

JOINT RECOMMENDATIONS

Central Java Regional Tripartite Consultation Concerning Old Age Income Protection

Surakarta, 4 August 2023

We the undersigned, participants of the regional tripartite consultation representing employers, trade/labour unions and government in the Central Java Province, provide joint recommendation regarding old age income protection based on results of discussions with all participants to comply with the principles of certainty, feasibility, and sustainability. The recommendation as follows:

1. Implementing a pension program that is:
 - 1.1. Mandatory for wage earner and non-wage earner workers.
 - 1.2. Contribution based in the amount of 4% of wages, which are paid for by workers 1%, entrepreneurs 2%, and government 1% for 15 years.
 - 1.3. Defined benefit with benefit rate of 40% of insured wages.
 - 1.4. Pay the benefit periodically every month for participants who have contributed for 15 years at the age of 56 years until death, and a lump sum for participants whose contribution period is less than 15 years and can be passed on to survivors.




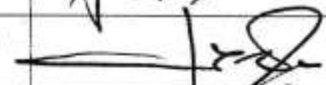
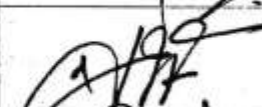
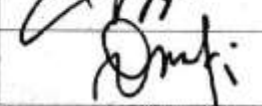
2. Implementing an old age security program that is:
 - 2.1. Mandatory for wage earner workers and voluntary for Indonesian citizens who wish to have additional benefit.
 - 2.2. Contribution based in the amount of 5.7% of wages paid for by workers 2% and employers 3.7% during employment.
 - 2.3. Defined contribution with a benefit rate equal to the accumulated contribution and development.
 - 2.4. Pay these benefits in a lump sum when the participant reaches the retirement age of 56 years and/or the end of the employment relationship.

3. Implementing a universal pension program that is:
 - 3.1. Mandatory for all Indonesian citizens except wage earner workers.
 - 3.2. Contribution based paid for by the state with benefit rate of Rp. 1,000,000,-.
 - 3.3. Pay the benefit periodically every month since participant entering retirement age of 56 years until death.

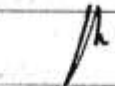
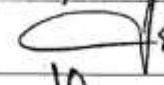




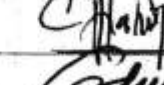
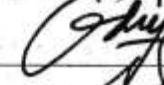
Herewith the joint recommendation is developed as input for changes and improvements of old age income protection system in Indonesia.

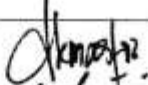
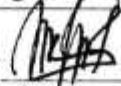

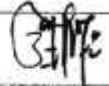


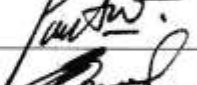





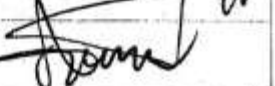
Surakarta, 4 August 2023,

Drafting Team:

No.	Nama	Unsur	Tanda Tangan
1	Darto	Diskopnaker Boyolali (Pemerintah)	
2	M Muslih	Disnaker Wonogiri (Pemerintah)	
3	M Sholihuddin	DPC SPN Surakarta (Serikat Pekerja)	
4	Slamet Kaswanto	DPD KSPN Kota Semarang (Serikat Pekerja)	
5	Dudung Kusnadi	PT. Purinusa EP - APINDO Kab. Semarang (Pengusaha)	
6	Sri Saptono Basuki	PT. Sri Rejeki Isman (Pengusaha)	

Participants of Central Java Regional Tripartite Consultation on Old Age Income protection, Surakarta, 4 August 2023

No.	Nama	Unsur	Tanda Tangan
1	Eko Hardiyanto	Dinnakerind Kab. Demak	
2	Sri Rejeki	Disnaker Kota Semarang	
3	Novian Heru	Disnakertrans Prov. Jateng	
4	Indah Kartika Sari	Dispernaker Sukoharjo	
5	Setyo Pamungkas	Disnakertrans Prov. Jateng	
6	Yartatik	DPD KSPN Kota Semarang	
7	Nurdin Makruf	PSP SPN PTUSG Semarang	
8	Eko Priyono	PUK SP RTMM SPSI AIBM Semarang	

No.	Nama	Unsur	Tanda Tangan
9	Aji Martdiana	SPSI PT. Deltomed Wonogiri	
10	Aris Nurmawati	SP PT. Madurasa Unggulan Nusantara Wonogiri	
11	Tito Budiyo	SPM PT. PSS Boyolali	
12	Endang Setiowati	DPC SBSI '92 Kota Surakarta	
13	Supangat	PUK FSP Kep. ARISA Demak	
14	Sukandi	PUK Techpack Asia Demak	
15	Edi Sutarto	DPD FKSPN Sukoharjo	
16	Widada	SPSI PT. SRITEX Sukoharjo	
17	Basuki Ardi Wibowo	PT. Techpack Asia Demak	
18	M. Irwani	PT. Marimas Putra Kencana Semarang	
19	Purwanto	PT. Sarana Cipta Busana Boyolali	
20	Gurun Sarwono	Disnaker Kota Surakarta	
21	Sutarman	DPD KSPN Boyolali	
22	Endung Sulistiono	Disnaker Kab. Semarang	