



## Reinforcing Job Vacancy Reports: What's New?

October 2023

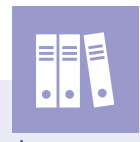
### Introduction

By way of Presidential Regulation No. 57 of 2023 on Job Vacancies Mandatory Reports (“**PR 57/2023**”), the government of the Republic of Indonesia reinforces its mandate to employers across the nation to report job vacancies.

The mandatory reporting requirement on job vacancies is not unfamiliar in Indonesian manpower regulatory regime. Previously, Presidential Decree No. 4 of 1980 on the Mandatory Reporting of Job Vacancies (“**PD 4/1980**”) stipulated that employers are obliged to report any job vacancy to the Minister of Manpower (“**MoM**”).

PR 57/2023 adopts the spirit of PD 4/1980 in a slightly more persuasive manner, as it offers several features that are aimed at incentivising employers to post and report job vacancies to the MoM. PR 57/2023 has been in force since 25 September 2023.

This publication takes a deeper look into what PR 57/2023 regulates, including if its features will be effective in encouraging employers to report job vacancies.



## Mandatory reporting



PR 57/2023 mandates employers to report job vacancies. Reports must be submitted through the Manpower Information System (*Sistem Informasi Ketenagakerjaan* or “**Sisnaker**”)<sup>1</sup>, specifically using the *Wajib Laporkan Ketenagakerjaan* (“**WLKP**”) system. The WLKP is a component of the integrated services provided by Sisnaker, enabling employers to submit mandatory employment reports, among other functions. The WLKP is connected to the national integrated business licensing platform, the OSS system, meaning that when employers register with the OSS system, they will automatically be redirected to register for a WLKP account. At present, regular mandatory reporting under the WLKP system is the responsibility of the relevant employer (or, in the case of a legal entity or branch office, the director of the employing entity or the head of the branch office). It is therefore anticipated that these individuals would be the responsible persons to submit job vacancy reports.

Job vacancy reports must contain the following information:

- > the identity of the employer;
- > the vacant job position and the amount of required headcount for such position;
- > the validity period of the job vacancy; and
- > the qualification and information on the vacant job position, which may include:
  - > age;
  - > gender;
  - > education;
  - > skills and competencies;
  - > work experience;
  - > wage or salary;
  - > domicile of the workplace; and
  - > any other necessary information on the vacant job position.

If a job vacancy has been filled, the relevant employer must update the information through the WLKP system. The regulation does not specify whether, in addition to updating the WLKP system, employers must also submit any documents to the MoM to supplement the information update. It is expected that this issue will be clarified further in the implementing regulations.

PR 57/2023 further implies that offshore job vacancies may also be reported via the WLKP system, and the procedures for such reporting shall comply with the applicable laws and regulations concerning the placement and protection of Indonesian migrant workers. Notably, unlike onshore job vacancies, PR 57/2023 does not expressly indicate whether the employers’ obligation to report offshore job vacancies is mandatory.

<sup>1</sup> Sisnaker is the MoM’s official centralised online platform, consisting of 16 employment related services sub-platforms, which includes WLKP and Karirhub.



## Awards and more lenient sanctions



PR 57/2023 adopts a “carrot and stick” method to encourage employers to comply with mandatory job vacancies reporting. Under PR 57/2023, authorities will reward employers who comply with job vacancy reporting rules (although the specific nature of these awards will be clarified in the upcoming implementing regulations). The “stick” aspect of PR 57/2023 is less severe, as it only imposes administrative penalties for non-compliance with the job vacancy reporting requirements. Overall, PR 57/2023 appears to be taking a more persuasive approach to encourage employers to report job vacancies, but it remains to be seen whether this approach will lead to better compliance with the reporting obligations.

## Karirhub integration to WLKP



The provisions of the Article 2 of PR 57/2023 indicate that the mandatory reporting of job vacancies is one of the government’s attempts to ramp up its pre-existing services on job placement, with a particular focus on the job market information. Currently, the MoM operates a pre-existing job-seeking platform called Karirhub, which is intended to provide information on job opportunities to job-seekers across the nation, and it therefore forms part of job market information services. Karirhub is one of the services offered by the Sisnaker online platform, which constitutes the embodiment of the MoM’s commitment to aid unemployed individuals to be exposed to job opportunities, and to ramp up the nation’s employment rate.

The current version of WLKP system already has a feature to report job vacancies to the MoM. This reporting feature is integrated with and linked to the Karirhub and therefore, any information on job vacancies made through the WLKP system will automatically be published on Karirhub, and is accessible to the public. Assuming that the integration with Karirhub is maintained for the reporting mechanism under PR 57/2023, and supported with the administrative sanction provisions for any non-compliance, it is expected that the traffic on the usage of the Karirhub will increase, given the competitive advantage that it offers.



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