



**RECOMMENDATION**  
**EMPLOYMENT SOCIAL SECURITY DIALOGUE**  
**GROUP 1**

On this day, Thursday, June 15 2023 at the Fox Hotel Jimbaran, Badung Regency, the \*'Employment Social Security Dialogue' activity was held. After participating in all the material and discussion sessions, we hereby from Group I consisting of Tripartite and BPJS Ketenagakerjaan with the discussion theme Discussion on the Harmonization of the Old-Age Guarantee (JHT) and Pension (JP) programmes, submit recommendations and input as follows:

1. The percentage of funds in the main account and additional account in the Old Age Guarantee is recommended as follows:
  - a. 55% on Main account and 45% on additional account. The reason is that workers need liquid funds when workers lose their jobs
  - b. 80% on Main account and 20% on additional accounts. The reason is that the philosophy of old age security is to provide old age benefits.
  - c. 75% on Main account and 25% on additional account. The reason is that the philosophy of old age security is to provide old age benefits.
2. Laws and regulations related to JHT and JP should reach the informal sector which includes domestic workers, farmers and MSME actors so as to provide justice for all workers in both the formal and informal sectors
3. Arrangement of control mechanisms regarding the implementation of old age security and pension security. The reason is to ensure that workers receive protection in accordance with the objectives of laws and regulations
4. Arrangements regarding the retirement age in the work agreement so that there is a synchronization of the retirement age in the work agreement with pensionable age in PP JHT
5. The amount of pension scheme contributions is increased in accordance with the provisions of the laws and regulations. The reason to ensure sufficient funds is available to pay for pension guarantee benefits in the future
6. The government establishes rules that provide firmness regarding respect for past work. The reason is because the membership count is calculated from 2015 even though the workers had worked before 2015, so this provides an opportunity for companies not to provide severance pay.
7. Strict arrangements regarding JHT growth to be higher than the percentage of inflation every year

Representatives of Participants

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Facilitator,



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