Indonesia / SIP3MI*), and financial penalties for delays.

54. Additionally, the implementation of Presidential Regulation No. 60/2023 concerning the National Strategy on Business and Human Rights (*Strategi Nasional Bisnis dan HAM*) has further reinforced efforts to regulate and control P3MI activities, particularly in preventing exploitative practices by acting as intermediaries for unscrupulous foreign recruiters. The National Strategy strengthens the regulatory and institutional framework for the state to protect various human rights aspects in business activities; to ensure corporate responsibility in respecting human rights; as well as to provide access to remedies.

55. The Government also continues to expand the implementation of PRISMA (*Aplikasi Penilaian Resiko Bisnis dan HAM / Business and Human Rights Risk Assessment Application*), a web-based application to help business enterprises identify and mitigate potential human rights impacts arising out of their business activities. The application poses questions that business enterprises need to answer on 13 topics: company profile, potential human rights impact, internal human rights policy, complaint mechanism, supply chain, labour, working condition, trade union, discrimination, privacy, environment, land and MHA, as well as corporate social responsibility.

56. Since March 2021, a total of 275 business entities has participated in the PRISMA self-assessment initiative. Of these, 36 companies have successfully achieved a green score, indicating a strong alignment with the program's sustainability and human rights benchmarks. Notably, in January 2023, the Pertamina Group became the first company to be awarded the PRISMA Certificate, following its early commitment to the process by completing the self-assessment tool as early as 2020.

57. The GoI is dedicated to ensuring fair and ethical labor practices, including the regulation of private employment agencies. Indonesia has yet to ratify ILO Convention No. 181 concerning Private Employment Agencies (1997), but has made significant progress in aligning its national legislation and practices with the principles of this Convention:

(a) MoM Regulation No. 2 of 2015 concerning Protection of Domestic Workers specifically addresses the regulation of domestic worker agencies. This regulation prohibits domestic worker agencies from collecting fees from domestic workers, while allowing them to receive service fees from users based on agreement. It also outlines obligations for domestic worker agencies, such as selecting potential users, ensuring the health and work capability of prospective domestic workers, monitoring the placement of domestic workers, and returning service fees if a domestic worker is unwilling to continue working for at least six months. The regulation also explicitly prohibits domestic worker agencies from placing domestic workers to companies or business entities, rather than individual employers;

(b) Law No. 18 of 2017 outlines the duties and responsibilities of private recruitment agencies, which include seeking job opportunities abroad, placing IMW, and resolving issues faced by IMW during their employment. The law also stipulates that the Minister for the Protection of Indonesian Migrant Workers can revoke the license of a private recruitment agency if it fails to fulfil its obligations or violates provisions related to the placement and protection of migrant workers.

58. These legal and practical advancements demonstrate Indonesia's continuous efforts to regulate private employment agencies and ensure the protection and well-being of its workers, both at home and abroad, in line with the principles espoused in ILO Convention No. 181.

Reply to paragraph 9

59. The Convention has been cited in national jurisprudence, notably in Constitutional Court Decision No. 127/PUU-XXI/2023, which affirmed that Indonesian seafarers working abroad fall under the category of migrant workers as defined by Law No. 18/2017. The Court directly referenced the Convention, ratified through Law No. 6/2012, reinforcing its relevance to the interpretation and application of national law.

60. Although lower courts have not frequently invoked the Convention by name, migrant worker-related cases – such as wage disputes, abuse, or trafficking – are adjudicated under domestic legal instruments, including Law No. 18/2017, Law No. 13/2003 on Manpower, and Law No. 21/2007 on the Eradication of Human Trafficking.

61. Examples of cases, in which Indonesian courts have, in several cases, ordered compensation or restitution from businesses in favour of migrant worker victims. Notable examples include underage migrant worker trafficking case involving PT Mahkota Ulfa Sejahtera decided by the Bekasi District Court (Decision No. 459/PidSus/2015/PNBks) and the trafficking case of Indonesian fisherfolk in Trinidad and Tobago, adjudicated by the West Jakarta District Court (Decision No.2044/PidSus/2013/PNJKTBAR).

62. Migrant workers and their families, including those in an irregular situation, may seek redress through the following mechanisms:

(a) Judicial bodies, which allow persons or groups affected by business operations in Indonesia (including migrant workers) to seek compensation for the loss and harm they suffered through civil law claim or class action lawsuit (due to “unlawful act” committed by business enterprises), as well as through criminal law enforcement (due to corporate crimes that gave rise to restitution claims);

(b) MoPIMW's Complaint Services, which receive grievances through in-person reporting, telephone, email, and SMS (regulated under the BP2MI Regulation No. 6/2024). As per January 2025, WhatsApp has also been used as one of the reporting channels;

(c) Indonesian missions' consular services, which provide consular protection (including appointment of retainer lawyer as appropriate) and humanitarian assistance for Indonesian nationals, including IMW abroad;

(d) Komnas HAM, which investigates complaints of human rights violations.

63. Data from Indonesia law enforcement agencies and MoPIMW show a rise in migrant worker-related complaints. Prosecutorial case volumes indicate the following:

(a) 2022: 165 migrant worker cases, 174 trafficking cases, 59 immigration offenses;

(b) 2023: 341 migrant worker cases, 731 trafficking cases, 98 immigration offenses;

(c) 2024 (Jan–June): 178 migrant worker cases, 315 trafficking cases, 106 immigration offenses.

64. Moreover, the complaints received through MoPIMW are as follows:

| <i>Year</i> | <i>Total complaints</i> | <i>Male</i> | <i>Female</i> | <i>Resolved</i> | <i>Pending</i> |
|------------------|-------------------------|-------------|---------------|-----------------|----------------|
| 2020 | 1 811 | 746 | 1 065 | 1 652 | 159 |
| 2021 | 1 700 | 730 | 970 | 1 500 | 200 |
| 2022 | 1 987 | 754 | 1 233 | 1 371 | 616 |
| 2023 | 1 995 | 803 | 1 192 | 1 410 | 585 |
| 2024 | 1 500 | 754 | 746 | 837 | 663 |
| 2025 (as of May) | 1 790 | 995 | 795 | 27 | 1 761 |

65. Between 2020 and May 2025, MoPIMW received a relatively stable number of complaints each year, with most cases being resolved efficiently. In 2025, however, there was a notable surge in complaints. This is largely due to the introduction of WhatsApp as a new reporting channel. While this development has improved accessibility for migrant workers, especially those in remote areas, it has also led to a rise in incomplete or unverifiable reports. Nonetheless, the development marks a positive step toward more inclusive and responsive complaint-handling mechanisms, with ongoing improvements being made to enhance data quality and ensure effective follow-up.

66. With regard to legal assistance, support for migrant workers is facilitated through the following channels:

- (a) The MoPIMW, which coordinates with accredited legal service providers;
- (b) Embassies and consulates, which offer legal representation through appointed lawyers and consular protection in destination countries;
- (c) Komnas HAM, which provides legal referral and mediation services;
- (d) Legal Aid Institutions and NGOs, which assist vulnerable migrant workers, particularly women in domestic service and irregular migrants.

67. Migrant workers may access compensation through:

- (a) Court-ordered restitution in criminal and civil cases, including trafficking and contract violations;
- (b) Industrial Relations Court judgments for unpaid wages and entitlements;
- (c) Social insurance schemes administered through Social Security Management Agency for Employment (*Badan Penyelenggara Jaminan Sosial Ketenagakerjaan* / BPJS Ketenagakerjaan), offering compensation for injury, illness, and death;
- (d) Emergency repatriation support, including the return of remains and provision of psychosocial assistance for special cases.

68. To improve awareness, Indonesia has taken concrete steps, among others through the BP2MI Regulation No. 8/2022 which mandates dissemination of rights-related information through media campaigns, public events, and digital platforms.

Reply to paragraph 10

69. During the COVID-19 pandemic, the GoI, through Indonesian missions worldwide, has assisted the repatriation of thousands of IMWs, including the evacuation of Indonesian

seafarers who worked on vessels affected by COVID-19 in Japan and Taiwan. In 2020, the GoI assisted the return of at least 173,858 Indonesian nationals, including 126,243 from Malaysia alone, 20,603 through independent repatriation, and 27,012 seafarers. The returning IMWs were granted access to government-funded quarantine facilities upon their arrival in Indonesia.

70. In parallel, around 2 million logistic aid packages were distributed to IMWs to ease their hardships during the pandemic. In 2020, the GoI delivered 535,264 aid packages, followed by an additional 236,148 aid packages in 2021 in Malaysia alone. Moreover, several Indonesian missions also worked closely with the local authorities in destination countries to facilitate vaccination programs for 88,637 IMWs.

71. Several regulations have also been issued to protect the rights of foreign workers residing in Indonesia during the Covid-19 situation, including:

(a) Minister of Law and Human Rights Regulation No. 34 of 2021 on the Granting of Visas and Immigration Stay Permits during the Handling of COVID-19 Spread and National Economic Recovery;

(b) Minister of Law and Human Rights Decree No. M.HH-02.GR.02.02 of 2021 on Certain Immigration Checkpoints as Entry Points during the Handling of COVID-19 Spread and National Economic Recovery;

(c) Minister of Health Decree No. HK.01.07/Menkes/1368/2022 on the Implementation of COVID-19 Vaccination for Foreign Nationals;

(d) MoM Circular Letter No. M/3/HK.04/11/2021 on Services for the Employment of Foreign Workers in the Effort to Prevent the Entry of COVID-19.

72. The Minister of Health Decree No. HK.01.07/Menkes/1368/2022 allows foreign nationals to receive the COVID-19 vaccination in Indonesia.⁵ To be eligible, foreign nationals must meet the following requirements:

(a) They must hold a temporary or permanent residence permit in Indonesia;

(b) The types of approved vaccines must be those recommended by the WHO and the Indonesian Technical Advisory Group on Immunization (ITAGI), and receive Emergency Use Authorization (EUA);

(c) They must register for a vaccination e-ticket through the pedulilindungi.id website and visit the nearest healthcare facility with their passport, residence permit, and e-ticket.

73. The MoM Circular Letter No. M/3/HK.04/11/2021 allows short-term foreign workers to directly extend their stay and change sponsors without requiring an Expatriate Placement Plan (EPO). It also allows employers to directly submit applications for the employment of foreign workers who are still within the territory of Indonesia.

74. Preventive measures against infection in detention centers include:

(a) Providing briefings for detention officers and detainees;

(b) Facilitating self-quarantine;

(c) Issuing circular letters to community housing managers.

75. The GoI has also initiated calls for international cooperation on the protection of seafarers during and after COVID-19 through numerous initiatives at the multilateral forum. In 2020, the UN General Assembly has adopted the resolution on “International cooperation to address challenges faced by seafarers as a result of the COVID-19 pandemic to support global supply chains”, initiated by Indonesia. The resolution recognizes seafarers and other marine personnel as key workers.

76. In 2022, Indonesia initiated the establishment of the Joint ILO/IMO Tripartite Working Group to Identify and Address Seafarers’ Issues and the Human Element (JTWG).

⁵ <https://pusatkrisis.kemkes.go.id/3-syarat-wna-bisa-vaksinasi-covid-19-di-indonesia>.

The first meeting of the JTWG in December 2022 adopted the “Guidelines for port State and flag State authorities on how to deal with seafarer abandonment cases”, a document for which Indonesia has led the formulation of the zero draft at the IMO and government group’s position during negotiation at the ILO. Indonesia has also actively participated in the second meeting of the JTWG that agreed on several recommendations to address violence and harassment, including sexual harassment, bullying and sexual assault in the maritime sector, as well as in the third meeting of the JTWG that has adopted the “Guidelines on Fair Treatment of Seafarers detained for alleged crimes”.

77. In 2024, Indonesia co-sponsored the Human Rights Council resolution on “Promoting and protecting the enjoyment of human rights by seafarers”. The resolution aims to, among others, ensure safe and decent living and working conditions; strengthen efforts to eliminate all forms of discrimination, violence, forced or compulsory labour as well as to address challenges faced by seafarers as a result of the COVID-19 pandemic.

Reply to paragraph 11

78. As a diverse, multi-ethnic nation, Indonesia continues to foster a culture of tolerance and mutual respect. While there have been some isolated cases involving racism or xenophobic behaviour, these do not reflect broader or systemic patterns. When such cases arise, they are addressed through established legal and institutional mechanisms.

79. Indonesia has in place a comprehensive legal framework to prevent discrimination, including the 1945 Constitution, Law No. 39 of 1999 on Human Rights, Law No. 13 of 2003 on Employment, Law No. 40 of 2008 on the Elimination of Racial and Ethnic Discrimination, and Law No. 18 of 2017 on the Protection of IMW, including their respective implementing regulations. These instruments provide legal guarantees for the fair and equal treatment of all individuals, including migrant workers, regardless of background or nationality.

80. Several institutions are mandated to receive and follow up on reports of discrimination and abuse. These include Komnas HAM, the Ombudsman of the Republic of Indonesia, and the MoM through their Directorate General of Labor Inspection and Occupational Safety and Health. Their roles include monitoring, investigation, and facilitation of access to justice.

81. To date, there is no indication of widespread xenophobia or violence targeting foreign migrant workers in the country. Where individual cases involving foreign nationals have occurred, they have been handled promptly by local authorities.

82. With regard to Indonesian citizens working abroad, the Ministry of Foreign Affairs has recorded that approximately 23.3% of the 67,297 reported cases involved alleged mistreatment. These included wage disputes, workplace abuse and violence, as well as instances of discriminatory treatment. Such cases were handled by Indonesian embassies and consulates in close coordination with the relevant authorities in the respective receiving countries.

83. To further protect its citizens, Indonesia has entered into bilateral agreements with several destination countries. These agreements cover the rights and welfare of IMW and have contributed to the establishment of support services.

84. Moreover, aimed at ensuring the rights and protection of our migrant workers, Indonesia has also established 24-hour hotline crisis centers, legal aid services, and temporary shelters at all Indonesian embassies and consulates to assist affected IMW.

85. Additionally, the GoI provides reintegration support to the returning migrant workers, including psychosocial assistance, legal assistance, and economic empowerment programs. The MoPIMW and MoFA continue to strengthen early warning systems and capacity-building efforts to minimize future risks.

86. At the regional level, Indonesia remains actively engaged in various fora to advocate for stronger labor protections and anti-discrimination standards.

87. Indonesia is committed to preventing and responding to racism, xenophobia, and all forms of discrimination, including ill-treatment and violence. Ensuring the protection and

access to justice for all migrant workers and their families, both at home and abroad, remains a national priority.

Reply to paragraph 12

88. The GoI is committed to eliminating all forms of forced and compulsory labor, as demonstrated by its ratification of ILO Convention No. 29 on Forced Labour and ILO Convention No. 105 on the Abolition of Forced Labour. Indonesia has taken several legislative and policy measures to align its national laws and practices with the provisions of these conventions.

89. A cornerstone of Indonesia's efforts is Law No. 18/2017 concerning the Protection of IMW. This law provides comprehensive protection for IMW, including nurses, before, during, and after their employment abroad. This protection encompasses information dissemination, quality improvement for prospective migrant workers through education and training, and the establishment of a Trafficking in Persons Criminal Act (TPPO) Task Force to prevent human trafficking. Furthermore, the government has implemented the Productive Migrant Village (*Desa Migran Produktif / Desmigratif*) program to empower returning migrant workers in becoming independent entrepreneurs, as well as establishing bilateral agreements with destination countries to ensure protection during employment. Labor attachés in placement countries also play a crucial role in monitoring migrant worker presence, facilitating dispute resolution, advocating for their rights, and disseminating employment policies.

90. For domestic workers, Minister of Manpower Regulation No. 2/2015 concerning the Protection of Domestic Workers is a key piece of legislation. This regulation prohibits the employment of domestic workers under the age of 18, viewing domestic work for minors as among the worst forms of child labor due to potential dangers to their health, safety, or morals. The regulation outlines the rights and obligations of both domestic workers and employers, covering aspects such as wages, treatment, rest, leave, holiday allowances, and communication with family. It also mandates written or oral work agreements between users and domestic workers, which should be understood by both parties and known to the head of the neighbourhood association.

91. Moreover, the Indonesian Constitution guarantees every child the right to survive, grow, and develop, and to be protected from violence and discrimination. The Law on Manpower No. 13/2003 reinforces this by guaranteeing basic rights for workers and equal opportunity and treatment without discrimination. Article 5 of the Manpower Law ensures equal opportunity to obtain employment without discrimination, and Article 6 guarantees equal treatment from employers without discrimination. The placement of workers is also carried out based on principles of transparency, freedom, objectivity, fairness, and equality, free from any form of discrimination. The Law No. 23 of 2004 concerning the Elimination of Domestic Violence extends its scope to include individuals who assist with household work and reside within the household. It prohibits physical, psychological, and sexual violence, as well as neglect, with penalties for violations.

92. The protection of Indonesian seafarers, serving on either Indonesian or foreign-flagged vessels, is addressed by the Government Regulation No. 22/2022 on the Protection of Migrant Commercial Ship Crews (*Awak Kapal Niaga Migran / AKNM*) and Migrant Fishing Vessels Personnel (*Awak Kapal Perikanan Migran / AKPM*) as well as other related regulations. Article 4 of Government Regulation No. 22/2022 requires AKNM and AKPM to be enrolled in the national social security scheme prior to their deployment.

93. The national Employees' Social Security System – managed by the Social Security Management Agency for Employment (*Badan Penyelenggara Jaminan Sosial Ketenagakerjaan / BPJS Ketenagakerjaan*) – comprises of Employment Injury Benefits (*Jaminan Kecelakaan Kerja / JKK*), Death Benefit (*Jaminan Kematian / JKM*), and Pension Benefit (*Jaminan Hari Tua / JHT*).

94. MoM Regulation No. 4/2023 further ensures IMW's coverage under JKK and JKM. Moreover, the Minister of Marine Affairs and Fisheries Regulation No. 33/2021 (Article 184) also requires fishing vessel operators to register crew members with BPJS Ketenagakerjaan.

95. Government Regulation No. 22/2022 reinforces these protections and mandates implementation by MoPIMW, P3MI, and employers. It also provides for dispute resolution through industrial courts.

96. To enforce Government Regulation No. 22/2022, the Government has adopted key measures, including:

- (a) Coordination among MoPIMW, MoM, BPJS, and vessel operators for registration and premium payments;
- (b) Pre-departure checkpoints verifying BPJS enrollment;
- (c) Port and maritime inspections by the Ministry of Maritime Affairs and Fisheries to confirm seafarers' coverage;
- (d) Integrated complaint and dispute resolution channels via industrial courts.

Reply to paragraph 13

97. To further protect the children of migrant workers, the GoI, in collaboration with its partners, implements support programs aimed at preventing child trafficking and ensuring access to social protection. As part of these efforts, social workers or local community units (RT/RW) conduct regular home visits to monitor the well-being and living conditions of these children.

98. The GoI has also implemented measures for safe alternative care, where the children of IMW are placed with their verified extended family or certified foster families when no suitable caregiver is available. In supporting families of the IMW, including children, psychosocial supports, such as trauma counselling and support groups, are established. Awareness training for caregivers on child trafficking and child protection is also provided.

99. Indonesia has demonstrated its commitment to eliminating the worst forms of child labour by the ratification of key international instruments, particularly ILO Convention No. 138 on the Minimum Age through Law No. 20/1999, along with ILO Convention No. 182 on the Worst Forms of Child Labour through Law No. 1/2000.

100. At the national level, several laws provide comprehensive protection for children against the worst forms of child labour and economic exploitation impeding the full realization of their rights.

101. Law No. 13/2003 on Employment prohibits all worst forms of child labour, including any work that is hazardous, exploitative, or harmful to a child's physical, mental, or moral development. Additionally, Law No. 35/2014 on Child Protection guarantees special protection for children against economic exploitation, including the worst forms of child labour. Law No. 18/2017 on the Protection of Indonesian Migrant Workers further reinforces this protection by strictly prohibiting the employment of children in overseas work and setting the minimum age for migrant workers at 18 years.

102. Furthermore, the National Action Plan for the Elimination of the Worst Forms of Child Labour serves as a key national policy instrument. It applies to all children in Indonesia, regardless of their status, and aims to systematically eliminate child labour in its most severe forms.

Reply to paragraph 14

103. Robust measures are in place to address complaints of harassment, corruption, and abuse of authority by law enforcement officials, including allegations of extortion and arbitrary detention.

104. Indonesia's legal framework, including the Penal Code, criminalizes bribery, extortion, and abuse of authority by public officials, with penalties such as up to five years' imprisonment for extortion (Article 368 of the Penal Code).

105. There are also oversight bodies which ensure accountability across various sectors. The National Police Commission (*Komisi Kepolisian Nasional* / Kompolnas) and the Indonesian National Police's Professional and Security Division are responsible for investigating allegations of police misconduct; the Indonesian Ombudsman supervises the delivery of public services, including immigration-related matters; the Corruption Eradication Commission (*Komisi Pemberantasan Korupsi* / KPK) tackles graft; and Komnas HAM monitors alleged human rights violations.

106. Moreover, migrant workers can file complaints through accessible channels, including police hotlines, Ombudsman complaint lines, and KPK's fraud-reporting system. A 24/7 WhatsApp hotline, publicized by the police, further facilitates reporting of abuses.

107. Officers under investigation may face disciplinary measures, including suspension, reassignment, or dismissal, and are subject to criminal prosecution when supported by sufficient evidence. Relevant agencies are responsible for tracking all cases, with data on prosecution and convictions to be reported. Convictions are subject to penalties in accordance with applicable laws.

108. Over the past three years, Indonesian authorities have promptly investigated credible allegations of misconduct. In early 2025, following a Chinese Embassy's report regarding 44 cases of extortion by immigration officers at Soekarno-Hatta Airport, the MoIC suspended dozens of officers, initiated internal probes, and refunded over IDR 32.75 million to the affected migrants. The implicated officers are currently undergoing disciplinary trials with potential criminal charges.

109. Similarly, as of mid-2025 the KPK has intensified its probe into a IDR 53 billion foreign-worker permit extortion scheme, naming eight senior officials as suspects and seizing assets, including 11 vehicles and properties. Three suspects have faced prosecution, with two convicted, each receiving four-year sentences and fines under anti-corruption laws; while remaining cases are ongoing.

110. Furthermore, in recent years, advanced efforts have also been made to prevent abuses. Indonesia has digitized visa and migration processes to reduce opportunities for bribery, introduced "Wilayah Bebas Korupsi / Integrity Zone" certifications for government agencies, and expanded human rights training for relevant officials. Launched in 2024, a Joint Task Force on Extortion has conducted raids to dismantle criminal networks, indirectly benefiting migrants.

Reply to paragraph 15

111. Indonesia has established due process safeguards for Indonesian migrant workers and members of their families in cases of investigations, arrests, detentions, and expulsions for immigration-related offences. Being embedded in various laws and regulations, such safeguards include, among others, access to lawyers and interpreters as well as consular or diplomatic assistance.

112. Law No. 6/2011 on Immigration serves as the basis for the investigations, arrests, detentions, and expulsions for immigration-related offences. The Law is further elaborated, mainly through the Government Regulation No. 31/2013 on Implementing Regulation of Law No. 6/2011, and supported by more specific instruments, including:

(a) Minister of Law and Human Rights Regulation No. 39 of 2021 on Investigation Procedures for Immigration Criminal Offences;

(b) Director General for Immigration Guidelines No. IMI-190.GR.03.11 of 2024 on Procedures on Detention of Foreigners in the Immigration Detention Facilities, Immigration Detention House, and Other Location; and

(c) Law No. 8 of 1981 on the Criminal Procedure Code.

113. The Director General for Immigration Guidelines No. IMI-190.GR.03.11 of 2024 was enacted to replace and improve the Director General for Immigration Regulation No. F-1002.PR.02.10 of 2006 on Procedure of Foreigners Detentions. Both the Minister of Law and Human Rights Regulation No. 39/2021 and the Director General for Immigration Guidelines No. IMI-190.GR.03.11 of 2024 serve as the Standard Operating Procedures (SOP) for investigations, arrests, detentions, and expulsions for immigration-related offences.

114. These regulations apply equally to Indonesian citizens and foreigners. The provision on access to lawyers, interpreters and consular or diplomatic authorities are guaranteed in two approaches, namely as a right of the suspect or detainee, and as an obligation of the immigration authorities. If a suspect or detainee is unable to secure legal or language support independently, the immigration authority must facilitate this access and notify the representative of the state of origin (consular or diplomatic authorities) on the status, position and alleged offence.

115. Chapter 7 of the 2024 Guidelines grants individuals detained in immigration detention facilities or houses the right to contact their embassy, sponsor, family, and lawyer through communication channels provided by the facility. This policy represents a notable procedural shift from the previous regulations, which permitted only the facility to initiate external communication, while detainees were limited to receiving visits. The updated guidelines transfer the responsibility of outreach from the institution to the individual, thereby allowing individuals to play a more active role in managing their affairs.

116. To ensure access to lawyers and interpreters for IMW abroad, since 2024, Indonesia, through the MoFA, has developed and implemented 5 (five) standard operating procedures (SOPs) and guidelines. These instruments ensure the provisions of access to legal and consular assistance for IMWs abroad involved in legal proceedings, both in general and in special cases, including those related to drugs, human trafficking, and capital punishment.

117. Regarding the due process safeguards for unaccompanied and separated children in migration related administration procedures, Law No. 6 Year 2011 and the 2024 Guidelines regulate that children and detainees with children may be relocated to alternative premises outside Immigration Detention Facilities and Immigration Detention House. This provision ensures that children are not separated from their guardians.

Reply to paragraph 16

118. Indonesia guarantees the rights to liberty of migrant workers and members of their families in the context of migration-related administrative procedures, including matters of entry, residence, and expulsion. Law No. 6 Year 2011 as amended by Law No. 63 of 2024 on Immigration ensures regulated movement of and legal status for foreign nationals, including migrant workers and their families, within the Indonesian territory. The Law is further operationalized through the Government Regulation No. 31 of 2013 on Implementing Regulation of Law No. 6 of 2011 on Immigration.

119. Chapter III on “Entry and Exit Indonesian Territory” of Law No. 6 Year 2011 guarantees the right of all individuals to enter or exit Indonesia, provided they possess valid travel documents and visas, where applicable. This provision is further reinforced by Article 44, which requires foreigners to obtain entry permit issued by immigration officials upon arrival. These provisions also apply to migrant workers and their families entering Indonesia.

120. Chapter V on “Visa, Entry Permit, and Residence/Stay Permit” of Law No. 6 Year 2011 complements the entry and exit provisions by regulating the issuance of residence or stay permits for foreign nationals, including migrant workers and their families. The procedure on the issuance of residence or stay permit is specifically regulated by the Minister of Law and Human Rights Regulation No. 22 of 2023 on Visa and Residence or Stay Permit.

121. Indonesia also ensures the rights to liberty of migrant workers and their families in the event of detention or expulsion relating to migration administrative procedures. The Director General for Immigration Guidelines No. IMI-190.GR.03.11 of 2024 regulates the implementation of detention in other location outside of Immigration Detention House or Facilities; and the permission for temporary leave for detainee.

122. Indonesia currently maintains 13 Immigration Detention Houses nationwide with a total capacity of 1,695 individuals. The capacities for each facility are as follows: Tanjung Pinang (400 individuals), Semarang (60 individuals), Manado (100 individuals), Makassar (80 individuals), Medan (120 individuals), Balikpapan (150 individuals), Kupang (90 individuals), Denpasar (80 individuals), Jakarta (120 individuals), Pekanbaru (125 individuals), Surabaya (80 individuals), Pontianak (210 individuals), and Jayapura (80 individuals).

123. Indonesia also maintains Immigration Detention Facilities located within Immigration Offices throughout Indonesia. Meanwhile, Other Locations, as alternative to the Immigration Detention House of Facilities, include hotels, apartments, housing areas, dormitories, hospitals, or other accommodation facilities.

124. Indonesia is making substantial efforts to improve conditions in all detention centers by renovating 40% of these facilities between 2021 and 2025. The renovations focus on improved living conditions and support facilities, such as WASH (Water, Sanitation, and Hygiene) infrastructure.

125. In addition, the Director General for Immigration Guidelines No. IMI-190.GR.03.11 of 2024 ensures the provision of foods, drinking water, and healthcare by considering the age and health condition of detainees. This includes, among other, the provision of meals in accordance with religious dietary practices and guidance from doctors for detainees who are ill or breastfeeding. Regarding healthcare, the provision also includes medical examination upon entry and during detention, referral to hospitals, access to physical exercises, and support for mental health.

126. Chapter 5 of the Guidelines No. IMI-190.GR.03.11/2024 specifies provisions for alternatives to detention, targeting vulnerable groups such as children and their companions. If these alternatives, such as community placement or other non-detention arrangements, cannot be funded by the individuals or their sponsors, the Detention House or Facility will cover the costs. This provision ensures that eligible individuals may receive financial support for their alternative arrangements, promoting humane treatment and compliance with international standards.

127. To facilitate safe, orderly, and regular migration, Indonesia upholds the principles of respect for national sovereignty, the rule of law and due process, among others. In this regard, the movement of migrant workers and their families must comply with national migration laws and policies.

128. While Article 113 of Law No. 6 of 2011 on Immigration outlines penalties for persons deliberately entering or exiting Indonesian Territory without undergoing an immigration clearance by Immigration Officer at Immigration Checkpoint, Article 136 of the same law provides exceptions that Article 113 does not apply to migrants who are victims of human trafficking or people smuggling.

129. Many of the irregular movements of migrant workers and their families are facilitated by the human trafficking and people smuggling syndicates. Further provisions to exclude the victims from immigration related offences and differentiate their treatment in detention and expulsion procedures are regulated in the Government Regulation No. 31 of 2013 and Director General for Immigration Guidelines No. IMI-190.GR.03.11 of 2024.

Reply to paragraph 17

130. With the issuance of new guidelines (Director General for Immigration Guidelines No. IMI-190.GR.03.11 of 2024), Indonesia is taking steps to ensure that the deportation process complies with the law. The guidelines reflect efforts to enhance transparency, fairness, and humane treatment within the immigration system.

131. Chapter X of the Director General for Immigration Guidelines provides detailed procedures on deportation. The deportation is enforced based on the Decision on Immigration Administrative Measure by the Director of Immigration Supervision and Enforcement, or the Head of Immigration Office. In the enforcement of deportation, the Immigration Office

coordinates with the representative of the state of origin and other relevant parties, particularly if the detainee does not have a valid travel document and/or funding for the deportation. The voluntary repatriation or resettlement to a third country of victims of human trafficking and people smuggling is not part of deportation.

132. The Director General for Immigration Guidelines also grants detainees the right to contact their embassy, sponsor, family, and lawyer to discuss their detention and deportation using communication channels provided by the facility. This policy marks a key procedural shift in which the detainee has a more direct role in managing their affairs.

133. With regard to appealing deportation decisions, Indonesia provides a clear mechanism under Chapter VII of the Director General for Immigration Guidelines No. IMI-0144.GR.03.09 of 2023. This chapter allows foreigners to challenge the Immigration Administrative Measures by submitting an objection to the Immigration Authority that issued the decision. The appeal must include the individual's identity, reasons for the objection, and supporting evidence. This structured process allows individuals to challenge deportation decisions, ensuring a degree of due process within the immigration system.

134. According to the Directorate General of Immigration, Indonesia has deported 23,376 individuals since 2018 for various reasons. This figure reflects significant enforcement measures over the past seven years. However, the current Indonesian immigration data system does not disaggregate cases by category or background of the deportees. Thus, there are no specific data for cases involving undocumented or irregular migrant workers and their families.

Reply to paragraph 18

135. To prioritize the protection of migrant workers in vulnerable situations, particularly domestic migrant workers, the Ministry of Foreign Affairs introduced 8 (eight) SOPs in February 2024. The SOPs are to be used by Indonesian Missions abroad in providing assistance to all IMW, regardless of their migration status. The SOPs cover a wide range of situations, including cases involving general and special crimes, victims of violence, suspected victims of trafficking in persons, drug-related offences, murder victims, death row convicts, and procurement of legal services.

136. As mandated by Law No.18 of 2017, domestic migrant workers shall be employed only by employers recognized as legal entities. This requirement is intended to ensure that Indonesian Embassies and Consulates have direct access for monitoring the conditions of domestic migrant workers during their employment and providing timely and appropriate assistance when needed.

137. In March 2025, the Coordinating Ministry for Political and Security Affairs established a Coordination Desk for the Protection of IMW. The initiative aims to strengthen policy coherence on IMW protection, especially in relation to system and data interoperability. The establishment of this Desk is to respond to the high number of cases involving Indonesian domestic migrant workers who often work in isolated household settings and face heightened protection risks. The Desk is tasked with the following responsibilities:

- (a) Arrange system integration among relevant ministries and institutions;
- (b) Provide legal assistance based on human rights principles and international law;
- (c) Initiate contingency plans for mass evacuations and develop SOPs for repatriation.

138. To ensure gender-responsive and accessible services for IMW in destination countries, the GoI has adopted a multi-pronged approach. This includes integrating gender-responsive resources centers, strengthening collaborations with civil society organizations and local governments, and implementing training programs for service providers to address gender-specific needs. The approach also encompasses the provision of legal and psychosocial support, along with comprehensive information on labor rights and regulations.

139. As of 2022, in line with the Comprehensive Information and Orientation Program initiative adopted at the 3rd Abu Dhabi Dialogue in November 2014, the MoIPMW developed a gender-sensitive Pre-Orientation Program. It is designed to provide the prospective migrant workers with gender-based knowledge to prevent violence in isolated household setting. As of early 2025, the Ministry of Foreign Affairs has launched an AI-powered chatbot, named SARI (an Indonesian female name), which serves as a first responder for migration-related queries, including gender-sensitive issues.

140. To improve services and protections for Indonesian citizens abroad, the Minister for Foreign Affairs enacted Ministerial Decree No. 15 of 2025 in January 2025 concerning the Protection of Indonesian Citizens Abroad, the decree authorizes the Ministry to designate the status of Integrated Protection Representatives (*Perwakilan Perlindungan Terpadu / PPT*) for Indonesian Missions abroad. The PPT framework emphasizes cross-functional coordination within the structure of each Indonesian Mission and promotes active community participation to support the protection of Indonesian citizens abroad.

141. PPT-designated Indonesian Missions abroad are provided with greater allocation of resources, including human resources, facilities and infrastructures, and protection budget. Adequate protection resources are key factor in ensuring that the Missions can fulfil their performance targets. The allocated resources are intended to support a wide range of protecting activities, including repatriation and evacuation of Indonesian citizens, provision of medical and legal aid facilities, temporary shelter, logistical assistance, repatriation of remains, and other forms of support for Indonesian citizens facing difficulties abroad, especially the vulnerable groups.

Reply to paragraph 19

142. Foreign workers (*Tenaga Kerja Asing / TKA*) employed in Indonesia for at least six months must be enrolled with BPJS Ketenagakerjaan. Employers are legally responsible for registration; non-compliance may lead to administrative sanctions, including restrictions on future employment permits, in accordance with Law No. 24/2011 on BPJS.

143. For IMW abroad, comprehensive protection is mandated through Law No. 18/2017 and Minister of Manpower Regulation No. 4/2023. This framework provides social protection benefits during pre-departure, employment, and post-return phases. The social security programs include JKK, JKM, and optional JHT, covering medical costs abroad, home care, death benefits, disability compensation, and education scholarships for children. In accordance with national regulations of destination countries, all employers of IMW are required to enrol their workers in available healthcare insurance schemes. This obligation is stipulated in the standard employment contract between IMWs and their employers.

144. In the fisheries sector, Minister of Marine Affairs and Fisheries Regulation No. 33/2021 mandates vessel owners to register their crew with BPJS, ensuring access to accident coverage, death benefits, and pension benefits. Government Regulation No. 22/2022 reinforces these protections.

145. Employment contracts for migrant workers must include clauses on wages, working hours, leave entitlements, accommodation, insurance, and grievance mechanisms, in accordance with Head of BP2MI Regulation No. 1 of 2020 and Government Regulation No. 10 of 2020. These contracts are subject to pre-deployment review to ensure compliance with applicable standards. In cases of irregularities, including forced placement or termination, workers are entitled to compensation, as stipulated under Ministry of Manpower Regulation No. 4 of 2023.

146. MoPIMW Regulation No. 6 of 2024 guarantees accessible services for the resolution of complaints filed by IMW. In cases involving rights violations or breaches of contractual obligations, disputes may be escalated to industrial relations courts.

147. The GoI also actively promotes and evaluates bilateral and multilateral labour agreements with the aim of ensuring continuity of social protection for Indonesian workers abroad and upholding the principle of equal treatment in destination countries. The

implementation mechanisms of these agreements are currently under evaluation in accordance with MoPIMW Regulation No. 1 of 2024.

148. Under MoM Regulation No. 4 of 2023, BPJS Ketenagakerjaan has expanded its protection scheme for IMWs by offering 7 new benefits and 9 expanded benefits. These include coverage for rehabilitation costs, prosthetic devices, dental aids, and severance pay in cases of arbitrary dismissal or contract violations. These enhancements aim to ensure that IMWs receive holistic and equitable protection in line with national social security standards.

149. The provision on social protection for IMW is also set out under bilateral labour agreements concluded between the GoI and respective counterparts, *inter alia*:

(a) Agreement between the Government of Indonesia and the Government of Malaysia on the Employment and Protection of Indonesian Domestic Migrant Workers in Malaysia (Article 12 Social Security protection);

(b) Agreement between the Government of Indonesia and the Government of Germany on the Placement and Protection of Indonesian Health Professionals in the Federal Republic of Germany (Article 9 Social Security).

Reply to paragraph 20

150. Indonesia is fully committed to ensuring the rights of every child to obtain a name and nationality, as regulated under Law No. 39 of 1999 on Human Rights, Law No. 23 of 2002 on Child Protection and Law No. 12 of 2006 on Citizenship.

151. To accelerate birth certificate ownership, the GoI has strengthened inter-ministerial coordination, including through an MoU on Accelerated Ownership of Birth Certificates for Child Protection, signed by 8 Ministries in 2015. The MoU aimed to create synergies among relevant ministries in providing birth certificates for all Indonesian children, both in Indonesia and abroad, including children of migrant workers.

152. To ensure access to civil registration for Indonesian children born abroad, the Ministry of Foreign Affairs, through its embassies and consulates, provides consular services relating to civil registry or documentation, including the birth registration of IMW's children. This mandate is constituted under President Regulation No. 53 of 2021 on the National Action Plan for Human Rights 2021-2025, which requires the GoI to issue birth registration documents for Indonesian citizens overseas.

153. Throughout 2024, the GoI issued 19,379 birth registration documents for children of IMW. This number shows a significant increase compared to 10,404 documents issued in 2023.

154. Birth registration for Children Requiring Special Protection has been advocated at the local level through the implementation of Child-Friendly Regency/City system. This initiative aims to accelerate birth registration, including the issuance of birth certificates and Child Identity Cards, in line with Article 59 of Law No. 35 of 2014 on Amendments to Law No. 23 of 2002 on Child Protection.

155. The Directorate General of Population and Civil Registration of the Ministry of Home Affairs, in collaboration with local Population and Civil Registration Offices, work with relevant stakeholders, including social services, to obtain data on poor families and remote communities. These partnerships enable the GoI to conduct outreach services and fulfill children's rights to civil documentation. The availability of birth certificates is essential for accessing other public services, such as education and healthcare services.

Reply to paragraph 21

156. The GoI is committed to ensuring that migrant workers and their families are able to safely and efficiently transfer their income, savings, and personal belongings upon the end of their stay abroad. This commitment is applicable to both IMW working overseas, as well as foreign citizens working in Indonesia.

157. There is no policy that limits the ability of migrant workers and members of their families in Indonesia to transfer their earnings and personal belongings to their state of origin. The Financial Services Authority (*Otoritas Jasa Keuangan* / OJK) in 2015 published Circular Letter No. SE S-246/S.01/2015 dated 15 September 2015 regarding simplification of foreign currency account opening by individuals with foreign citizenship. The Circular Letter only requires safeguard measures for banks to ensure that prospective foreign individual customers are not listed on any sanctions list issued by international organizations, nor included in the list of suspected terrorists and terrorist organizations issued by the Indonesian National Police. In addition, they must not originate from foreign countries that are deemed non-compliant with the recommendations of the Financial Action Task Force (FATF). Banks are also required to take steps in accordance with applicable anti-money laundering and counter-terrorism financing regulations, including obligations for monitoring and reporting.

158. Financial literacy and remittance management programs for IMW are actively promoted, in collaboration with state-owned banks as well as private banks. These initiatives aim to educate migrant workers, returnees, and their families on the safe use of financial services, savings strategies, and reintegration planning. For example, Bank Mandiri, one of Indonesia's state-owned banks, regularly holds financial literacy training and education programs for IMW called "*Mandiri Sahabatku*", covering several topics such as financial health check, budgeting, investment instruments, and entrepreneurial opportunities. Held since 2011, the *Mandiri Sahabatku* program has reached 20,000 IMW in various countries.

159. Financial literacy efforts are also integrated into Pre-Departure Orientation Programs for IMWs. In 2025, these initiatives were further expanded through targeted outreach at the community level, for instance, in East Java focusing specifically on returning migrant workers and their families.

160. In implementing these programs, the relevant ministries and agencies work closely with civil society organizations and financial sector partners to ensure inclusive participation and achieve a broader impact.

Reply to paragraph 22

161. During the Pre-Departure Orientation (PDO) Programs, IMW are provided with core and supplementary materials. The PDO materials include, among others:

- (a) Applicable laws and regulations in the destination country;
- (b) Employment contracts covering the rights and obligations of both the Migrant Worker and the Employer in the destination country.

162. It is expected that by receiving these two materials, IMW will be able to understand their rights and obligations when working abroad in accordance with the employment contract.

163. Transparency and accountability in the pre-departure program are ensured through the issuance of the following regulations:

- (a) Regulation of the IMW Protection Agency (BP2MI) No. 4 of 2023 concerning the Implementation of Pre-Departure Orientation for Prospective IMW;
- (b) Decree of the Head of BP2MI No. 428 of 2024 concerning the Implementation Guidelines for the Selection of Instructors for the Pre-Departure Orientation of Prospective IMW;
- (c) Decree of the Head of BP2MI No. 165 of 2023 concerning the Competency Standards for Instructors of the Pre-Departure Orientation for Prospective IMW.

164. In accordance with Head of BP2MI Regulation No. 7 of 2022, the government institutions responsible for providing pre-departure information for prospective IMW include:

- (a) Regency/Municipal Governments are tasked with disseminating information and promoting legitimate work opportunities abroad for prospective IMW;

(b) Village Governments are responsible for receiving and providing information related to job opportunities from institutions responsible for government affairs in the field of employment.

165. To further strengthen the protection of IMW since the pre-departure phase, the GoI has also carried out a number of specific programmes and policies, such as:

- (a) Optimizing the role of job training centers (*Balai Latihan Kerja* / BLK);
- (b) Cooperation with local governments in ensuring the identity of prospective migrants to prevent the smuggling of migrants or the dispatch of underage migrants;
- (c) Establishment of One-Stop Integrated Service Centers (*Layanan Terpadu Satu Atap* / LTSA) in districts that send a large number of migrant workers to ensure easy, affordable, and safe migrant placement processes.

166. The LTSA provides a range of services by bringing together representatives from various agencies, including the local Manpower Office (*Dinas Tenaga Kerja*), Population and Civil Registry Office (*Dinas Kependudukan dan Catatan Sipil*), Health Office (*Dinas Kesehatan*), Immigration, Police, BPJS Ketenagakerjaan, and state-owned banks. The primary objective of LTSA is to deliver coordinated and integrated services for prospective IMWs through collaboration between the central and regional government agencies.

167. The LTSA program is also supported by the International Organization for Migration (IOM) Indonesia, particularly through the development and distribution of guidebooks on destination countries, to support the initial departure process of IMW. The handbooks are regularly disseminated to migrant workers through government agencies, civil society organizations, LTSA offices, airports and other locations.

168. In collaboration with the MoM, trade unions and Women Crisis Center, the ILO has established multi-stakeholder cooperation by integrating Migrant Resources Center (MRC) into the LTSA framework. The MRC supports the expansion of LTSA functions by providing non-administrative, gender-responsive services, including access to information, case management, legal assistance, and other supporting services for the prospective Indonesian women migrant workers, former Indonesian women migrant workers, and their families. These services deal with labor migration-related issues and special needs of Indonesian women migrant workers who have experienced violence, harassment and human trafficking.

Reply to paragraph 23

169. The GoI guarantees the political rights of its citizens residing abroad, including migrant workers and their families, by ensuring their participation in national elections. Law No. 7 of 2017 concerning General Elections, particularly in Articles 167, 349, 357, and 367, which provide the legal framework for organizing overseas voting.

170. In order to operationalize these provisions, the General Elections Commission (*Komisi Pemilihan Umum* / KPU) has issued specific regulations, including KPU Regulation No. 25 of 2023 on Voting and Vote Counting in General Elections, and KPU Decision No. 66 of 2024 on Technical Guidelines for Voting and Vote Counting in General Elections. These instruments establish clear procedures and technical mechanisms for facilitating the voting rights of citizens abroad.

171. To ensure accessibility and convenience for IMW and their families, the GoI provides two voting methods. First, eligible voters may vote in person at designated overseas polling stations (*Tempat Pemungutan Suara Luar Negeri* / TPSLN), which are organised by the overseas election committee (*Panitia Pemilihan Luar Negeri* / PPLN). Second, voters have the option to register for postal voting, where ballot papers are sent directly to their residence and can be returned before the official election day.

172. Moreover, MoFA and KPU have worked together to integrate MoFA's database on Indonesian citizens residing abroad into KPU's overseas voter registration list. The PPLN is also responsible for conducting public awareness campaigns to increase the registration of overseas voters.

173. The Government remains committed to continuously improving accessibility, transparency, and efficiency in facilitating the electoral participation of citizens abroad, recognizing their important role in the democratic process.

Reply to paragraph 24

174. As a party to the Convention of the Rights of the Child, the GoI is committed to ensure access to education for all Indonesian children. Provision of access to education for children of migrant workers abroad is further emphasized in the fifth generation of the National Action Plan of Human Rights (2021 - 2025).

175. The GoI has established Indonesian Schools in fifteen countries, operating under the auspices of Indonesian Embassies, to accommodate Indonesian children abroad who wish to pursue education based on the Indonesian national curriculum. The GoI has also established Community Learning Centers (CLCs) in Malaysia, specifically aimed at providing children of IMW with access to formal education, from elementary to secondary levels, with the same curriculum, standards and qualifications as schools in Indonesia.

176. As of 2024, more than 275 CLCs provided education for approximately 27,197 students in Sabah and Sarawak, Malaysia. To ensure the legal recognition of their educational attainment, the GoI also facilitates school equivalency examinations for primary level (*Paket A*), secondary level (*Paket B*), and tertiary level (*Paket C*), which are equivalent to elementary, junior high, and senior high school levels respectively. These programs provide students with certified diplomas that are recognized under the Indonesian national education system.

177. Furthermore, Indonesia is currently encouraging the Government of Malaysia to allow the establishment of new CLCs in the Malaysian Peninsula Area. At the same time, the GoI is also striving to improve the realization of the rights to education for migrant workers' children through: strengthening coordination and cooperation in education service with Humana Education Center; increasing synergy with Education Authority of Sabah; facilitating stay permit application, capacity building, and monitoring evaluation for teaching staffs; distributing scholarship for outstanding students; as well as initiating the establishment of Indonesia-Tawau School.

Reply to paragraph 25

178. Indonesia has taken important steps to facilitate the importation of personal and household effects or work-related equipment of IMWs. Significant progress has been made through the enactment of Ministry of Finance Regulation No. 141 of 2023, which grants exemption from import duties and taxes for goods imported by IMWs. This regulation reflects the GoI's acknowledgment of the vital contribution of IMWs to national foreign exchange and economic development. It also underlines the GoI's commitment to create a conducive environment for the return and reintegration of IMWs by facilitating the return of their personal effects and tools used during employment abroad.

179. The GoI continues to actively promote the use of formal, safe, affordable, and fast money transfer services among IMW abroad, including for remittance purposes. Public information campaigns and outreach are regularly provided to raise awareness among IMW and their families about the benefits of utilizing formal, regulated financial services and the risks of using informal channels.

180. In addition, the GoI has initiated cooperation with regional development banks and national financial institutions, particularly state-owned banks under the "Himbara" (*Himpunan Bank Milik Negara*) network, to expand financial service networks and reduce remittance transfer costs. These efforts include offering competitive and transparent remittance services and exploring ways to make remittance transfers more accessible, especially in rural and underserved regions. The GoI remains open to working with financial institutions that offer economic empowerment programs for IMW and their families, and is committed to supporting the dissemination of such programs to ensure that migrant workers are informed of available services tailored to their needs.

Reply to paragraph 26

181. The GoI is committed to ensuring equal treatment and protection for all workers, including seasonal workers, through a comprehensive legal and regulatory framework aligned with the relevant international labor conventions. This commitment is anchored in Law No. 18 of 2017 on the Protection of IMW, guaranteeing their rights in every stage of migration cycle – before departure, during employment, and upon return. This law is also relevant for IMWs engaged in seasonal work abroad. Key measures include:

(a) Information Dissemination and Training: the GoI provides dissemination of information and improves the quality of prospective migrant workers through pre-departure education and skills training programs;

(b) Combating Human Trafficking: A dedicated Task Force on the Criminal Act of Trafficking in Persons has been established to prevent and respond to human trafficking, which disproportionately affects vulnerable workers;

(c) Bilateral Agreements: Indonesia actively establishes bilateral agreements with destination countries to guarantee the protection for migrant workers, including provisions on fair wages and decent working conditions;

(d) Role of Labor Attachés: Labor attachés in placement countries play a critical role in monitoring the conditions of IMWs, facilitating dispute resolution, advocating for their rights, and disseminating employment-related policies.

182. Government Regulation No. 22 of 2022 on the Placement and Protection of Migrant Seafarers and Migrant Fishermen specifically addresses marine and fisheries sectors, which often involve seasonal employment. This regulation emphasizes the GoI's commitment to ensuring comprehensive protection for this category of workers through key provisions, including:

(a) Comprehensive Protection: It covers protection before, during, and after employment in legal, economic, and social aspects;

(b) Work Agreements: Migrant seafarers and fishermen are required to sign a Sea Work Agreement (*Perjanjian Kerja Laut / PKL*) prior to deployment, which must detail the identity of the parties, their rights and obligations, as well as working conditions, including working hours, resting time, leave entitlements, wages, overtime, accommodation, and social security, and repatriation rights;

(c) Defined Work and Rest Hours: For migrant commercial seafarers, the regulation specifies maximum working hours of 14 hours within 24 hours, and 72 hours within 7 days; and minimum rest of 10 hours per 24 hours, and 77 hours per 7 days;

(d) Mandatory Documents: Workers must possess essential documents, including a passport, seaman's book, PKL, proof of social security participation, health certificate, work visa, and competency certificates;

(e) Repatriation Rights: Employers or Principals are responsible for the repatriation of migrant seafarers and fishermen upon contract termination or for other justified reasons.

183. Furthermore, Government Regulation No. 35 of 2021 concerning Fixed-Term Employment Agreements, Outsourcing, Working Hours and Rest Periods, and Termination of Employment provides a framework for various types of employment, including seasonal work. It explicitly states that Fixed-Term Employment Agreements (PKWT) can be made for seasonal work. Workers under PKWT are entitled to compensation upon termination of employment, provided they have worked for at least one month continuously. The compensation is calculated proportionally to the duration of employment.

184. The GoI ensures systematic monitoring of employers and compliance with labor standards. Labor inspections are carried out by Labour Inspectors through initial, routine or periodic, and special inspections. Regulated by the Minister of Manpower Regulation No. 33 of 2016, these procedures ensure adherence to the Manpower Law No. 13 of 2003 and Law No. 11 of 2020 concerning Job Creation. In cases of non-compliance, the Ministry of

Manpower coordinates with relevant ministries for further action. For migrant workers, the Indonesian Missions abroad, in collaboration with Flag State Inspectors and Port State Control Officers, monitor their protection during employment.

185. Indonesia's comprehensive legal and regulatory framework, along with its commitment to systematic monitoring and international cooperation, underpins its efforts to ensure that seasonal workers enjoy equal treatment and fair working conditions.

Reply to paragraph 27

186. The GoI through several institutions, such as the MoPIMW and MoIC, continues to work to prevent non-procedural migration through public outreach, strengthening village-level roles, and cross-sectoral coordination. For example, the MoIC's Directorate General of Immigration has developed the Village Assistance Program (*Desa Binaan Imigrasi*), assigned Village Immigration Liaison Officers (*Petugas Imigrasi Pembina Desa / PIMPASA*) at various immigration offices throughout Indonesia, implemented a Subject of Interest (SOI) system to prevent non-procedural migrant candidates from obtaining passports, and strengthened international cooperation and immigration law enforcement domestically.

187. Indonesia is not a state party to the 1951 Refugee Convention and its 1967 Protocol. Nonetheless, Indonesia maintains a national legal framework as outlined under Presidential Regulation No. 125 of 2016 to address the needs of refugees, demonstrating a commitment to international law and humanitarian principles, including applying non-refoulement principles.

188. The Presidential Regulation No. 125 of 2016 establishes guidelines for managing foreign refugees. This regulation outlines procedures for the detection, sheltering, and safeguarding of refugees and asylum-seekers. It also regulated the provision of assistance, including shelter facilities, emergency food aid, healthcare access, and access to basic education.

189. The regulation fosters collaboration among multiple stakeholders, including the Central Government, the Indonesian National Police, the Indonesian Armed Forces, and international organizations (primarily UNHCR and IOM). This multi-stakeholder approach is further strengthened by the National Refugee Taskforce, mandated under the regulation, which enables a structured and coordinated response. The taskforce is further reinforced through Regional Taskforces (provincial and city/regency levels).

190. Based on UNHCR data of May 2025, Indonesia hosted approximately 12,043 refugees and asylum-seekers, residing across more than a dozen provinces, such as Aceh, North Sumatra, Riau, Riau Islands, Greater Jakarta Area, West Java, South Sulawesi, Bali, East Nusa Tenggara, and other locations. Indonesia maintains an extra-mile humanitarian approach to refugees, reflecting its commitment to upholding humanitarian principles while balancing its national interests.

191. The GoI has committed to monitor the implementation of bilateral agreements concerning migrant workers through various efforts such as:

- (a) Conducting periodic evaluations through Joint Working Group and/or Joint Task Force;
- (b) Publishing the bilateral agreements and supporting documents;
- (c) Creating space for dialogue with NGOs, academics, and migrant worker organizations to independently monitor the implementation of the agreements;
- (d) Disseminating the content and progress of the bilateral agreements to prospective IMW, the public, and other relevant stakeholders.

192. Provision concerning "Joint Working Group" (JWG) is established under bilateral agreements concluded by Indonesia and the countries of destination, including Malaysia, Japan, Republic of Korea, and Germany. The JWG serves as a coordination platform for conducting periodic reviews and monitoring to ensure the effective implementation of the

bilateral labour agreements and address issues of concern for all parties involved parties concerned, including the IMW.

193. The GoI consistently promotes the adoption of a standard employment contract in every negotiation with the countries of destination.

194. In line with its non-discriminatory policy, the GoI does not discriminate against IMW wishing to work in the Middle Eastern countries. Instead, the GoI actively encourages them to follow the official procedures by signing the employment contract with legal entities.

195. The GoI remains fully committed to safeguarding the rights of IMWs, including those employed in the Middle Eastern countries, while acknowledging the challenges posed by the *kafalah* sponsorship system. In response, Minister of Manpower Decree No. 260 of 2015 introduced a moratorium on the placement of Indonesian domestic workers with individual employers in 21 Middle Eastern countries. Indonesian embassies and consulates have also strengthened oversight by ensuring that domestic workers are placed only with legal entities or licensed employers, in line with Law No. 18 of 2017. These steps aim to provide better protection, prevent exploitation, and ensure access to remedies.

Reply to paragraph 28

196. MoPIMW has a standard operating procedure (No. BP2MI-03.02/CFM.01/SOP.01) to assist the return of IMW who face certain difficulties, such as experiencing laid-off, unpaid salaries, etc. MoPIMW is tasked to form a Return Facilitation Team and liaise with other relevant government ministries or agencies to assist the returning migrant workers. While the standard operating procedure only instructs return assistance procedures for IMW with difficulties, MoPIMW is currently planning for further expansion of the return assistance services for all returning IMW.

197. Law No. 13 of 2003 on Employment establishes clear conditions for when and how children may engage in limited forms of work, such as in light work, internships, or talent development, while strictly prohibiting the worst forms of child labor. Prohibited work includes any activity that is hazardous, exploitative, or harmful to the child's physical, mental, or moral development. Children are forbidden from engaging in slavery, trafficking, pornography, or other dangerous activities. This law also prescribes penalties for those who violate provisions related to child labour, which is imprisonment for 2 to 5 years and/or fines ranging from IDR 200 million to IDR 500 million.

198. The GoI has further clarified prohibited types of child labor through the Decree of the Minister of Manpower and Transmigration No. 235 of 2003 on Types of Work which Endangers the Health, Safety or Morals of Children. The decree lists prohibited jobs, such as works involving machines, aviation, high-risk installation, and work conducted in hazardous environments, or poses risks to the moral integrity of children, including adult entertainment venues.

199. Furthermore, the Regulation of Minister of Women Empowerment and Child Protection No. 6 of 2024 enhances the participation of community to take part in protecting children from worst forms of child labour.

200. The GoI has implemented the National Action Plan for the Elimination of the Worst Forms of Child Labor as a main instrument to eradicate child labor. In July 2024, the GoI launched the Indonesia Free-Child Labor Program Phase II, as a continuation of the previous Roadmap.

201. The GoI records a significant decrease in the number of child labor from 2008 to 2020. The Child Labor Reduction Program has successfully reintegrated 143,456 child labor, enabling them to access formal education in schools and vocational training.

202. The GoI continues to intensify efforts to eradicate child labor through enhanced labor inspection and guidance. It is reflected in the growing number of companies or institutions inspected, namely 734 in 2022, 808 in 2023, and rising significantly to 1,395 in 2024.

203. Since 2022, efforts to eliminate child labor and its worst forms have been pursued through a range of targeted strategies, including awareness-raising among stakeholders, mapping of issues related to child labor, and focused interventions to eradicate the worst forms in sectors such as offshore work, mining, plantations, and small-scale manufacturing. These measures form part of a broader commitment to protect vulnerable children, particularly in labor-intensive industries and high-risk environments.

204. In alignment with this comprehensive approach to protection and empowerment, MoPIMW has launched the *Desa Migran Emas* initiative. This forward-looking program aims to strengthen the protection of IMWs and enhance the resilience of their communities. Developed in close coordination with local governments and village authorities, the initiative is implemented in accordance with Ministerial Decree No. 1074 of 2025, which provides the Operational Guidelines for the *Desa Migran Emas* Program.

205. This initiative seeks to enhance community resilience by promoting education, knowledge empowerment, and economic self-reliance, with the broader objective of improving the overall quality of life in villages with high migration intensity. It encourages a culture of lifelong learning and participatory civic engagement. To date, thirteen villages in Central Sulawesi, Central Java, and East Java have been formally designated as *Desa Migran Emas*. The program expands upon and further institutionalizes the earlier *Kampung TKI* model, offering a more integrated and sustainable approach to community-based migrant worker support and development.

Reply to paragraph 29

206. The GoI utilizes various channels and allocates financial and other related resources to carry out efforts and implement various activities conducted by relevant line ministries, such as:

- (a) Publication and information dissemination regarding immigration procedures through official websites, digital banners, and social media;
- (b) A program titled Village Assistance Program (*Desa Binaan Imigrasi*) aims to prevent irregular migration, including non-procedural migrant workers, by involving local authorities in providing immigration education, protecting communities from trafficking in persons (TIPs) and people smuggling, and ensuring overseas travel complies with regulations;
- (c) Outreach activities on the placement and protection of IMW and the prevention of TIPs under the theme “Safe Migration and Protection of IMW”, targeting the prospective migrant workers and their families, public, and related stakeholders;
- (d) MoFA, in collaboration with the IOM Indonesia, has produced a film titled “*Through the Screen*” in response to TIP cases involving Indonesian nationals in online scams. The film has been used in public awareness campaigns in victims’ regions of origin and is also freely accessible on YouTube channel;
- (e) Collaboration with various stakeholders to conduct campaigns aimed at raising public awareness on online scams and illegal online lending, targeting not only traditional Indonesian migrant worker deployment areas, but also regions identified as the origins of Indonesian victims of online scam-related TIP;
- (f) The Ministry of Communication and Digital Affairs in collaboration with MoPIMW, monitor and address illegal migrant worker recruitment through digital platforms by managing reports of unlawful content via website (<https://instansi.aduankonten.id>) and handles cases of fake job vacancies reported by MoPIMW.

207. With regard to the bilateral cooperation, Indonesia has established 11 (eleven) MoUs concerning the protection of Indonesian nationals and the prevention of TIP with: Australia, China, Japan, Cambodia, Lao PDR, Malaysia, the Netherlands, Papua New Guinea, Palestine, Singapore, and Thailand.

208. In addition to bilateral cooperation, Indonesia, as Co-Chair of the Bali Process alongside Australia, also continues to promote concrete efforts to combat TIP, people

smuggling, and other transnational crimes in the Asia-Pacific region. This includes prevention campaigns and raising awareness about misleading information related to emigration.

209. As outlined in the 2023 Adelaide Strategy for Cooperation, the Bali Process is committed to supporting members to develop and implement effective public information campaigns, raise public awareness, and promote digital literacy, including among youth, to reduce irregular migration and promote safe and legal migration. As an example, the Bali Process Regional Support Office (RSO) launches the report titled “*Community Perceptions and Information Needs of Persons at Risk of Irregular Migration in Bali Process Member States: Evidence from Bangladesh, Indonesia, Malaysia, and Thailand*”, which delivers recommendations of actions with a specific focus on information programmes targeting behaviour changes of persons who are in situations of vulnerability and are likely to pursue irregular migration journeys.

210. The Bali Process also initiated the Government and Business Forum (GABF), which serves as a strategic platform for collaboration between the private sector and Bali Process Member States to address trafficking in persons and related labour exploitation in supply chains.

Reply to paragraph 30

211. Law on Child Protection guarantees special protection for children in certain conditions, including unaccompanied migrant workers’ children who are victims of abandonment, exploitation, trauma, and/or abuse.

212. Children of migrant workers who accompany their parents in the receiving states, upon their arrival to Indonesia, can be accommodated in the Social Safe House for Children, a protection facility for IMW and their children, particularly those facing difficulties and requiring special attention. The Safe House provides temporary shelter and support services, including provision of psychological and social services for victims. Social Safe House has been established by the Ministry of Social Affairs to assist migrant workers and their children.

213. In addition, MoPIMW has initiated the “Migrant-Friendly Safe House” (*Rumah Ramah*) program, serving as temporary shelter that offers assistance and services, including physical and psychosocial healthcare, financial support, and social assistance, to prospective and returning IMW and their children. *Rumah Ramah* program also provides legal assistance for IMW facing difficulties in destination countries and/or in Indonesia.

214. For children of migrant workers, *Rumah Ramah* provides several services:

- (a) Basic necessities, such as shelter, foods, clothing, during their stay in *Rumah Ramah*;
- (b) Counseling and trauma healing;
- (c) Access to formal and informal education to continue their education;
- (d) Supporting the reintegration of children into the community through family strengthening and family mentoring programs.

215. *Rumah Ramah* program has been established in 23 Indonesian Migrant Worker Protection Service Center (*Balai Pelayanan Pelindungan Pekerja Migran Indonesia / BP3MI*) across Indonesia.

216. In cases where children of migrant workers are neglected by their parents, or orphaned, the GoI through the MoPIMW and Ministry of Social Affairs will provide their repatriation and reunification with their extended families. In the absence of relatives, they are entrusted to the relevant Subnational Social Office, ensuring that no child is left without support and protection.

Reply to paragraph 31

217. The GoI is committed to the implementation of the UN Convention against Transnational Organized Crime (UNTOC) and its Protocols through the ratification of the Convention, Protocol of Trafficking in Persons, and Protocol of Smuggling of Migrants in 2009. In June 2025, Indonesia submitted its Self-Assessment Questionnaire report on the implementation of Cluster 1 of UNTOC (criminalisation and jurisdiction), as part of its commitment to the Review Mechanism.

218. At multilateral fora, Indonesia demonstrated its leadership by initiating a Joint MIKTA Statement during the 32nd Session of the Commission on Crime Prevention and Criminal Justice in Vienna, May 2023. The joint statement expresses concerns over the increasing exploitation of new and emerging technologies by transnational organized criminals to carry out their illicit activities.

219. At the regional fora, Indonesia continues to showcase its leadership as the Co-Chair of the Bali Process together with Australia to promote concrete and tangible actions, according to its mandate to address TIP, people smuggling, and other transnational crimes in the Asia-Pacific region. At the 8th Bali Process Ministerial Conference in Adelaide, February 2023, Ministers expressed deep concern at the scale of online scam operations by criminal syndicates which have become a significant driver of TIP in the region, and further emphasised the need to address increasing incidents of people being trafficked to work in online scam operations as an issue of priority.

220. During its Chairmanship in 2023, Indonesia also initiated the ASEAN Leaders' Declaration on Combating Trafficking in Persons Caused by The Abuse of Technology (Labuan Bajo, 10 May 2023) as a commitment of ASEAN member states to strengthen regional cooperation to combat tech-facilitated crimes.

221. At the national level, Indonesia has conducted the following measures to address TIP:

- (a) The enactment of Law No. 21 of 2007 regarding TIP;
- (b) The establishment of Task Force against TIP in 2008 to strengthen coordination from national to local governments;
- (c) The formulation and implementation of National Action Plan for the Prevention and Handling of TIP (2015-2019 and 2020-2024), outlining a comprehensive multi-year strategy that focuses on prevention, victim rehabilitation, legal reinforcement, coordination, and inter-agency collaboration;
- (d) Starting from 2023, the position of Executive Chairman of the Task Force was officially transferred to the Chief of the Indonesian National Police, to emphasize a stronger law enforcement approach in addressing trafficking in persons;
- (e) The enactment of Law No. 18 of 2017 regarding the protection of IMW;
- (f) The establishment of Directorate of Child and Women Protection and Trafficking in Persons under the Indonesian National Police in 2024. The unit adopts a multidisciplinary approach to handle cases involving children and women, ensuring investigations are conducted using a victim-centered approach and efficiently to prevent re-victimization;
- (g) The establishment of a Desk for the Protection of IMW in 2025, coordinated by the Coordinating Ministry for Political and Security Affairs, bringing together key ministries and agencies, to enhance protection for migrants and prevent TIP;
- (h) The establishment of a standardized screening form used by Indonesian embassies and consulates to ensure effective screening and identification of TIP victims;
- (i) The development of a comprehensive SOP for the repatriation and reintegration of TIP victims, formalized under Minister of Women's Empowerment and Child Protection Regulation No. 8/2021 on Integrated Services for TIP witnesses and victims, which details protocols for complaint handling, medical and psychosocial rehabilitation, legal assistance, safe and voluntary repatriation, and long-term social reintegration;

(j) Capacity building activities for Indonesian officials across line ministries, such as trainings, workshops, and policy dialogues. These initiatives are conducted not only at national level, but also in collaboration with regional and international partners, including the Bali Process, UNODC, and IOM;

(k) To further strengthen the collection and management of disaggregated data on TIP, Indonesia has established a centralized database managed by the Directorate for the Protection of Indonesian Citizens at the Ministry of Foreign Affairs. Cases are recorded through Indonesian embassies and consulates. Additionally, regular inter-agency dialogues are facilitated through the National Task Force against TIP and the Desk for the Protection of IMW.

Reply to paragraph 32

222. The GoI continues to demonstrate its strong commitment to protecting the rights of its nationals abroad, including those in irregular migration situations. In line with Article 69 of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, Indonesia has adopted a comprehensive, rights-based approach that includes policy reform, bilateral cooperation, and field assistance.

223. A significant development in this regard is the recent launch of a *pemutihan* (regularization) policy by the MoPIMW. Announced in June 2025, this initiative provides a clear and humane pathway for undocumented or non-procedural IMW to regularize their status, in cooperation with the governments of destination countries. Through this program, the Government seeks to formally register undocumented IMWs by facilitating the issuance of necessary legal documentation and integrating them into official databases. This step is crucial not only for the protection of IMWs, but also for strengthening national data systems and facilitating structured labor migration.

224. The GoI's bilateral efforts to assist its nationals in an irregular situation abroad, while being respectful of the host countries' laws and regulations, are exemplified by the active engagement of Indonesian missions in the United Arab Emirates (UAE):

(a) The Indonesian Embassy in Abu Dhabi and Consulate General in Dubai have conducted meetings with the Immigration Office and the Assistant Undersecretary for Consular Affairs of the Ministry of Foreign Affairs of UAE. These engagements confirmed the UAE's initiative on visa amnesty, offering relief to visa overstayers and undocumented migrant workers;

(b) Between 1 September and 31 December 2024, the Indonesian Embassy in Abu Dhabi assisted 2,595 Indonesian citizens with amnesty inquiries, facilitated visit to the UAE's immigration office, as well as issued 1,953 passports and 455 Travel Documents in Lieu of a Passport (*Surat Perjalanan Laksana Paspor / SPLP*);

(c) During the same period, the Consulate General in Dubai supported 5,252 Indonesian citizens with amnesty inquiries, issued 3,083 passports and 947 SPLP as well as facilitated DNA tests and documentations for 119 undocumented minors.

225. This policy builds upon Indonesia's growing record of bilateral cooperation with destination countries. One of the most notable examples is the Recalibration Program (*Rekalibrasi Tenaga Kerja / RTK*) in Malaysia, through which more than 150,000 Indonesian nationals legalize their status between 2021 and 2023, with the assistance of the GoI. Under this program, undocumented workers were able to complete identity verification, receive passports, and access legal support, through close collaboration between Indonesian and Malaysian authorities.

226. In addition, Indonesian embassies and consulates continue to play a frontline role in protecting migrant workers abroad. These missions operate shelters that provide temporary housing, legal assistance, and repatriation support for workers facing irregular status or abuse. In parallel, digital innovations, such as SISKOP2MI, have significantly improved the government's capacity to document, track, and support migrant workers in need of regularization.

227. The Government has also emphasized community engagement, working closely with local governments, diaspora communities, non-governmental organizations, and training institutions to ensure that migrant workers are informed about their rights and the opportunities available for regularization. This is particularly evident in regions, such as West Sumatra, where the MoPIMW collaborates with educational institutions and local authorities to promote safe migration practices and identify skilled workers for legal overseas placement.

228. For those unable to regularize their status, the GoI continues to provide structured reintegration programs, including skills training, entrepreneurship development, and job placement assistance, to help returnees rebuild their livelihoods at home.

Reply to paragraph 33

229. Similar issues raised under question No. 33 of the list of issues prior to submission (CMW/C/IDN/QPR/2) have been addressed in other paragraphs throughout this report.

230. GoI remains firmly committed to the promotion and protection of the rights of all workers, including migrant and domestic workers. While Indonesia has not yet ratified ILO Conventions No. 97, 143, and 189, these instruments are continually under review as part of Indonesia's ongoing efforts to harmonize national legislation with international labor standards.

231. Indonesia gives priority to strengthening the national legal and institutional frameworks to ensure the comprehensive protection of Indonesian migrant workers, as reflected in Law No. 18 of 2017 on the Protection of Indonesian Migrant Workers. Indonesia also actively supports international cooperation to enhance labor migration governance, including through its engagement in regional and multilateral platforms, such as the Abu Dhabi Dialogue, the Colombo Process, and the Global Compact for Safe, Orderly and Regular Migration (GCM), in line with national priorities and capabilities.

Reply to paragraph 34

232. Over the past seven years, Indonesia has experienced significant fluctuations in international migration movements, both inbound and outbound. The GoI maintains a robust immigration data system to monitor and respond to these movements effectively.

233. Between 2018 and 2024, the number of Indonesian citizens crossing international borders has shown both resilience and volatility, particularly in light of the COVID-19 pandemic. The annual statistics are provided as follows:

- (a) 2018: Departures – 10,432,181 | Arrivals – 9,705,271;
- (b) 2019: Departures – 10,593,717 | Arrivals – 9,986,583;
- (c) 2020: Departures – 2,049,912 | Arrivals – 2,370,257;
- (d) 2021: Departures – 644,177 | Arrivals – 864,755;
- (e) 2022: Departures – 5,519,399 | Arrivals – 4,901,215;
- (f) 2023: Departures – 10,569,485 | Arrivals – 9,906,587;
- (g) 2024: Departures – 11,967,147 | Arrivals – 11,544,128.

234. The sharp decline in 2020 and 2021 clearly reflects the impact of global travel restrictions and health protocols due to the COVID-19 pandemic. During this period, both outbound and inbound mobility of Indonesian citizens dropped by over 80% compared to pre-pandemic levels. However, by 2023 and 2024, mobility levels not only recovered but have surpassed pre-pandemic volumes, indicating a strong rebound in cross-border movement.

235. During the course of 2024, Indonesia recorded a total of 183,964 foreign nationals working in the country.

Reply to paragraph 35

236. The GoI reaffirms its steadfast commitment to advancing human rights protections, including progress toward the ratification of the International Convention for the Protection of All Persons from Enforced Disappearances (CPED).

237. As the last major international human rights instrument yet to be ratified by Indonesia, the CPED has been prioritized in line with recommendations from its Universal Periodic Review (UPR) cycles in 2017 and 2022. This commitment is further evidenced by the inclusion of CPED ratification in RANHAM, underscoring the Government's dedication to fulfilling its international commitments.

238. The ratification of international treaties in Indonesia follows a thorough process involving coordination among government ministries and parliamentary approval. The executive branch, led by the President and relevant ministries, prepares and submits a draft bill (*Rancangan Undang-Undang* or RUU) to the House of Representatives (*Dewan Perwakilan Rakyat* / DPR) for deliberation and approval. Significant progress has been made, with the draft bill for CPED ratification, signed by the President and relevant ministers, has been submitted to the DPR, marking a critical step in the legislative process.

239. Indonesia remains fully committed to completing this process promptly and will provide updates on the progress of CPED ratification.

Reply to paragraph 36

240. Indonesia takes note of the recommendation of the previous concluding observation, to make the declaration under article 76 and 77 of the Convention, to recognize the competence of the Committee to receive and consider communications from States parties and individuals concerning violations of rights established by the Convention.

241. Indonesia has established an effective individual complaint mechanism through its National Human Rights Institutions, including:

(a) The National Human Rights Commission of Indonesia (Komnas HAM): an independent national human rights institution with "A" accredited status by the Global Alliance of National Human Rights Institutions (GANHRI);

(b) The National Commission on the Elimination of Violence against Women of Indonesia (*Komisi Nasional Anti Kekerasan terhadap Perempuan* / Komnas Perempuan): an independent mechanism dedicated to receiving and addressing complaints related to violence against women and girls;

(c) The Child Protection Commission of Indonesia (*Komisi Perlindungan Anak Indonesia* / KPAI): mandated for handling individual complaints involving children's rights; and

(d) The National Commission on Disabilities (*Komisi Nasional Disabilitas* / KND): offering a formal complaint mechanism and actively monitoring compliance while providing recommendations to the government concerning the rights of persons with disabilities.

242. In addition, the MoHR enhances access to justice by providing a dedicated human rights complaint channel called "YankoHAM". The Ministry has established 33 complaint posts in local offices and technical implementing units, and in cooperation with other social or communal facilities such as churches and *adat* institutions.

243. Between 2020-2024, YankoHAM received around 4,604 submissions of complaints through the online platform called "*SimasHAM*", with 11 submissions of complaints concerning the rights of migrant workers. As a follow up, the Ministry will carry out administrative and substantive assessment and coordinate the complaints with related stakeholders, including relevant ministries and institutions, police as well as provincial governments.