



MAYOR OF SALATIGA
PROVINCE OF CENTRAL JAVA

REGIONAL REGULATIONS OF THE CITY OF SALATIGA
NUMBER 9 OF 2023

ON
IMPLEMENTATION OF EMPLOYMENT

BY THE BLESSINGS OF ALMIGHTY GOD

MAYOR OF SALATIGA,

- Considering : a. that employment services are part of regional development which is carried out in the context of developing regional society as a whole to create a prosperous, just, prosperous and equitable;
- b. that that the Regional Government in accordance with its authority responsible for improving the quality, productivity, and welfare of labor which is planned for the realization of industrial relations that are harmonious, dynamic, and equitable industrial relations in the face of challenges of labor needs in the future;
- c. that that in the context of organizing government affairs government affairs which are the authority of the Regional Government authority in the field of labor based on the provisions in Law Number 23 of 2014 concerning Regional Government as amended several times last time with Law Number 6 of 2023 on the Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into Law, as well as in the context of realizing fair labor services in the Region, it is deemed necessary to have a Regional Regulation
- d. that based on the considerations as referred to in letter a, letter b, and letter c, it is necessary to stipulate Regional Regulation on the Implementation of Employment;
- Observing : 1. Article 18 Section (6) of the 1945 Constitution of the Republic of Indonesia;
2. Law Number 17 of 1950 concerning the Establishment of Small Town Regions within the Provinces of East Java, Central Java and West Java;
3. Law Number 13 of 2003 concerning Employment (State Gazette of the Republic of Indonesia of 2003 Number 78, Supplement to State Gazette of the Republic of Indonesia Number 4301), as amended by Law Number 6 of 2023 concerning Stipulation of Government Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation Becoming Law (State Gazette of the Republic of Indonesia of 2023

- Number 41, Supplement to the State Gazette of the Republic of Indonesia Number 6856);
4. Law Number 23 of 2014 concerning Regional Government (State Gazette of the Republic of Indonesia of 2014 Number 244, Supplement to State Gazette of the Republic of Indonesia Number 5587), as amended several times, most recently by Law Number 6 of 2023 concerning Determination of Replacement Government Regulations Law Number 2 of 2022 concerning Job Creation Becomes Law (State Gazette of the Republic of Indonesia of 2023 Number 41, Supplement to State Gazette of the Republic of Indonesia Number 6856);
 5. Law Number 11 of 2023 concerning Central Java Province (State Gazette of the Republic of Indonesia of 2023 Number 58, Supplement to State Gazette of the Republic of Indonesia Number 6867);

With The Joint Approval of
THE REGIONAL HOUSE OF REPRESENTATIVES
and
THE MAYOR OF SALATIGA

HAS DECIDED:

To Issue : REGIONAL REGULATION ON THE IMPLEMENTATION OF EMPLOYMENT.

CHAPTER I
GENERAL PROVISIONS

Part One
Definition

Article 1

In this Regional Regulation:

1. Region is Salatiga City.
2. Regional Government is the Mayor as the organizing element of Regional Government who leads the implementation of government affairs which are the authority of the autonomous region.
3. The Mayor is the Mayor of Salatiga.
4. Regional Apparatus is the supporting element of the Mayor and the Regional People's Representative Council in the implementation of Government Affairs which fall under the authority of the Region.
5. The Employment Sector Disability Services Unit, hereinafter referred to as the Employment ULD, is a service unit which is part of the Regional Apparatus which carries out government affairs in the employment sector.
6. Employment is all matters related to labor before, during and after the employment period.
7. Labor is every person who is able to do work to produce goods and/or services either to meet their own needs or for the community.
8. Worker/laborer is every person who works and receives wages or other forms of compensation.
9. Employer is an individual, entrepreneur, legal entity, or other entity that employs workers by paying wages or other forms of compensation.
10. Entrepreneurs are:
 - a. an individual, partnership or legal entity that runs a company of its own;
 - b. an individual, partnership or legal entity that independently runs a company that is not owned by them;

- c. an individual, partnership or legal entity located in Indonesia representing a company as referred to in letters a and b which is domiciled outside the territory of Indonesia.
11. The company is:
 - a. any form of business whether incorporated or not, owned by an individual, owned by a partnership, or owned by a legal entity, whether privately owned or state owned, which employs workers/laborers by paying wages or other forms of remuneration; And
 - b. social enterprises and other businesses that have management and employ other people by paying wages or other forms of compensation.
 12. Manpower planning, hereinafter abbreviated to PTK, is the process of preparing a systematic manpower plan which is used as a basis and reference in the preparation of policies, strategies and implementation of sustainable manpower development.
 13. Indonesian Migrant Workers, hereinafter abbreviated as PMI, are every Indonesian citizen who will, is, or has done work for wages outside the territory of the Republic of Indonesia.
 14. An outsourcing company is a business entity in the form of a legal entity that meets the requirements to carry out certain work based on an agreement agreed with the company providing the work.
 15. Employment information is a combination, series and analysis of data in the form of processed numbers, texts and documents which have certain meaning, value and significance regarding employment.
 16. Job training is a total of activities to provide, obtain, improve and develop work competency, productivity, discipline, attitude and work ethic at a certain level of skills and expertise, in accordance with the level and qualifications of the position or job.
 17. Job Training Institute, hereinafter referred to as LPK, is a government agency, legal entity or individual that meets the requirements to provide job training.
 18. Job Training Program is the entire training content which is structured systematically and contains the work competencies to be achieved, training materials, theory and practice, training period, training methods and facilities, requirements for participants and training personnel as well as evaluation and implementation of training participants' graduation. .
 19. Work competency is the work ability of each individual which includes aspects of knowledge, skills and work attitudes that are in accordance with established standards.
 20. Apprenticeship is part of a job training system which is carried out in an integrated manner between training at a training institution and working directly under the guidance and supervision of instructors or more experienced workers, in the process of producing goods or services in order to master certain skills or expertise.
 21. Work productivity is the result/amount of goods and services produced with the resources used (amount of labor) to produce a product.
 22. Quality Control Group, hereinafter abbreviated as GKM, is a business management system aimed at increasing efficiency, productivity and production quality in order to increase the competitiveness of the products produced.
 23. Foreign Workers, hereinafter abbreviated as TKA, are foreign citizens holding a visa with the intention of working in the territory of Indonesia.
 24. TKA Employer is a legal entity established under Indonesian law or another entity that employs TKA by paying wages or other forms of compensation.
 25. Plan for the Use of Foreign Workers, hereinafter abbreviated to RPTKA, is a plan for the use of foreign workers in certain positions and for a certain period of time.

26. Ratification of the Plan for the Use of Foreign Workers, hereinafter referred to as RPTKA Ratification, is the approval for the use of TKA which is ratified by the minister in charge of government affairs in the field of employment or an appointed official.
27. Compensation Fund for the Use of TKA, hereinafter abbreviated as DKPTKA, is compensation that must be paid by TKA Employers for each TKA employed as non-tax state revenue or regional income.
28. Inter-Local Work, hereinafter referred to as AKL, is the placement of workers between Provinces/Districts/Cities within 1 (one) province.
29. Inter-Regional Employment, hereinafter referred to as AKAD, is the placement of workers between provinces within the Territory of the Republic of Indonesia.
30. Inter-Country Employment, hereinafter referred to as AKAN, is the placement of workers abroad.
31. Persons with Disabilities are any person who experiences physical, intellectual, mental and/or sensory limitations for a long period of time who, in interacting with the environment, may experience obstacles and difficulties in participating fully and effectively with other citizens based on equal rights.
32. Private Workforce Placement Institutions, hereinafter abbreviated to LPTKS, are private institutions with legal entities that have written permission to provide workforce placement services.
33. Indonesian Migrant Worker Placement Company is a limited liability business entity that has obtained written permission from the Minister to provide Indonesian Migrant Worker placement services.
34. Service Users are Government Agencies or Business Entities in the form of legal entities, companies and individuals within or outside the country who are responsible for employing workers.
35. Special Job Fairs, hereinafter abbreviated as BKK, are job fairs within Secondary Education Units, Higher Education Units and Job Training Institutions.
36. A Job Opportunity Exhibition (Job Fair) is an activity that brings together a number of Job Seekers with a number of Employers at a certain time and place for the purpose of placement.
37. A work agreement is an agreement between a worker/laborer and an entrepreneur or employer which contains the work conditions, rights and obligations of the parties.
38. Employment Relationship is a relationship between an entrepreneur and a worker/laborer based on a work agreement, which has elements of work, wages and orders.
39. Industrial relations is a system of relations formed between actors in the process of producing goods and/or services consisting of elements of entrepreneurs, workers/laborers, and government based on the values of Pancasila and the 1945 Constitution of the Republic of Indonesia. .
40. A Trade Union/Labor Union is an organization formed from, by, and for workers/laborers both in the company and outside the company, which is free, open, independent, democratic, and responsible in order to fight for, defend, and protect the rights and interests of workers/laborers as well as improving the welfare of workers/laborers and their families.
41. Employers' organizations are employers' organizations appointed by the Chamber of Commerce and Industry to handle employment issues.
42. Bipartite Cooperation Institutions are communication and consultation forums regarding matters relating to industrial relations in a company whose members consist of employers and trade/labor unions that have been registered in the Regional Apparatus in charge of employment or workers/labor elements.

43. The Tripartite Cooperation Institution is a communication, consultation and deliberation forum on employment issues whose members consist of elements from employers' organizations, trade unions and regional governments.
44. Company Regulations are regulations made in writing by employers which contain work conditions and company regulations.
45. A Collective Labor Agreement is an agreement which is the result of negotiations between a Trade Union/Labor Union or several Work Unions/Labor Unions registered with the Regional Apparatus in charge of employment with an Employer or several Employers or Employers' Association which contains work conditions, rights and obligations of both parties. party.
46. Certain Time Work Agreement, hereinafter abbreviated as PKWT, is a work agreement between a worker and an entrepreneur to enter into a work relationship for a certain time or for a certain job.
47. Indefinite Time Work Agreement, hereinafter abbreviated to PKWTT, is a work agreement between workers and employers to enter into a permanent work relationship.
48. A work strike is an action of workers/laborers planned and carried out jointly and/or by a trade/labor union to stop or slow down work.
49. Company closure is the action of an entrepreneur to refuse workers/laborers in whole or in part to carry out work.
50. Wages are the rights of Workers/Labourers which are received and expressed in the form of money as compensation from Employers or employers to Workers/Labourers which are determined and paid according to a Work Agreement, agreement or statutory regulations, including allowances for Workers/Labourers and his family for work and/or services that have been or will be performed.
51. Religious holiday allowances are non-wage income that must be paid by employers to workers/laborers or their families ahead of religious holidays.
52. Termination of employment is the termination of an employment relationship due to certain reasons which result in the end of the rights and obligations between the worker/laborer and the entrepreneur.

Part Two

Foundations, Principles, Goals, and Targets

Part 1

Foundation and Principles

Article 2

Employment administration is carried out based on Pancasila and the 1945 Constitution, as well as based on the principle of integration through functional coordination across central and regional sectors..

Part 2

Objective

Article 3

The aim of organizing employment in the Region is to:

- a. realizing the implementation of integrated employment planning;
- b. realizing job training and work productivity policies to increase labor productivity;
- c. creating a workforce that has work competencies to be able to compete in the job market;
- d. provide services to job seekers to obtain employment both within and outside of employment and to employers in filling job vacancies in accordance with talents, interests and abilities; And

- e. provide guidance and protection to workers in realizing harmonious, dynamic and just industrial relations.

Part 3
Target

Article 4

The targets to be achieved in organizing employment in the Region are:

- a. the creation of a competent workforce;
- b. the realization of a National job training system in the Regions;
- c. realization of productivity policies;
- d. realization of supply and utilization of workforce;
- e. realization of labor protection;
- f. realizing workforce welfare;
- g. realizing the resolution of industrial relations disputes;
- h. the realization of harmonization between workers, employers and the government; And
- i. the realization of legal certainty between workers, employers and the government.

Part Three
Scope

Article 5

The scope of this Regional Regulation includes:

- a. equal opportunities and treatment;
- b. workforce planning and employment information;
- c. responsibilities and duties of Regional Government;
- d. job training, apprenticeship, work competency and work productivity;
- e. workforce placement and expansion of employment opportunities;
- f. work agreements, wages, social security, religious holiday allowances and worker/labor welfare;
- g. outsourcing;
- h. industrial relations;
- b. industrial relations dispute resolution;
- c. employment protection;
- d. Work termination;
- e. Use of Foreign Workers;
- f. Disability services unit in the field of Employment;
- g. Employment development;
- h. employment awards;
- i. financing; And
- j. criminal provisions

CHAPTER II
EQUAL OPPORTUNITIES AND TREATMENT

Article 6

- (1) Every worker has the same opportunity without discrimination to obtain decent work.
- (2) Every worker/laborer has the right to receive equal treatment without discrimination from the employer..

CHAPTER III
MANPOWER PLANNING AND EMPLOYMENT INFORMATION

Part One
Workforce Planning

Article 7

1. The preparation of employment management plans is carried out by the Regional Apparatus that administers government affairs in the field of labor.
2. Manpower planning as intended in Section (1) includes:
 - a. PTK Macro; And
 - b. Micro PTK.
3. The preparation of the Macro PTK as intended in Section (2) letter a is carried out by the Regional PTK team based on Basic Employment Data, Special Employment Data, Economic Data and other data.
4. The preparation of the PTK Makro as intended in Section (2) letter a is prepared based on the calculation of supplies and the need for labor which includes:
 - a. labor supply;
 - b. the need for labor;
 - c. balance between supply and need for labor; And
 - d. preparation of employment development policies, strategies and programs.
5. Micro PTK as intended in Section (2) letter b is prepared by the employer.
6. Micro PTK as intended in Section (5) is prepared based on calculation of supplies and need for labor which includes:
 - a. employee supplies;
 - b. employee needs;
 - c. employee balance sheet; And
 - d. employment program.
7. The employer as intended in Section (5) is responsible for the implementation and reporting the results of the implementation to the Regional Apparatus that carries out government affairs in the field of labor.
8. Regional apparatus that carries out government affairs in the field of labor as referred to in Section (1) provides guidance, assistance, monitoring and evaluation in the preparation of Micro RTK.
9. In preparing the planning as intended in Section (1), the Regional Apparatus that carries out government affairs in the field of labor coordinates with the Regional Apparatus that carries out supporting affairs in the field of Development Planning and other Regional Apparatus based on statutory regulations.
10. Planning as intended in Section (1) is integrated in Central and Regional development planning

Article 8

Employment management planning is prepared based on:

- a. labor data; And
- b. stakeholder mapping; And
- c. in accordance with the provisions of statutory regulations.

Part Two
Employment Information

Article 9

- (1) Manpower planning as intended in Article 8 is prepared on the basis of Manpower Information which includes:
 - a. population and Labor;
 - b. employment Opportunity;

- c. job training including job competencies;
 - d. Labor productivity;
 - e. industrial relations;
 - f. working environment conditions;
 - g. wages and welfare of workers; And
 - h. Social Security.
- (2) Employment information as intended in Section (1) is obtained from all related parties, both government and private agencies.

CHAPTER IV RESPONSIBILITIES AND DUTIES OF LOCAL GOVERNMENT

Article 10

- (1) The Regional Government is responsible for administering employment in the Region based on the provisions of statutory regulations.
- (2) The Regional Government through the Regional Apparatus which carries out government affairs in the field of labor is tasked with:
- a. carry out regional workforce planning;
 - b. establishing an employment information system;
 - c. carry out training, apprenticeship, work competency and workforce productivity;
 - d. carry out intermediary, placement and work expansion services;
 - e. carry out development of industrial relations, work requirements and worker protection; And
 - f. carry out labor development and monitoring to provide reporting material to the Province.

CHAPTER V JOB TRAINING, APPRENTICESHIP, JOB COMPETENCE AND WORK PRODUCTIVITY

Part One Job Training

Paragraph 1 Training Institute

Article 11

- (1) Workforce training can be carried out by:
- a. Government LPK;
 - b. Private LPK; or
 - c. Company LPK.
- (2) Job training can be carried out at the training site or workplace.
- (3) The government LPK as intended in Section (1) letter a in providing job training can collaborate with the private sector.
- (4) The government LPK as intended in Section (1) letter a and the company LPK as intended in Section (1) letter c register their activities with the Regional Apparatus which carries out government affairs in the field of labor.

Article 12

- (1) Private LPK as intended in Article 11 Section (1) letter b is required to fulfill the Business Licensing issued by the Regional Government.
- (2) For private LPKs that have foreign capital participation, the Business Licensing as intended in Section (1) is issued by the Central Government.
- (3) Business Licensing as intended in Section (1) and Section (2) must meet the norms, standards, procedures and criteria established by the Central Government

Paragraph 2
Technical Implementation Unit for Job Training

Article 13

- (1) In order to improve the quality and productivity of the workforce, the Regional Government can establish a technical implementation unit for training and productivity of the workforce and/or can collaborate with the Government LPK, private LPK and/or Company LPK.
- (2) Regional Governments can carry out various job training for the community which is carried out based on the National Job Training system.

Paragraph 3
Training Participants

Article 14

- (1) Every worker has the opportunity to take part in competency-based job training according to their talents, interests and abilities.
- (2) To be able to take part in competency-based work training as intended in Section (1), participants are required to fulfill the requirements according to the type and level of program they will participate in.
- (3) Persons with disabilities who take part in job training can be given special services according to the degree of their disability.
- (4) Job training participants who have completed the training program and are declared to have passed are entitled to obtain a training certificate and/or work competency certificate from the National Professional Certification Agency.

Article 15

Further provisions regarding LPK licensing requirements and procedures as intended in Article 11 are carried out in accordance with the provisions of statutory regulations.

Paragraph 4
Coaching and Reporting

Article 16

- (1) Regional apparatus that carries out government affairs in the field of labor may temporarily suspend the implementation of job training programs, if:
 - a. the instructor used is not certified according to the program;
 - b. the training personnel used do not have competency qualifications in accordance with the program;
 - c. training not in accordance with the program;
 - d. the job training facilities and infrastructure used are not in accordance with the program; And
 - e. not submitting reports on the implementation of program activities and job training.
- (2) The temporary suspension of the implementation of job training as intended in Section (1) is valid for a maximum of 6 (six) months accompanied by reasons and suggestions for improvement.
- (3) In the event that the time limit as intended in Section (2), suggestions for improvement are not fulfilled and completed, sanctions will be imposed for terminating the training program.

Article 17

- (1) Development of LPK is carried out in a coordinated and integrated manner.
- (2) Guidance as referred to in Section (1) is carried out on job training programs, implementation of competency-based training, availability of facilities and equipment, instructors and training staff, application of job training methods and systems and LPK management.

- (3) LPK is obliged to report the realization of job training periodically every six months to the Regional Apparatus that handles government affairs in the field of labor.
- (4) LPK that does not report the realization of job training as intended in Section (3) will be subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (5) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (4) are regulated in a Mayor's Regulation.

Part Two
Internship

Article 18

- (1) Apprenticeships can be carried out domestically and abroad by Regional Governments and Private Sectors.
- (2) Domestic and overseas apprenticeships are carried out guided by the provisions of laws and regulations.
- (3) Apprenticeships carried out by the private sector must be based on a written apprenticeship agreement between the participant and the entrepreneur which at least contains provisions on the rights and obligations of the participant and the entrepreneur, the period of the apprenticeship, the apprenticeship program and the amount of the participant's pocket money.
- (4) Apprenticeships that are not held through an apprenticeship agreement as intended in Section (3) are considered invalid and the participant's status changes to that of worker/laborer of the company concerned.
- (5) The number of domestic apprenticeship participants does not exceed 20% of the number of workers/laborers in the company.
- (6) Apprenticeship by the Company must be facilitated by:
 - a. training units;
 - b. apprenticeship programs;
 - c. facilities and infrastructure; And
 - d. mentoring Apprentices or instructors.
- (7) Companies and/or private LPKs that will organize apprenticeships are required to report and record the apprenticeship agreement before the apprenticeship is carried out to the Regional Apparatus that handles government affairs in the field of labor.
- (8) Violations of the provisions as intended in Section (3) and Section (7) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (9) Further provisions regarding procedures for implementing administrative sanctions as intended in Section (8) are regulated in the Mayor's Regulation.

Part Three
Improving Work Competence

Article 19

- (1) Every entrepreneur is obliged to improve the competence of workers/laborers through job training in accordance with their field of duties and report this to the Regional Apparatus that handles government affairs in the field of labor.
- (2) Every entrepreneur is obliged to provide opportunities for workers/laborers to participate in competency improvement carried out by other parties.
- (3) Every worker/laborer has the same opportunity to participate in competency improvement carried out by employers and other parties.
- (4) Violations of the provisions as intended in Section (1) and Section (2) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (5) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (4) are regulated in a Mayor's Regulation.

Part Four
Work Productivity

Article 20

- (1) Increasing work productivity is carried out through the development of a productive work culture, work ethic, technology and efficiency of economic activities.
- (2) To increase productivity as intended in Section (1), a Regional productivity implementing unit can be established.
- (3) Further provisions regarding the membership composition and work procedures of the Regional Productivity Implementing Unit are regulated in a Mayor's Regulation.

Article 21

- (1) Companies that employ 100 (one hundred) or more workers/laborers are required to implement the GKM system.
- (2) The GKM system is implemented through perspective, analysis and diagnosis as well as solutions to problems of inefficiency, low productivity and low quality of work/products in the work environment to form habits that are applied in a work ethic and competitive production culture.
- (3) Measurement and guidance of the implementation of the GKM system as intended in Section (2) is carried out by Regional Apparatus which carries out government affairs in the field of labor, agencies or institutions in accordance with competence.
- (4) The implementation of the GKM system as referred to in Section (1) to Section (3) must be reported to the Regional Apparatus that carries out government affairs in the labor sector at least once every 6 (six) months.
- (5) Violations of the provisions as intended in Section (1) and Section (4) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;

- e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (6) Further provisions regarding procedures for implementing administrative sanctions as intended in Section (5) are regulated in the Mayor's Regulation.

CHAPTER VI PLACEMENT OF WORKFORCE AND EXPANSION OF EMPLOYMENT OPPORTUNITIES

Part One Placement of Workforce

Article 22

- (1) Every worker has the same rights and opportunities to choose, obtain or change jobs and earn a decent income at home or abroad.
- (2) The right and opportunity to choose, get or change jobs and earn a decent income as intended in Section (1), is carried out in accordance with the provisions of statutory regulations..

Article 23

- (1) The placement of workers is carried out based on the principles of open, free, objective, fair and equal without discrimination.
- (2) Manpower placement is directed at placing workers in appropriate positions according to their expertise, skills, talents, interests and abilities by taking into account honor, dignity, human rights and legal protection.
- (3) The placement of workers is carried out by taking into account the equal distribution of employment opportunities and the supply of workers in accordance with national and regional needs..

Article 24

- (1) Workforce placement consists of:
 - a. placement of workers within the country; And
 - b. placement of workers abroad.
- (2) The placement of workers as intended in Section (1) is carried out in accordance with the provisions of statutory regulations

Article 25

- (1) Labor placement services are integrated in the labor placement system which includes the following elements:
 - a. job seekers;
 - b. job vacancy;
 - c. labor market information;
 - d. inter-work mechanisms; And
 - e. workforce placement institutions.
- (2) The elements of the workforce placement system as intended in Section (1) can be implemented separately with the aim of realizing workforce placemen

Article 26

Job seekers as referred to in Article 25 letter a, include:

- a. the workforce that is unemployed and looking for work; And
- b. workforce who are already working but want to change jobs.

Article 27

Counseling and job guidance services are provided to Job Seekers through job market information services and interviews.

Article 28

- (1) Every company is obliged to immediately report in writing every time there is or will be a job vacancy to the Regional Apparatus that handles government affairs in the field of labor.
- (2) The report as intended in Section (1) contains:
 - a. number of workers required;
 - b. type of work and job requirements classified into gender, age, education, skills/expertise, experience and other requirements deemed necessary.
- (3) Further provisions regarding the requirements and procedures for reporting job vacancies as referred to in Section (1) are guided by the provisions of statutory regulations.
- (4) The absorption of job vacancies as referred to in Section (1), must be reported to the Regional Apparatus that carries out government affairs in the field of labor.
- (5) Violations of the provisions as intended in Section (1) and Section (4) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (6) Further provisions regarding procedures for implementing administrative sanctions as intended in Section (5) are regulated in the Mayor's Regulation..

Article 29

- (1) Labor market information as intended in Article 25 letter c is collected, analyzed and processed by Regional Apparatus administering government affairs in the field of labor to be disseminated to the public through:
 - a. labor exchange sheet posted on a labor exchange board or other notice board at a Regional Apparatus that handles government affairs in the field of labor;
 - b. job opportunity exhibition (job fair); and/or
 - c. print/electronic media.
- (2) Labor market information contains labor needs and labor supplies as well as other information related to the labor market.

Article 30

- (1) The implementation of the placement of workers as intended in Article 25 letter e is carried out by the Regional Apparatus that carries out government affairs in the field of labor, LPTKS, and BKK.
- (2) In carrying out its activities, LPTKS is required to have a permit in accordance with the provisions of statutory regulations and can only collect placement fees from users and workers for certain groups and positions.
- (3) Certain groups and positions as intended in Section (2), include:
 - a. leadership group with the position of manager or equivalent;
 - b. supervision group with the position of supervisor or equivalent;
 - c. executive group with the position of operator or equivalent; And
 - d. professional group with requirements for undergraduate education (S1) plus professional education.
- (4) Violations of the provisions as intended in Section (2) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;

- d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (5) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (4) are regulated in a Mayor's Regulation.

Article 31

- (1) Job opportunity exhibitions (job fairs) organized by LPTKS, BKK, and legal entity institutions must obtain approval from the Regional Apparatus that administers government affairs in the field of labor.
- (2) LPTKS, BKK, and legal entity institutions as intended in Section (1) must submit an application by attaching:
 - a. LPTKS Business License (SIU), BKK registration certificate or legal entity establishment deed;
 - b. planned number of participating companies;
 - c. vacancy estimates and targeted placements; And
 - d. statement letter from the person in charge of job fair activities regarding the obligation not to charge fees to job seekers and the willingness to stop holding job fair activities if the said violation is committed.
- (3) Job fair organizers are prohibited from charging fees in any form to job seekers.
- (4) Organizers who violate the provisions as intended in Section (3) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. temporary, partial or complete suspension of activities (suspension); And
 - d. revocation of business license.

Part Two

Expansion of Employment Opportunities

Article 32

- (1) The Regional Government is responsible for seeking to expand employment opportunities, both inside and outside the employment relationship.
- (2) The expansion of employment opportunities as intended in Section (1) is carried out through the creation of productive and sustainable activities using the potential of natural resources, human resources, community institutions and appropriate technology.
- (3) The creation of activities as intended in Section (2) is carried out through patterns of forming and developing independent workers, applying appropriate technology, new entrepreneurship, labor intensive, changing professions, and utilizing voluntary workers, transmigration or other patterns that can encourage the creation expansion of employment opportunities..

Part Three

Absorption and Placement of Workforce

Article 33

- (1) Employers who will employ workers can recruit themselves or through the Workforce Placement Implementer.
- (2) The worker placement implementer as intended in Section (1), is obliged to provide protection from recruitment to worker placement.
- (3) Employers as referred to in Section (1) in employing workers are obliged to provide protection that includes welfare, safety and occupational health, both mental and physical, of the workers.

- (4) Employers as referred to in Section (1) in accepting/employing workers prioritize regional workers, in accordance with the needs and competencies required by the company.
- (5) Violations of the provisions as intended in Section (2) and Section (3) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (6) Further provisions regarding procedures for implementing administrative sanctions as intended in Section (5) are regulated in the Mayor's Regulation.

CHAPTER VII
WORK AGREEMENT, WAGES, SOCIAL SECURITY, RELIGIOUS HOLIDAY
ALLOWANCES AND WORKER/LABOR WELFARE

Part One
Work Agreement

Article 34

- (1) The employment relationship occurs because of the existence of a work agreement between the entrepreneur and the worker/laborer.
- (2) The work agreement as intended in Section (1), is made in writing and/or orally.
- (3) The work agreement made in writing as intended in Section (2) is implemented in accordance with the provisions of statutory regulations.
- (4) If the work agreement is made verbally, the company is obliged to make a letter of appointment that at least contains:
 - a. identity of entrepreneur and worker/laborer;
 - b. position or type of work;
 - c. the amount of wages and method of payment;
 - d. work start date.
- (5) The work agreement as intended in Section (3) is made on the basis of:
 - a. work agreement between both parties;
 - b. ability or competence to carry out legal actions;
 - c. the existence of the work agreed upon; And
 - d. the work agreed upon does not conflict with the provisions of statutory regulations.
- (6) The letter of appointment as intended in Section (3), at least contains the following information:
 - a. name and address of worker/laborer;
 - b. date started work;
 - c. type of work; And
 - d. the amount of wages.
- (7) A work agreement made without an agreement and the ability to carry out legal actions can be cancelled.
- (8) A work agreement made by a party that is contrary to the provisions as intended in Section (5) letters c and d, is null and void by law.
- (9) Violations of the provisions as intended in Section (4) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;

- e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (10) Further provisions regarding procedures for implementing administrative sanctions as intended in Section (9) are regulated in the Mayor's Regulation..

Article 35

- (1) A work agreement is made for a certain time or for an indefinite time.
- (2) The work agreement for a certain time as intended in Section (1), is based on:
 - a. time period; or
 - b. completion of a particular job.
- (3) A work agreement for a certain time can only be made for certain work which, according to the type and nature or activity of the work, will be completed within a certain time, namely:
 - a. work that is completed once or that is temporary in nature;
 - b. work that is estimated to be completed within a short period of time;
 - c. seasonal work;
 - d. work related to new products, new activities, or additional products that are still under trial or exploration; or
 - e. work whose type and nature or activities are not permanent.
- (4) PKWT based on the completion of certain work as intended in Section (2) letter b is made for certain work, namely:
 - a. once completed work; or
 - b. temporary work.
- (5) Apart from certain jobs as intended in Section (1) and Section (2), PKWT can be implemented for certain other jobs whose type and nature or activities are not permanent.
- (6) In the event that certain work agreed in the PKWT can be completed more quickly than the agreed length of time as referred to in Section (4), then the PKWT is terminated by law upon completion of the work.
- (7) In the event that certain work agreed in the PKWT cannot be completed according to the agreed time period as intended in Section (4), the PKWT period shall be extended until a certain time limit until the work is completed.
- (8) The working period of the Worker/Labourer in the event of an extension of the PKWT period as referred to in Section (7) is still calculated from the time the Employment Relationship based on the PKWT occurs.
- (9) PKWT cannot be held for permanent work.
- (10) PKWT based on a certain period of time can be held for a maximum of 5 (five) years and may only be extended 1 (one) time with an accumulated total of 5 (five) years.
- (11) Entrepreneurs who intend to extend the work agreement for a certain period of time as intended in Section (5), no later than 7 (seven) days before it ends, have notified their intention in writing to the worker/laborer concerned.
- (12) PKWT can be renewed after exceeding the grace period of 30 (thirty) days for the end of the old PKWT.
- (13) PKWT, PKWT extension, and PKWT renewal as intended in Section (5) to Section (7) must be reported to the Regional Apparatus that carries out government affairs in the field of labor.
- (14) Further provisions regarding procedures, procedures for making and registering and implementing PKWT are carried out in accordance with the provisions of statutory regulations.
- (15) Violations of the provisions as intended in Section (13) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;

- e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (16) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (15) are regulated in a Mayor's Regulation..

Article 36

- (1) When making work agreements, company regulations, collective work agreements or recruiting workers, employers are prohibited from requiring a guarantee of a school graduation certificate/Study Completion Certificate (STTB) belonging to prospective workers/laborers as collateral while working at the company.
- (2) The prohibition on diploma guarantee requirements as intended in Section (1) is excluded for prospective workers/laborers who will be employed in certain positions in accordance with the provisions of statutory regulations.
- (3) The guarantee as intended in Section (2) is stated in the work agreement.

Article 37

Work which is estimated to be completed within a short period of time as intended in Article 35 Section (3) letter b shall be carried out within a maximum of 5 (five) years.

Article 38

- (1) Seasonal work as intended in Article 35 Section (3) letter c is work whose implementation depends on:
 - a. season or weather; or
 - b. certain conditions.
- (2) Work whose implementation depends on the season or weather as referred to in Section (1) letter a can only be carried out in certain seasons or certain weather.
- (3) Work whose implementation depends on certain conditions as intended in Section (1) letter b is additional work carried out to fulfill certain orders or targets..

Article 39

- (1) PKWT based on the time period as intended in Article 35 Section (3) can be made for a maximum of 5 (five) years.
- (2) In the event that the PKWT period as intended in Section (1) is about to end and the work carried out has not been completed, an extension of the PKWT can be carried out for a period of time according to the agreement between the Employer and the Worker/Labourer, provided that the total period of the PKWT and its extension is not more than from 5 (five) years.
- (3) The working period of the Worker/Labourer in the event of an extension of the PKWT period as referred to in Section (2) is still calculated from the time the Employment Relationship based on the PKWT occurs.

Article 40

- (1) PKWT based on the completion of certain work as intended in Article 35 Section (3) is based on the agreement of the parties as outlined in the Work Agreement.
- (2) The agreement between the parties as intended in Section (1) contains:
 - a. the scope and limitations of a work declared complete; And
 - b. The length of time for completing work is adjusted to the completion of a job.
- (3) In the event that certain work agreed in the PKWT can be completed more quickly than the agreed length of time as referred to in Section (2) letter b, the PKWT is terminated by law upon completion of the work.

- (4) In the event that certain work agreed in the PKWT cannot be completed according to the agreed length of time as referred to in Section (2) letter b, the PKWT period is extended until a certain time limit until the work is completed.
- (5) The working period of the Worker/Labourer in the event of an extension of the PKWT period as referred to in Section (4) is still calculated from the time the Employment Relationship based on the PKWT occurs..

Article 41

- (1) PKWT which can be implemented for certain other jobs whose type and nature or activities are not permanent as referred to in Article 35 Section (3) letter e in the form of certain jobs which change in terms of time and volume of work as well as payment of Workers/Labourers' wages based on units of time and results.
- (2) PKWT as intended in Section (1) can be carried out with a daily Work Agreement.
- (3) The daily work agreement as intended in Section (2) is carried out with the provisions that the Worker/Labourer works for less than 21 (twenty one) days in 1 (one) month.
- (4) In the event that the Worker/Labourer works 21 (twenty one) days or more for 3 (three) consecutive months or more, the daily Work Agreement as intended in Section (2) becomes invalid and the Employment Relationship between the Employer and the Worker /Labor by law changes based on PKWTT

Article 42

- (1) Entrepreneurs who employ workers/laborers on work as intended in Article 41 Section (1) shall make a written daily work agreement with the workers/laborers.
- (2) The daily work agreement as intended in Section (1) can be made collectively and contains at least:
 - a. name/address of company or employer;
 - b. name/address of worker/laborer;
 - c. type of work performed; And
 - d. the amount of wages.
- (3) Employers as referred to in Section (1) are obliged to fulfill the rights of Workers/Labourers including the right to social security programs.
- (4) Violations of the provisions as intended in Section (3) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (5) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (4) are regulated in a Mayor's Regulation..

Article 43

- (1) PKWT cannot require a work trial period.
- (2) In the event that a work probation period is required, the required work probation period is null and void and the work period continues to be counted.

Article 44

- (1) In the event that one of the parties ends the employment relationship before the end of the period specified in the PKWT, the Employer is obliged to provide compensation money, the amount of which is calculated based on the PKWT period that has been implemented by the Worker/Labourer.

- (2) If one of the parties terminates the employment relationship before the end of the period stipulated in the PKWT, the party terminating the employment relationship is obliged to pay compensation to the other party in the amount of the worker's/labourer's wages until the end of the term of the employment agreement.
- (3) Violations of the provisions as intended in Section (1) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (4) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (3) are regulated in a Mayor's Regulation.

Article 45

- (1) The Work Agreement ends if:
 - a. worker/laborer dies;
 - b. the expiration of the term of the Employment Agreement;
 - c. completion of a particular job;
 - d. the existence of a court decision and/or decision of an Industrial Relations Dispute settlement institution which has permanent legal force;or
 - e. the existence of certain circumstances or events stated in the Employment Agreement, Company Regulations, or Collective Labor Agreement which can cause the employment relationship to end.
- (2) The Employment Agreement does not end due to the death of the Entrepreneur or the transfer of rights to the Company due to sale, inheritance or gift.
- (3) In the event of a transfer of the Company, the rights of the workers/laborers become the responsibility of the new Employer, unless otherwise specified in the transfer agreement which does not reduce the rights of the workers/laborers.
- (4) In the event that an individual entrepreneur dies, the entrepreneur's heirs can terminate the employment agreement after negotiating with the worker/laborer.
- (5) In the event that a worker/laborer dies, the worker/laborer's heirs have the right to obtain their rights in accordance with the provisions of statutory regulations or the rights stipulated in the Employment Agreement, Company Regulations, or Collective Labor Agreement.

Article 46

- (1) In the event that the work agreement for a certain period of time ends as intended in Article 45 Section (1) letters b and c, the Employer is obliged to provide compensation money to the worker/laborer.
- (2) Compensation money as intended in Section (1) is given to workers/laborers in accordance with the length of service of the workers/laborers in the company concerned.
- (3) The provision of compensation money as intended in Section (1) is carried out in accordance with the provisions of statutory regulations..

Part Two
Wages

Article 47

Every worker/laborer has the right to earn an income that fulfills a decent living for humanity in accordance with the provisions of laws and regulations.

Article 48

- (1) To realize a decent income as intended in Article 47, it is carried out by protecting wages.
- (2) Wage protection as intended in Section (1) is implemented through wage policies including:
 - a. Minimum wage;
 - b. Wage structure and scale;
 - c. Overtime pay;
 - d. Wages for not coming to work and/or not doing work for certain reasons;
 - e. form and method of payment of wages;
 - f. things that can be taken into account with wages; And
 - g. Wages as a basis for calculating or paying other rights and obligations.
- (3) The minimum wage as referred to in Section (2) letter a is the city minimum wage.
- (4) The wage policy as intended in Section (2) is implemented in accordance with the provisions of statutory regulations.

Article 49

- (1) Entrepreneurs are prohibited from paying wages lower than the minimum wage set by the Governor of Central Java.
- (2) Excluded from the provisions as intended in Section (1) are workers working in the informal sector and/or Micro Business actors in accordance with the provisions of statutory regulations.

Article 50

- (1) Employers are obliged to prepare the structure and scale of wages in the company by taking into account the company's capabilities and productivity.
- (2) The wage structure and scale are used as guidelines for employers in determining wages
- (3) Employers conduct regular Wage reviews by taking into account the company's capabilities and productivity.
- (4) Wage arrangements stipulated in work agreements, company regulations and collective work agreements must not be lower than the City minimum wage.
- (5) Provisions regarding implementation as intended in Section (1), procedures and procedures for periodic Wage review as intended in Section (2), are guided by the provisions of statutory regulations.
- (6) Violations of the provisions as intended in Section (1) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (7) Further provisions regarding procedures for implementing administrative sanctions as intended in Section (6) are regulated in the Mayor's Regulation.

Article 51

- (1) In the event that a company is declared bankrupt or liquidated based on the provisions of statutory regulations, wages and other rights that have not been received by workers/laborers are debts whose payment takes priority.
- (2) Workers/laborers' wages as intended in Section (1) are paid first before payments to all creditors.
- (3) Other rights of workers/laborers as intended in Section (1) have priority in payment for all creditors except creditors holding material security rights.

Part Three Social Security

Article 52

- (1) Every company is obliged to include its workers/laborers in employment and health social security programs in accordance with the provisions of statutory regulations.
- (2) Social security as intended in Section (1) consists of at least:
 - a. a. accident insurance;
 - b. b. pension plan;
 - c. c. pension guarantee;
 - d. d. life insurance; And
 - e. e. guaranteed job loss.
- (3) Violations of the provisions as intended in Section (1) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (4) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (3) are regulated in a Mayor's Regulation.

Part Four Religious Holiday Allowance

Article 53

- (1) Every entrepreneur is obliged to provide religious holiday allowances no later than 7 (seven) days before the religious holiday.
- (2) The amount of holiday allowance is given with the following requirements:
 - a. for workers/laborers who have worked continuously for 12 (twelve) months, 1 (one) month's wages are given; And
 - b. for workers/laborers who have worked for 1 (one) month or more but less than 12 (twelve) months, it is given on a proportional basis in accordance with the provisions of statutory regulations.
- (3) Workers/laborers who terminate their employment relationship starting 30 (thirty) days before the religious holiday in accordance with the religion they adhere to, are still entitled to receive religious holiday allowances.
- (4) The provisions as referred to in Section (3) do not apply to workers/laborers with a fixed-term employment agreement status whose employment relationship ends before a religious holiday according to the religion they adhere to.
- (5) Violations of the provisions as intended in Section (1) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;

- c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (6) Further provisions regarding procedures for implementing administrative sanctions as intended in Section (5) are regulated in the Mayor's Regulation.

Part Five
Workers' Welfare

Article 54

- (1) Every company is obliged to organize or provide worker/labor welfare facilities.
- (2) To organize or provide workers/labor welfare facilities as intended in Section (1), it is carried out by taking into account the needs of workers/laborers and the company's capabilities in the form of:
 - a. family planning services;
 - b. lactation room;
 - c. daycare;
 - d. housing for workers/laborers;
 - e. transportation facilities;
 - f. worship facilities;
 - g. sports facilities;
 - h. canteen facilities;
 - i. medical facility;
 - j. rest facilities;
 - k. toilet facilities (toilet), hand washing/face washing (sink);
 - l. cooperative; And
 - m. special smoking room facilities.
- (3) The implementation of the obligation to provide welfare facilities as intended in Section (1) and Section (2) is binding after being included in the Company Regulations or Collective Work Agreement.
- (4) The company facilitates programs to provide transportation for workers/laborers, cheap housing for workers/laborers who do not have a place to live and provides cheap basic materials in accordance with the conditions and financial capabilities of the Company.

CHAPTER VIII
OUTSOURCING

Article 55

- (1) The employment relationship between the outsourcing company and the workers/laborers employed is based on PKWT or PKWTT.
- (2) PKWT or PKWTT as intended in Section (1) must be made in writing.
- (3) Worker/Labourer protection, wages, welfare, work conditions and disputes that arise are carried out in accordance with the provisions of laws and regulations and are the responsibility of the Outsourcing Company.
- (4) Protection of Workers/Labourers, Wages, welfare, working conditions, and disputes arising as intended in Section (3) are regulated in the Work Agreement, Company Regulations, or Collective Work Agreement.

Article 56

- (1) In the event that the Outsourcing Company employs Workers/Labourers based on PKWT, the Employment Agreement must require the transfer of rights protection for the Workers/Labourers in the event of a change in the Outsourcing Company and as long as the object of employment remains.

- (2) The requirements for the transfer of rights protection as intended in Section (1) are a guarantee of continuity of work for Workers/Labourers whose employment relationship is based on PKWT in the Outsourcing Company.
- (3) In the event that the Worker/Labourer does not receive guarantee of continuity of work as intended in Section (2), the Outsourcing Company is responsible for fulfilling the Worker/Labourer's rights.

Article 57

- (1) The outsourcing company must be a legal entity and must comply with business permits issued by the Central Government.
- (2) The conditions and procedures for obtaining business permits are carried out in accordance with the provisions of laws and regulations regarding norms, standards, procedures and business licensing criteria stipulated by the Central Government.
- (3) Violations of the provisions as intended in Section (1) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (4) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (3) are regulated in a Mayor's Regulation.

CHAPTER XI INDUSTRIAL RELATIONS

Part One General

Article 58

- (1) The relationship between entrepreneurs, workers/laborers and the Regional Government is based on the values of Pancasila and the 1945 Constitution, aiming to create work peace, business continuity, increase work productivity and improve the welfare of workers/laborers and their families.
- (2) The Regional Government carries out the guidance and development of industrial relations and work conditions, as well as the prevention and resolution of industrial relations disputes.
- (3) Industrial relations are implemented through the following means:
 - a. trade unions/labor unions;
 - b. employers' organizations;
 - c. Bipartite cooperation institutions;
 - d. Tripartite cooperation institutions;
 - e. company regulations;
 - f. collective labor agreement;
 - g. labor laws and regulations; And
 - h. industrial relations dispute resolution institution.

Part Two
Trade Unions/Labor Unions

Article 59

- (1) Every worker/laborer has the right to form a worker/labor union.
- (2) Trade unions/labor unions are tasked with realizing harmonious, dynamic and just industrial relations.
- (3) Further provisions regarding procedures and procedures for the formation and registration of trade/labor unions are guided by the provisions of statutory regulations..

Part Three
Employer Organizations

Article 60

- (1) Every entrepreneur has the right to form and become a member of an entrepreneurs' organization.
- (2) Employers' organizations represent the interests of employers in representation in employment institutions.
- (3) The Regional Government encourages the formation of sectoral employers' associations to be able to represent sectoral employers in negotiating with sectoral workers/labor unions.
- (4) Further provisions regarding the representation of employers' organizations in industrial relations are guided by the provisions of statutory regulations..

Part Four
Bipartite Cooperation Institution

Article 61

- (1) Entrepreneurs who employ 50 (fifty) workers/labourers or more are obliged to form a Bipartite Cooperation Institution and report to the Regional Apparatus that administers government affairs in the field of labor.
- (2) The Bipartite cooperation institution as intended in Section (1), functions as a forum for communication, consultation and deliberation regarding employment matters in the company.
- (3) Membership of Bipartite cooperation institutions consists of elements of employers and elements of trade unions/labor unions and/or elements of workers/laborers who are appointed/elected by workers/laborers democratically.
- (4) Violations of the provisions as intended in Section (1) are subject to administrative sanctions in the form of:
 - a. a. reprimand;
 - b. b. written warning;
 - c. c. restrictions on business activities;
 - d. d. Suspension of business;
 - e. e. withdrawal of consent;
 - f. f. cancellation of registration;
 - g. g. temporary cessation of part or all of production equipment; or
 - h. h. license revocation.
- (5) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (4) are regulated in a Mayor's Regulation.

Part Five
Tripartite Cooperation Institution

Article 62

- (1) Tripartite Cooperation Institutions are established in the Regions.
- (2) The Regional Tripartite Cooperation Institution has the main task of providing considerations, suggestions and opinions to the Regional Government and related parties in formulating policies and solving employment problems.
- (3) Membership of Regional Tripartite cooperation institutions consists of elements of the Regional Government, employers' organizations and workers/labor unions.
- (4) Further provisions regarding the formation, organizational structure, main duties, functions and work procedures of the Tripartite Cooperation Institution as intended in Section (1) to Section (3) are implemented in accordance with the provisions of statutory regulations..

Part Six
Company Regulations

Article 63

- (1) Entrepreneurs who employ at least 10 (ten) workers/laborers are obliged to make company regulations which come into force after being ratified in accordance with the provisions of the laws and regulations.
- (2) Company regulations are prepared taking into account suggestions and considerations from workers/labor unions and/or representatives of workers/laborers in the company concerned.
- (3) Company regulations that have been ratified must be socialized to workers/laborers in the company concerned.
- (4) Violations of the provisions as intended in Section (1), Section (2) and Section (3) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (5) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (4) are regulated in a Mayor's Regulation.

Part Seven
Collective Labor Agreement

Article 64

- (1) A collective work agreement is made by a trade union/labor union or several trade unions/labor unions that have been registered with the agency responsible for the field of employment with the entrepreneur or several employers.
- (2) Employers are required to register the collective work agreement as intended in Section (1) no later than 30 (thirty) working days after the Collective Work Agreement is signed by the entrepreneur and the worker/labor union.
- (3) Registration as intended in Section (2) is carried out in accordance with the provisions of statutory regulations.
- (4) The Collective Labor Agreement is valid for a maximum of 2 (two) years and the validity period can be extended for a maximum of 1 (one) year upon agreement between the employer and the worker/labor union made in writing.

- (5) Notification of the extension of the validity period of the Collective Labor Agreement is submitted no later than 1 (one) month before the end of the Collective Labor Agreement.
- (6) The registered Collective Labor Agreement must be socialized to workers/laborers in the company.
- (7) Further provisions regarding collective work agreements are guided by the provisions of statutory regulations.

CHAPTER X INDUSTRIAL RELATIONS DISPUTE SETTLEMENT

Part One Industrial Relations Disputes

Article 65

- (1) Industrial relations disputes include:
 - a. rights disputes;
 - b. conflict of interest;
 - c. employment termination disputes; And
 - d. disputes between trade unions/labor unions in only one company.
- (2) Settlement of industrial relations disputes must be attempted first by workers/laborers or trade/labor unions with employers/associations of employers through bipartite negotiations by deliberation and consensus.
- (3) In the event that the negotiations as intended in Section (1) do not reach an agreement, one of the parties or both parties will register the dispute with the Regional Apparatus that carries out government affairs in the field of labor by attaching proof that bipartite negotiations have been held.
- (4) After 7 (seven) days the dispute recording files have been entered and completed. Regional apparatus carrying out government affairs in the labor sector are required to carry out a mediation process for 30 (thirty) working days.
- (5) In the event that mediation does not reach an agreement, the industrial relations dispute resolution process can be resolved through the Industrial Relations Court.

Part Two Strike

Article 66

- (1) (A work strike as a basic right of workers/laborers and workers/labor unions is carried out legally, orderly and peacefully as a result of failed negotiations.
- (2) The implementation of a work strike for workers/laborers who work for companies that serve the public interest and/or companies whose types of activities endanger the safety of human life is regulated so as not to disturb the public interest and/or endanger the safety of other people.
- (3) No later than 7 (seven) working days before the strike is implemented, workers/laborers and trade/labor unions are required to notify employers and regional apparatus in charge of employment in writing.
- (4) The notification as intended in Section (3) shall contain at least:
 - a. time, day, date and time the strike begins and ends;
 - b. place of strike;
 - c. the reasons and reasons why you have to go on strike; And
 - d. signatures of the chairman and secretary and/or each chairman and secretary of the trade/labor union as the person responsible for the strike.

- (5) In the event that a work strike is not carried out as intended in Section (3), to save the company's production equipment and assets, the entrepreneur can take temporary action by:
 - a. prohibit striking workers/laborers from being at the location of production process activities; or
 - b. if deemed necessary, prohibit striking workers/laborers from being on company premises.
- (6) The implementation of the right to strike is carried out in accordance with the provisions of statutory regulations.
- (7) A work strike carried out illegally as intended in Section (1) to Section (4), is qualified as absenteeism.
- (8) In the event that a work strike is carried out legally and the demands are normative, the employer is obliged to pay workers/laborers wages during the strike.
- (9) Violations of the provisions as intended in Section (3) are subject to administrative sanctions in accordance with the provisions of statutory regulations.
- (10) Further provisions regarding procedures for implementing administrative sanctions as intended in Section (9) are regulated in the Mayor's Regulation

Part Three Company Closure

Article 67

- (1) Company closure is the basic right of employers to refuse workers/laborers partially or completely to carry out work as a result of failed negotiations.
- (2) Entrepreneurs are prohibited from closing the company as a retaliatory action in connection with normative demands from workers/laborers and/or trade/labor unions.

Article 68

- (1) Employers are obliged to notify in writing to workers/laborers and/or trade/labor unions, as well as Regional Apparatuses that carry out government affairs in the field of labor no later than 7 (seven) working days before the closure of the company is implemented.
- (2) The notification as intended in Section (1) contains at least:
 - a. time (day, date and hour) the company closing begins and ends; And
 - b. reasons and reasons for closing the company.
- (3) The notification as intended in Section (1) is signed by the entrepreneur and/or head of the company concerned.
- (4) Violations of the provisions as intended in Section (1) are subject to administrative sanctions in accordance with the provisions of statutory regulations.
- (5) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (4) are regulated in a Mayor's Regulation.

Article 69

- (1) Workers/labourers or workers/labor unions and Regional Apparatus who carry out government affairs in the field of labor who directly receive a letter of notification of company closure as intended in Article 68 must provide proof of receipt by stating the day, date and time of receipt.
- (2) Before and during the closure of the company, the Regional Apparatus that carries out government affairs in the field of labor has the authority to resolve the problems that caused the closure of the company by bringing together and negotiating the disputing parties.
- (3) In the event that the negotiations as intended in Section (2) result in an agreement, a joint agreement must be made which is signed by the parties

- and an employee from the Regional Apparatus who carries out government affairs in the field of labor as a witness.
- (4) In the event that negotiations do not result in an agreement, the next process is through an industrial relations dispute resolution mechanism.
 - (5) Notification as intended in Article 68 Section (1) and Section (2) is not required if:
 - a. workers/laborers or trade/labor unions violate the work strike procedures as intended in Article 66;
 - b. workers/laborers or trade/labor unions violate normative provisions specified in work agreements, company regulations, collective work agreements, or statutory provisions

CHAPTER XI EMPLOYMENT PROTECTION

Part One Employment Norms

Article 70

- (1) Every worker/laborer has the right to receive protection for work safety, work health, work environment, morality, and treatment in accordance with human dignity and religious morals.
- (2) Every company is obliged to implement employment protection consisting of:
 - a. work norms which include: work relationship norms, work norms for children and women and social security norms;
 - b. work safety norms; And
 - c. occupational health norms.
- (3) The form of protection as intended in Section (1) and Section (2), is implemented in accordance with the provisions of statutory regulations.
- (4) Violations of the provisions as intended in Section (2) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (5) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (4) are regulated in a Mayor's Regulation.

Part Two Mandatory Employment Reporting

Article 71

- (1) Companies are required to report employment matters in writing and periodically every year in accordance with the provisions of statutory regulations no later than 30 (thirty) days after establishing, re-running or moving the company.
- (2) After submitting the report as intended in Section (1), the entrepreneur is obliged to provide a copy of the report in question to the Regional Apparatus that carries out government affairs in the field of labor.
- (3) Violations of the provisions as intended in Section (1) and Section (2) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;

- d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (4) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (3) are regulated in a Mayor's Regulation.

Part Three Working Hours

Article 72

- (1) Every Entrepreneur is obliged to implement working time provisions.
- (2) Working time as intended in Section (1) includes:
 - a. 7 (seven) hours 1 (one) day and 40 (forty) hours 1 (one) week for 6 (six) working days in 1 (one) week; or
 - b. 8 (eight) hours 1 (one) day and 40 (forty) hours 1 (one) week for 5 (five) working days in 1 (one) week.
- (3) The working time provisions as intended in Section (2) do not apply to certain business sectors or jobs.
- (4) The implementation of working hours for Workers/Labourers in the Company is regulated in the Work Agreement, Company Regulations, or Collective Work Agreement.
- (5) Working beyond the working time as intended in Section (1) is counted as overtime work.
- (6) Overtime work as intended in Section (5) must meet the requirements:
 - a. there is the consent of the worker/laborer concerned; and
 - b. Overtime work can only be done for a maximum of 4 (four) hours in 1 (one) day and 18 (eighteen) hours in 1 (one) week.
- (7) Entrepreneurs who employ workers/laborers over the working hours as intended in Section (1) are obliged to pay overtime wages.
- (8) The provisions for overtime working as referred to in Section (1) letter b do not apply to certain business sectors or jobs in accordance with the provisions of statutory regulations.
- (9) Violations of the provisions as intended in Section (1) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (10) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (7) are regulated in a Mayor's Regulation.

Article 73

- (1) Entrepreneurs are obliged to provide:
 - a. time off; And
 - b. paid leave
- (2) The rest time as referred to in Section letter a must be given to Workers/Labourers which includes at least:
 - a. rest between working hours, at least half an hour after working for 4 (four) hours continuously, and the rest time does not include working hours; And
 - b. weekly rest 1 (one) day for 6 (six) working days in I (one) week.

Article 74

- (1) Leave as intended in Article 73 Section (1) letter b must be given to Workers/Labourers, namely annual leave, for at least 12 (twelve) working days after the Worker/Labourer concerned has worked for 12 (twelve) months continuously.
- (2) The implementation of annual leave as referred to in Section (1) is regulated in the Work Agreement, Company Regulations, or Collective Work Agreement.
- (3) Apart from rest periods and leave as referred to in Section (1), Section (2), and Section (3), certain companies can provide long breaks as regulated in the Work Agreement, Company Regulations, or Collective Work Agreement.
- (4) Apart from rest periods and leave as referred to in Section (1), Section (2), and Section (3), certain companies may provide long breaks as regulated in the Work Agreement, Company Regulations, or Collective Work Agreement.

Part Four Child Workers/Laborers

Article 75

- (1) Entrepreneurs are prohibited from employing children.
- (2) The provisions as intended in Section (1) exclude children aged between 13 (thirteen) years and 15 (fifteen) years from carrying out light work as long as it does not interfere with physical, mental and social development and health.
- (3) Entrepreneurs who employ children in light work as intended in Section (2) must fulfill the following requirements:
 - a. there is written permission from the parent/guardian;
 - b. there is a work agreement between the entrepreneur and the parent/guardian;
 - c. maximum working time of 3 (three) hours a day;
 - d. carried out during the day and does not interfere with school time;
 - e. guaranteed occupational safety and health;
 - f. receive wages in accordance with statutory provisions; And
 - g. obtain approval from the Regional Apparatus that carries out government affairs in the field of labor.
- (4) Entrepreneurs who employ children as intended in Section (2) report to the Regional Apparatus that administers government affairs in the field of labor.
- (5) The provisions as intended in Section (3) letters a, b, f, g and h are excluded for children who work in their family business.
- (6) Children can do work to develop their talents and interests.
- (7) Entrepreneurs who employ children as intended in Section (5) are required to fulfill the following requirements:
 - a. under the supervision of a parent or guardian;
 - b. maximum working time of 3 (three) hours a day;
 - c. working conditions and environment do not interfere with physical, mental, social development and school time.
- (8) In the event that children are employed together with adult workers/laborers, the child's workplace must be separated from the adult worker/laborer's workplace.
- (9) Violations of the provisions as intended in Section (7) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.

- (10) Further provisions regarding procedures for implementing administrative sanctions as intended in Section (9) are regulated in the Mayor's Regulation.

Part Five
Female Workers/Laborers

Article 76

- (1) Employers are prohibited from terminating female workers/laborers for reasons of marriage, pregnancy, childbirth, miscarriage or breastfeeding of their CHAPTERies.
- (2) Female workers/laborers who feel sick during their menstrual period and notify the employer are not obliged to work on the first and second day of menstruation.
- (3) Female workers/laborers have the right to rest for 1.5 (one and a half) months before giving birth and 1.5 (one and a half) months after giving birth according to the obstetrician or midwife's calculations.
- (4) Employers are obliged to re-employ female workers/laborers who have completed maternity leave to their original position or equivalent without reducing their rights.
- (5) Every female worker/laborer whose child is still breastfeeding must be given the appropriate opportunity during work time to breastfeed her child.
- (6) Employers are prohibited from employing pregnant women workers/laborers who, according to a doctor's certificate, are dangerous to the health and safety of their womb or themselves if they work between 23.00 and 07.00.
- (7) Entrepreneurs who employ women between 23.00 and 07.00 are obliged to:
 - a. provide nutritious food and drink (at least 1400 calories);
 - b. maintain decency and safety while at work;
 - c. providing pick-up and drop-off for female workers who go to and from work between 23.00 and 05.00.
 - d. report the implementation of work for women who work at night to the Regional Apparatus that handles government affairs in the field of labor by including:
 1. list of female workers consisting of name, address and age;
 2. Company name and address;
 3. type of company activity; And
 4. approval from parents/guardians/husband.
- (8) Violations of the provisions as intended in Section (4) and Section (7) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (9) Further provisions regarding procedures for implementing administrative sanctions as intended in Section (8) are regulated in the Mayor's Regulation.

Part Six
Opportunity to Worship

Article 77

- (1) Employers are obliged to provide workers/laborers with the opportunity to carry out religious worship as required by their religion and provide a suitable place of worship.

- (2) Employers are obliged to provide flexibility to female workers/laborers who wear a headscarf/hijab in order to carry out their religious obligations/beliefs.
- (3) Violations of the provisions as intended in Section (1) and Section (2) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (4) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (3) are regulated in a Mayor's Regulation.

Article 78

Every worker/laborer who uses the right to rest time as intended in Article 73 Section (2), Article 76 Section (3), and Article 77 Section (1) is entitled to receive full wages.

Part Seven Persons with Disabilities

Article 79

- (1) Every worker with a disability has the same opportunity to get a job according to the type and degree of disability.
- (2) The Government, Regional Government, State-Owned Enterprises and Regional-Owned Enterprises are required to employ at least 2% (two percent) of Persons with Disabilities from the total number of employees or workers.
- (3) Private companies are required to employ at least 1% (one percent) of Persons with Disabilities from the total number of employees or workers.
- (4) Employers who employ workers with disabilities are obliged to provide protection in accordance with the type and degree of disability.
- (5) The provisions as intended in Section (2) do not include persons with disabilities due to work accidents.
- (6) Employers as referred to in Section (2), are obliged to carry out and report the placement of workers with disabilities to the Regional Apparatus that carries out government affairs in the field of labor.
- (7) Violations of the provisions as intended in Section (2), Section (3) and Section (5) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (8) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (7) are regulated in the Mayor's Regulation.

CHAPTER XII
TERMINATION OF EMPLOYMENT

Part One
Procedures for Termination of Employment

Article 80

Termination of Employment can occur for reasons:

- a. The Company carries out a merger, consolidation, takeover or separation of the Company and the Worker/Labourer is not willing to continue the Employment Relationship or the Employer is not willing to accept the Worker/Labourer;
- b. The Company carries out efficiency followed by the closure of the Company or not followed by the closure of the Company due to the Company experiencing losses;
- c. The company closed because the company experienced continuous losses for 2 (two) years;
- d. Company closes due to force majeure;
- e. The company is in a state of postponement of debt payment obligations;
- f. Bankrupt company;
- g. There is a request for Termination of Employment Relations submitted by the Worker/Labourer on the grounds that the Employer has committed the following actions:
 1. abuse, rudely insult, or threaten Workers/Labourers;
 2. persuade and/or order workers/laborers to carry out actions that are contrary to statutory regulations;
 3. does not pay wages on time at the specified time for 3 (three) consecutive months or more, even though the Employer pays wages on time after that;
 4. does not carry out obligations that have been promised to Workers/Labourers;
 5. order workers/laborers to carry out work other than what was agreed upon; or
 6. providing work that endangers the life, safety, health and morals of Workers/Labourers while the work is not stated in the Work Agreement.
- h. there is a decision by an industrial relations dispute resolution institution which states that the Employer has not carried out the action as intended in letter g regarding the application submitted by the Worker/Labourer and the Employer decides to terminate the Employment Relations;
- i. Workers/Labourers resign of their own accord and must fulfill the following requirements:
 1. submit a written resignation request no later than 30 (thirty) days before the resignation start date;
 2. not bound by official ties; And
 3. continue to carry out his obligations until the starting date of resignation;
- j. The Worker/Labourer is absent for 5 (five) working days or more in a row without written information which is accompanied by valid evidence and has been summoned by the Employer 2 (two) times properly and in writing;
- k. Workers/Labourers violate the provisions stipulated in the Employment Agreement, Company Regulations, or Collective Labor Agreement and have previously been given a first, second, and third warning letter respectively, each valid for a maximum of 6 (six) months unless otherwise stipulated in the Agreement. Employment, Company Regulations, or Collective Labor Agreements;
- l. 1. Workers/Labourers are unable to carry out work for 6 (six) months due to being detained by the authorities because they are suspected of committing a criminal act;

- m. m. Workers/Labourers experience prolonged illness or disability due to work accidents and are unable to carry out their work after exceeding the limit of 12 (twelve) months;
- n. n. Workers/Labourers are entering retirement age; or
- o. o. Worker/Labourer dies

Article 81

- (1) Employers, workers/laborers, workers/labor unions, and Regional Governments must make efforts to prevent termination of employment relations.
- (2) In the event that termination of employment cannot be avoided, the purpose and reasons for termination of employment are notified by the employer to the worker/laborer and/or the worker/labor union.
- (3) In the event that the worker/laborer has been notified and refuses to terminate their employment relationship, the settlement of the termination of employment relationship must be carried out through bipartite negotiations between the entrepreneur and the worker/laborer and/or the worker/labor union.
- (4) In the event that the bipartite negotiations as intended in Section (3) do not obtain an agreement, the employment relationship will be terminated through the next stage in accordance with the industrial relations dispute resolution mechanism..

Article 82

In the event that the Worker/Labourer has received a notification letter and does not reject the Termination of Employment Relations, the Employer must report the Termination of Employment Relations to the Regional Apparatus that handles government affairs in the field of labor.

Article 83

- (1) Workers/Labourers who have received a notification letter for Termination of Employment Relations and declare that they refuse, must write a rejection letter including reasons no later than 7 (seven) working days after receiving the notification letter.
- (2) In the event of a difference of opinion regarding the Termination of Employment Relations, the settlement of the Termination of Employment Relations must be carried out through bipartite negotiations between the Employer and the Worker/Labourer and/or the Worker/Labour Union.
- (3) In the event that the bipartite negotiations as intended in Section (2) do not reach an agreement, the next stage of Termination of Employment Relations shall be resolved through an industrial relations dispute resolution mechanism in accordance with the provisions of statutory regulations.

Article 84

Notification as intended in Article 83 Section (1) does not need to be made by entrepreneurs in the event that:

- a. workers/laborers resign of their own accord;
- b. the worker/laborer and entrepreneur end their employment relationship in accordance with a certain term employment agreement;
- c. worker/laborer reaches retirement age in accordance with the work agreement, company regulations, or collective work agreement; or
- d. worker/laborer dies..

Article 85

- (1) Employers are prohibited from terminating workers/laborers for the following reasons:
 - a. unable to go to work due to illness according to a doctor's statement for a period not exceeding 12 (twelve) months continuously;

- b. is prevented from carrying out his work because he fulfills his obligations to the state in accordance with the provisions of laws and regulations;
 - c. carry out the worship commanded by his religion;
 - d. Marry;
 - e. pregnant, giving birth, miscarrying, or breastfeeding her CHAPTERy;
 - f. have blood ties and/or marriage ties with other workers/laborers in the same company;
 - g. establish, become members and/or organizers of trade unions, workers/laborers carry out trade/labor union activities outside working hours, or during working hours with the agreement of the employer, or based on the provisions stipulated in the work agreement, company regulations, or agreement work together;
 - h. complain about entrepreneurs to the authorities regarding the actions of entrepreneurs who commit criminal acts;
 - i. different beliefs, religion, political sect, ethnicity, skin color, class, gender, physical condition or marital status; And
 - j. in a state of permanent disability, illness as a result of a work accident, or illness due to an employment relationship which, according to a doctor's certificate, the period of recovery cannot be ascertained.
- (2) Termination of employment carried out for the reasons referred to in Section (1) is null and void and the entrepreneur is obliged to re-employ the worker/laborer concerned.

Part Two

Rights resulting from termination of employment

Article 86

- (1) In the event of Termination of Employment, the Employer is obliged to pay severance pay and/or service gratuity, and compensation for rights that should be received based on the provisions of the laws and regulations.
- (2) Violations of the provisions as intended in Section (1) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (3) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (2) are regulated in a Mayor's Regulation..

CHAPTER XIII

USE OF FOREIGN WORKFORCE

Part One

General

Article 87

- (1) Every TKA Employer is obliged to prioritize the use of Indonesian workers in all types of available positions.
- (2) In the event that the position as intended in Section (1) cannot yet be occupied by Indonesian workers, the position can be occupied by TKA.
- (3) The use of TKA as intended in Section (2) is carried out by taking into account domestic labor market conditions.

- (4) Violations of the provisions as intended in Section (1) are subject to administrative sanctions in accordance with the provisions of statutory regulations.

Article 88

- (1) TKA Employers include:
 - a. Government agencies, foreign country representatives, and international bodies;
 - b. foreign trade representative offices, foreign company representative offices, and foreign news agencies carrying out activities in Indonesia;
 - c. foreign private companies doing business in Indonesia;
 - d. legal entity in the form of a limited liability company or foundation established under Indonesian law or a foreign business entity registered with the authorized agency;
 - e. social, religious, educational and cultural institutions;
 - f. impresario service business; And
 - g. business entities as long as permitted by law to use TKA.
- (2) Limited liability companies as intended in Section (1) letter d are excluded for limited liability companies in the form of individual legal entities.

Article 89

- (1) TKA can only be employed by TKA Employers in an employment relationship for a certain position and for a certain time, and have competence in accordance with the position to be occupied.
- (2) Certain positions that can be occupied by TKA as intended in Section (1) are determined by authorized officials in accordance with the provisions of statutory regulations.

Article 90

- (1) TKA Employers may employ TKA who are currently employed by other TKA Employers for the same position as:
 - a. directors or commissioners; or
 - b. TKA in the vocational education and vocational training sector, the digital economy sector, and the oil and gas sector for cooperation contract contractors.
- (2) In the event that the TKA Employer intends to employ TKA as intended in Section (1), the TKA must obtain approval from the first TKA Employer.
- (3) TKA as intended in Section (1) are employed no later than the end of the period as stated in the RPTKA Ratification of the first TKA Employer..
- (4) Certain positions in the vocational education and vocational training sector, the digital economy sector, and the oil and gas sector for cooperation contract contractors which can be held concurrently as intended in Section (1) letter b are determined by the authorized official in accordance with the provisions of statutory regulations..

Part Two

Obligations of Foreign Worker Employers

Article 91

- (1) Every TKA Employer who employs TKA is required to have an RPTKA that is approved by an authorized official in accordance with the provisions of statutory regulations.
- (2) In the event that a TKA Employer will employ a TKA who is currently employed by another TKA Employer, each TKA Employer is required to have an RPTKA Approval.
- (3) Employers of TKA as intended in Section (1) and Section (2) are required to employ TKA in accordance with the RPTKA Ratification.

- (4) Violations of the provisions as intended in Section (1), Section (2) and Section (3) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (5) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (4) are regulated in a Mayor's Regulation.

Article 92

- (1) TKA Employers are required to:
 - a. appoint Indonesian citizen workers as TKA Companion Workers who are employed to transfer technology and transfer skills from TKA;
 - b. carry out education and job training for TKA Companion Workers as referred to in letter a in accordance with the qualifications of the position occupied by the TKA; And
 - c. returning foreign workers to their country of origin after their work agreement ends.
- (2) In addition to the obligations of TKA Employers as referred to in Section (1), TKA Employers are obliged to facilitate Indonesian language education and training for TKA.
- (3) The provisions as intended in Section (1) letter a, letter b, and Section (2) do not apply to:
 - a. directors and commissioners;
 - b. head of representative office;
 - c. foundation builders, administrators and supervisors; And
 - d. Foreign workers are hired for temporary work.
- (4) Violations of the provisions as intended in Section (1) and Section (2) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (5) Further provisions regarding procedures for implementing administrative sanctions as referred to in Section (4) are regulated in a Mayor's Regulation..

Part Three
Prohibition

Article 93

Individual employers are prohibited from employing foreign workers..

Article 94

Employers of TKA are prohibited from employing TKA in multiple positions in the same company.

Article 95

- (1) (Employers of TKA are prohibited from employing TKA in positions dealing with personnel.

- (2) The position in charge of personnel as referred to in Section (1) is determined by the authorized official in accordance with the provisions of statutory regulations

Article 96

- (1) TKA employers who violate the provisions of Article 90 and Article 91 Section (1) are subject to administrative sanctions in the form of:
 - a. fine;
 - b. temporary suspension of the RPTKA Approval application process; and/or
 - c. revocation of RPTKA Ratification.
- (2) The imposition of administrative sanctions as intended in Section (1) is carried out in accordance with the provisions of statutory regulations..

Part Four

Foreign Worker Compensation Fund

Article 97

- (1) TKA Employers are obliged to pay DKPTKA.
- (2) DKPTKA payments as intended in Section (1) are carried out in accordance with the provisions of statutory regulations.
- (3) To ratify the RPTKA extension for TKA whose work location is in the Region, the TKA employer is obliged to pay a levy for the use of TKA.
- (4) The obligation to pay DKPTKA does not apply to:
 - a. government agencies;
 - b. representatives of foreign countries;
 - c. international bodies;
 - d. social institutions;
 - e. religion institution; And
 - f. certain positions in educational institutions.
- (5) Certain positions in educational institutions that are exempt from paying DKPTKA as intended in Section (4) letter f are determined by authorized officials in accordance with the provisions of statutory regulations.
- (6) Further provisions regarding RPTKA as intended in Section (1) are regulated in a separate Regional Regulation.
- (7) Violations of the provisions as intended in Section (1) are subject to administrative sanctions in the form of:
 - a. reprimand;
 - b. written warning;
 - c. restrictions on business activities;
 - d. Suspension of business;
 - e. withdrawal of consent;
 - f. cancellation of registration;
 - g. temporary cessation of part or all of production equipment; or
 - h. license revocation.
- (8) Further provisions regarding procedures for implementing administrative sanctions as intended in Section (7) are regulated in the Mayor's Regulation.

CHAPTER XIV

EMPLOYMENT FIELD DISABILITY SERVICES UNIT

Part One

General

Article 98

- (1) In respecting, protecting and fulfilling the rights to employment of Persons with Disabilities, Regional Governments are required to have an Employment ULD.

- (2) Employment ULD as intended in Section (1) is implemented by the Regional Apparatus which carries out government affairs in the field of employment by strengthening its duties and functions..

Part Two
Membership

Article 99

- (1) Employment ULD membership as intended in Article 98 Section (1), consists of:
 - a. coordinator;
 - b. secretary; And
 - c. member.
- (2) Employment ULD membership as referred to in Section (3) is ex-officio.
- (3) Employment ULD as intended in Section (1) can involve the community as accompanying staff obtained through a transparent and accountable recruitment and selection process.
- (4) Employment ULD membership as intended in Section (1) and Section (2) is determined by the Mayor in accordance with his authority..

Part Three
Resources and Infrastructure

Paragraph 1
Resource

Article 100

- (1) (The Regional Government provides human resources at the Employment ULD who have knowledge, skills, ethics and sensitivity in serving Persons with Disabilities.
- (2) Human resources in the Employment ULD as intended in Section (1), include:
 - a. ASN employees who are in Regional Apparatus who carry out government affairs in the field of labor; And
 - b. assistants for Persons with Disabilities.
- (3) Human resources as intended in Section (2) must receive training on Employment ULD.
- (4) (Training as referred to in Section (3), including the ability to communicate and interact with Persons with Disabilities.
- (5) The training as intended in Section (1) is carried out by the Regional Government involving elements of the community..

Paragraph 2
Facilities and infrastructure

Article 101

- (1) Employment ULD facilities and infrastructure are provided in order to provide easy services and access for Persons with Disabilities.
- (2) Employment ULD facilities and infrastructure as intended in Section (1) at least include:
 - a. service space that meets standards and is easily accessible to carry out Employment ULD services;
 - b. easily accessible facilities in the employment service room for Persons with Disabilities; And
 - c. other supporting facilities.

Article 102

Further provisions regarding the implementation of Employment ULD as intended in Article 98 to Article 101 are implemented based on the provisions of statutory regulations..

CHAPTER XV EMPLOYMENT DEVELOPMENT

Article 103

- (1) The Regional Government carries out guidance on elements and activities related to employment.
- (2) Guidance as intended in Section (1) is carried out on:
 - a. Labor;
 - b. Workers/laborers and/or workers/labor unions;
 - c. Entrepreneurs and/or employers' organizations;
 - d. Relevant institutions/institutions; And
 - e. Related professional organizations.
- (3) The guidance as intended in Section (1) is carried out by the Regional Apparatus which carries out government affairs in the field of labor in the form of:
 - a. counseling;
 - b. education and training;
 - c. technical guidance;
 - d. dissemination or socialization;
 - e. seminar;
 - f. field trip; And
 - g. other forms according to needs.
- (4) The development as intended in Section (1) may involve employers' organizations, trade unions and related professional organizations.
- (5) The development as intended in Section (1), Section (2) and Section (3) is carried out in an integrated and coordinated manner.

CHAPTER XVI EMPLOYMENT AWARDS

Article 104

- (1) Regional Governments can give awards to companies, entrepreneurs, workers/laborers, trade unions/labor unions and institutions/individuals who have achievements and/or contributions in the field of employment.
- (2) Awards as intended in Section (1) can be given in the form of:
 - a. Certificate of Merit;
 - b. award money;
 - c. goods; and/or
 - d. another form.
- (3) Further provisions regarding the awarding of awards as intended in Section (1) are regulated in the Mayor's Regulation.

CHAPTER XVII FINANCING

Article 105

- (1) Financing of programs and activities carried out in the context of providing employment services in accordance with Regional authority is the responsibility of the Regional Government.
- (2) Financing as intended in Section (1) comes from:
 - a. APBD; and/or
 - b. other legitimate and non-binding sources.

CHAPTER XVIII
CRIMINAL PROVISIONS

Article 106

All permits, approvals and recommendations that have been issued before the enactment of this Regional Regulation are declared to remain valid as long as they do not conflict with the provisions of this Regional Regulation.

CHAPTER XIX
TRANSITIONAL PROVISIONS

Article 107

Segala perizinan, pengesahan dan rekomendasi yang telah diterbitkan sebelum berlakunya Peraturan Daerah ini, dinyatakan masih tetap berlaku sepanjang tidak bertentangan dengan ketentuan dalam Peraturan Daerah ini.

CHAPTER XX
CLOSING PROVISIONS

Article 108

Mayor's Regulations as implementation of this Regional Regulation must be stipulated no later than 1 (one) year after this Regional Regulation is promulgated.

Article 109

This local regulation are applied at the date stated.

So that everyone is aware, this Regional Regulation is ordered to be promulgated by placing it in the Salatiga Regional Gazette..

Issued in Salatiga
on 7 November 2023

MAYOR OF SALATIGA,

signed

SINOENG N. RACHMADI

Promulgated in Salatiga
on 23 November 2023

REGIONAL SECRETARY
OF THE CITY OF SALATIGA

signed

WURI PUJIASTUTI

REGENCY GAZETTE OF SALATIGA OF 2023 NUMBER 9

REGISTRATION NUMBER OF REGULATION OF THE CITY OF SALATIGA
NUMBER (10-214/2023)

Copies match the originals
Head of Legal
Regional Secretariat of Salatiga City

signed

ANDRIANI,S.H
Pembina Tingkat I
NIP. 19700430 199703 2 003

ELUCIDATION
OF
REGIONAL REGULATIONS OF THE CITY OF SALATIGA
NUMBER 9 OF 2023

ON
IMPLEMENTATION OF EMPLOYMENT

I. GENERAL

The implementation of the state concerning the rights of citizens is to strive for every citizen to obtain employment and a decent living for humanity as mandated in Article 27 Section (2) of the 1945 Constitution. In order to carry out this mandate, good governance is required.

Employment matters have been regulated in Law Number 13 of 2003 concerning Manpower as amended by Law Number 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into Law and other laws and regulations, both Government Regulations and Regulations of the Minister of Manpower.

Furthermore, with the enactment of Law Number 23 of 2014 concerning Regional Government as amended several times, most recently by Law Number 6 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into a Law with new laws and regulations and current employment developments. Therefore, new regulations are needed regarding comprehensive and comprehensive employment, including human resource development, increasing training, competence and productivity of the workforce, employment placement services, fostering harmonious and dynamic industrial relations and protection of the workforce.

For this reason, the Regional Government considers it necessary to improve the implementation of employment in a comprehensive and planned manner by compiling improvements to the following policy instruments:

1. equal opportunities and treatment;
2. employment planning and information;
3. responsibilities and duties;
4. job training, apprenticeships, work competence and work productivity;
5. workforce placement and expansion of employment opportunities;
6. foreign workers;
7. employment relations, employment agreements, wages, social security, religious holiday allowances and worker/laborer welfare;
8. transfer of part of the work implementation to another company;
9. industrial relations;
10. settlement of industrial relations disputes;
11. employment protection;
12. employment awards;
13. employment development; and
14. sanctions.

I. ARTICLE BY ARTICLE

- Article 1
Sufficiently Clear..
- Article 2
Sufficiently Clear.
- Article 3
Sufficiently Clear.
- Article 4
Sufficiently Clear.

- Article 5
Sufficiently Clear.
- Article 6
Section (1)
Every worker has the same rights and opportunities to obtain decent work and a decent living without distinction of gender, ethnicity, race, religion and political affiliation in accordance with the interests and abilities of the worker concerned, including equal treatment for people with disabilities.
- Section (2)
Employers must provide workers/laborers with rights and obligations without distinguishing between gender, ethnicity, race, religion, skin color and political affiliation..
- Article 7
Sufficiently Clear.
- Article 8
Sufficiently Clear.
- Article 9
Sufficiently Clear.
- Article 10
Sufficiently Clear.
- Article 11
Sufficiently Clear.
- Article 12
Sufficiently Clear.
- Article 13
Sufficiently Clear.
- Article 14
Sufficiently Clear.
- Article 15
Sufficiently Clear.
- Article 16
Sufficiently Clear.
- Article 17
Sufficiently Clear.
- Article 18
Sufficiently Clear.
- Article 19
Sufficiently Clear.
- Article 20
Sufficiently Clear.
- Article 21
Sufficiently Clear.
- Article 22
Sufficiently Clear.
- Article 23
Section (1)
What is meant by open is providing clear information to job seekers, including the type of work, the amount of wages, and working hours. This is necessary to protect workers/laborers and to avoid disputes after workers are placed.
What is meant by free is that job seekers are free to choose the type of work and employers are free to choose workers, so that job seekers are not allowed to be forced to accept a

job and employers are not allowed to be forced to accept the workers offered.

What is meant by objective is that employers must offer suitable jobs to job seekers according to their abilities and the job requirements needed, and must pay attention to the public interest without siding with the interests of certain parties.

What is meant by fair and equal is that the placement of workers is based on the abilities of the workers and not based on race, gender, skin color, religion and political affiliation

Section (2)
Sufficiently Clear.

Section (3)
Sufficiently Clear.

Section (4)
Sufficiently Clear.

Article 24
Sufficiently Clear.

Article 25
Sufficiently Clear.

Article 26
What is meant by job seekers is the workforce who are unemployed and looking for work or who are already working but want to move or change jobs either within or outside the country by registering with the Manpower Placement Agency or directly applying for work with the employer.

Article 27
Sufficiently Clear.

Article 28
Sufficiently Clear.

Article 29
Sufficiently Clear.

Article 30
Sufficiently Clear.

Article 31
Sufficiently Clear.

Article 32
Sufficiently Clear.

Article 33
Sufficiently Clear.

Article 34
Section (1)
Sufficiently Clear.

Section (2)
In principle, employment agreements are made in writing, but considering the diverse conditions of society, it is possible to make verbal employment agreements..

Section (3)
Sufficiently Clear.

Section (4)
Huruf a
Sufficiently Clear.

Huruf b

What is meant by ability and competence are parties who are able or competent according to law to make an agreement. For child workers, the signatory is their parent or guardian.

Huruf c

Sufficiently Clear.

Huruf d

Sufficiently Clear.

Section (5)

Sufficiently Clear.

Section (6)

Sufficiently Clear.

Section (7)

Sufficiently Clear.

Section (8)

Sufficiently Clear.

Section (9)

Sufficiently Clear.

Article 35

Section (1)

Sufficiently Clear.

Section (2)

Sufficiently Clear.

Section (3)

Sufficiently Clear.

Section (4)

Sufficiently Clear.

Section (5)

Sufficiently Clear.

Section (6)

Sufficiently Clear.

Section (7)

Sufficiently Clear.

Section (8)

Sufficiently Clear.

Section (9)

What is meant by permanent work is work that is continuous, uninterrupted, not limited by time and is part of a production process in a company or work that is not seasonal..

Section (10)

Sufficiently Clear.

Section (11)

Sufficiently Clear.

Section (12)

Sufficiently Clear.

Section (13)

Sufficiently Clear.

Section (14)

Sufficiently Clear.

Section (15)

Sufficiently Clear.

Section (16)

Sufficiently Clear.

- Article 36
Section (1)
Sufficiently Clear.
Section (2)
What is meant by risk is work that is directly related to finance.
Section (3)
Sufficiently Clear.
- Article 37
Sufficiently Clear.
- Article 38
Sufficiently Clear.
- Article 39
Sufficiently Clear.
- Article 40
Sufficiently Clear.
- Article 41
Section (1)
What is meant by time units is calculated per hour, per day and per month.
What is meant by results units is determined according to the agreed work results.
Section (2)
Sufficiently Clear.
Section (3)
Sufficiently Clear.
Section (4)
Sufficiently Clear.
- Article 42
Sufficiently Clear.
- Article 43
Sufficiently Clear.
- Article 44
Sufficiently Clear.
- Article 45
Sufficiently Clear..
- Article 46
Sufficiently Clear..
- Article 47
What is meant by income that meets a decent standard of living is the amount of income or revenue received by workers/laborers from their work so that they are able to meet the living needs of workers/laborers and their families in a reasonable manner, including food and drink, clothing, housing, education, health, recreation and old age security..
- Article 48
Section (1)
Sufficiently Clear.
Section (2)
Sufficiently Clear.
Section (3)
Sufficiently Clear.
Section (4)
Wage protection also includes Wages during sickness, Wages for severance payment compensation, and Wages for tax calculation..

Article 49

Section (1)
Sufficiently Clear..

Section (2)
The informal sector is an economic sector consisting of small-scale business units, which produce and distribute goods and services, with the main objective of creating employment opportunities and income opportunities for its actors. Micro Business is a productive business owned by individuals and/or individual business entities that meet the criteria for Micro Businesses as stipulated in Government Regulation Number 7 of 2021 concerning Facilitation, Protection, and Empowerment of Cooperatives, Micro, Small and Medium Enterprises.

Article 50

Section (1)
The preparation of the wage structure and scale is intended as a guideline for determining wages so that there is certainty about the wages of each worker/laborer and to reduce the gap between the lowest and highest wages in the company concerned.

Section (2)
Sufficiently Clear.

Section (3)
Wage reviews are conducted to adjust the cost of living, work performance, development and company capabilities..

Section (4)
Sufficiently Clear.

Section (5)
Sufficiently Clear.

Section (6)
Sufficiently Clear.

Section (7)
Sufficiently Clear.

Article 51

Sufficiently Clear.

Article 52

Sufficiently Clear.

Article 53

Sufficiently Clear.

Article 54

Sufficiently Clear.

Article 55

Sufficiently Clear.

Article 56

Sufficiently Clear.

Article 57

Sufficiently Clear.

Article 58

Sufficiently Clear.

Article 59

Sufficiently Clear.

Article 60

Sufficiently Clear.

Article 61

Section (1)

In companies with less than 50 (fifty) workers/laborers, communication and consultation can still be done individually well and effectively. In companies with 50 (fifty) or more people, communication and consultation need to be done through a representative system. Section (2)

Sufficiently Clear.

Section (3)

Sufficiently Clear.

Section (4)

Sufficiently Clear.

Section (5)

Sufficiently Clear.

Article 62

Sufficiently Clear.

Article 63

Section (1)

Sufficiently Clear.

Section (2)

Sufficiently Clear.

Section (3)

Socialization is carried out by distributing copies of company regulations to each worker/laborer, posting them in a place that is easy for workers/laborers to read, or providing direct explanations to workers/laborers..

Section (4)

Sufficiently Clear.

Section (5)

Sufficiently Clear.

Article 64

Sufficiently Clear.

Article 65

Sufficiently Clear.

Article 66

Sufficiently Clear.

Article 67

Section (1)

What is meant by failed negotiations is the failure to reach an agreement to resolve industrial relations disputes that can be negotiated because the employer does not want to negotiate or the negotiations have reached a dead end.

What is meant by orderly and peaceful is not disturbing public security and order, and/or threatening the safety of lives and property belonging to the company or employer or other people or the community.

Section (2)

What is meant by companies that serve the public interest and/or companies whose types of activities endanger human safety are hospitals, fire brigades, railway crossing guards, water gate controllers and air traffic controllers. Section (3)

Sufficiently Clear.

Section (4)

Sufficiently Clear..

Section (5)

Sufficiently Clear..

- Section (6)
Sufficiently Clear.
- Section (7)
Sufficiently Clear.
- Section (8)
Sufficiently Clear.
- Section (9)
Sufficiently Clear.
- Section (10)
Sufficiently Clear.
- Article 68
Sufficiently Clear.
- Article 69
Sufficiently Clear.
- Article 70
 - Section (1)
Sufficiently Clear.
 - Section (2)
Sufficiently Clear.
 - Section (3)
Forms of protection include providing accessibility, providing work tools and personal protective equipment that is adapted to the type and degree of disability..
 - Section (4)
Sufficiently Clear.
 - Section (5)
Sufficiently Clear.
- Article 71
Sufficiently Clear.
- Article 72
Sufficiently Clear.
- Article 73
Sufficiently Clear.
- Article 74
Sufficiently Clear.
- Article 75
Sufficiently Clear.
- Article 76
 - Section (1)
Sufficiently Clear.
 - Section (2)
Sufficiently Clear.
 - Section (3)
Sufficiently Clear.
 - Section (4)
Sufficiently Clear.
 - Section (5)
What is meant by appropriate opportunity is the length of time given to female workers/laborers to breastfeed their babies, taking into account the availability of a place that is appropriate to the company's conditions and capabilities, which is regulated in company regulations or collective work agreements.

- Section (6)
Sufficiently Clear.
- Section (7)
Sufficiently Clear.
- Section (8)
Sufficiently Clear.
- Section (9)
Sufficiently Clear.
- Article 77
Sufficiently Clear.
- Article 78
Sufficiently Clear.
- Article 79
Sufficiently Clear.
- Article 80
Sufficiently Clear.
- Article 81
Sufficiently Clear.
- Article 82
Sufficiently Clear.
- Article 83
Sufficiently Clear.
- Article 84
Sufficiently Clear.
- Article 85
Sufficiently Clear.
- Article 86
Sufficiently Clear.
- Article 87
 - Section (1)
Sufficiently Clear.
 - Section (2)
Sufficiently Clear.
 - Section (3)
Employers (businessmen) must consider the conditions/needs for absorbing local labor, with the aim of reducing the impact of jealousy and social problems in the company's environment, especially in the surrounding community where there are still many unemployed people, so that they receive more attention so that they can be accepted according to the skills/competencies needed.
 - Section (4)
Sufficiently Clear.
 - Section (5)
Sufficiently Clear.
- Article 88
Sufficiently Clear.
- Article 89
Sufficiently Clear.
- Article 90
Sufficiently Clear.
- Article 91
Sufficiently Clear.
- Article 92
Sufficiently Clear.

Article 93
Sufficiently Clear.
Article 94
Sufficiently Clear.
Article 95
Sufficiently Clear.
Article 96
Sufficiently Clear.
Article 97
Sufficiently Clear.
Article 98
Sufficiently Clear.
Article 99
Sufficiently Clear.
Article 100
Sufficiently Clear.
Article 101
Sufficiently Clear.
Article 102
Sufficiently Clear.
Article 103
Sufficiently Clear.
Article 104
Sufficiently Clear.
Article 105
Sufficiently Clear.
Article 106
Sufficiently Clear.
Article 107
Sufficiently Clear.
Article 108
Sufficiently Clear.
Article 109
Sufficiently Clear.

SUPPLEMENT TO THE REGIONAL GAZETTE OF CITY OF SALATIGA
NUMBER 9