

**MINISTER OF MANPOWER  
OF THE REPUBLIC OF INDONESIA**

**DECREE OF THE MINISTER OF MANPOWER  
OF THE REPUBLIC OF INDONESIA  
NUMBER 228 YEAR 2019  
CONCERNING  
CERTAIN POSITIONS OPEN  
FOR EXPATRIATES**

**BY THE GRACE OF GOD ALMIGHTY**

**THE MINISTER OF MANPOWER OF THE REPUBLIC OF INDONESIA,**

Considering:

- a. Whereas after issuance of Presidential Regulation Number 20 Year 2018 concerning the Use of Expatriates,, the Decree of the Minister of Manpower which regulates the positions open for Expatriates is no longer suitable for purposes of the development of employment, hence requires refinement;
- b. Whereas in order to implement provisions Article 42 paragraph (5) of Law No. 13 Year 2003 concerning Manpower and Article 6 paragraph (2) of Minister of Manpower Regulation Number 10 Year 2018 concerning the Procedures for the Utilization of Expatriates, it is necessary to regulate certain positions open for Expatriates;
- c. Whereas based on the considerations referred to in letter a and letter b, it is necessary to stipulate the Decree of the Minister of Manpower concerning Certain Positions Open for Expatriates;

Observing:

1. Law No. 13 Year 2003 concerning Manpower (State Gazette Year 2003 Number 39, Supplement to the State Gazette of the Republic of Indonesia Number 4279);
2. Presidential Regulation Number 18 Year 2015 concerning the Ministry of Manpower (State Gazette of the Republic of Indonesia Year 2015 Number 19);
3. Presidential Regulation Number 20 Year 2018 concerning the Use of Expatriates (State Gazette of the Republic of Indonesia Year 2018 Number 39);
4. Minister of Manpower Regulation Number 10 Year 2018 concerning the Procedures for the Utilization of Expatriates (Official Gazette of the Republic of Indonesia Year 2018 Number 882);

5. Chairman of the Central Statistics Agency Regulation Number 95 Year 2015 concerning the Indonesian Standard Industrial Classification (Official Gazette Year 2015 Number 1635) as amended by Chairman of the Central Statistics Agency Regulation Number 19 Year 2017 concerning the Amendment of Chairman of Central Statistics Agency Regulation Number 95 Year 2015 concerning the Indonesian Standard Industrial Classification (Official Gazette of the Republic of Indonesia Year 2017 Number 388);

HAS DECIDED:

To Stipulate:

FIRST:

Certain positions open for Expatriates as listed in the Appendix, which is an inseparable part of this Ministerial Decree.

SECOND:

The positions of Commissioners or Directors who are not managing personnel are open for Expatriates, so long as it does not contradict with any laws or regulations.

THIRD:

The Minister or an appointed official may give approval for the employment of Expatriates in the event that the positions required by the employers are not listed in the Appendix as an inseparable part of this Ministerial Decree.

FOURTH:

The positions open for Expatriates and the requirements of the positions shall be evaluated at a minimum of every 2 (two) years or whenever considered necessary.

FIFTH:

When this Ministerial Decree comes into force, work permits for Expatriates that have already been obtained by employers will remain valid until their expiration.

SIXTH:

When this Ministerial Decree comes to force:

- a. Minister of Manpower and Transmigration Decree Number KEP.247/MEN/X/2011 concerning Positions that Can Be Held by Expatriates in the Category of Construction;
- b. Minister of Manpower and Transmigration Decree Number 462 of 2012 concerning Positions that Can Be Held by Expatriates in the Category of Education Services;
- c. Minister of Manpower and Transmigration Decree Number 463 of 2012 concerning Positions that Can Be Held by Expatriates in the Category of the Processing Industry for the Principal Group of Chemical Materials and Products from Chemical Materials;
- d. Minister of Manpower and Transmigration Decree Number 464 of 2012 concerning Positions that Can Be Held by Expatriates in the Categories of Wholesale and Retail as well as the Repair and Maintenance of Cars and Motorbikes;
- e. Minister of Manpower and Transmigration Decree Number 707 of 2012 concerning Positions that Can Be Held by Expatriates in the Category of Transportation and Warehousing for Basic Air Transportation Classes;
- f. Minister of Manpower and Transmigration Decree Number 708 of 2012 concerning Positions that Can Be Held by Expatriates in the Category of Art, Entertainment, and Recreational Activity in the Principal Groups, of Entertainment, Art, Creativity, and Recreation Principal Groups;
- g. Minister of Manpower and Transmigration Decree Number 354 of 2013 concerning Positions that Can Be Held by Expatriates in the Processing Industry, with Principal Group of the Beverage Industry;
- h. Minister of Manpower and Transmigration Decree Number 355 of 2013 concerning Positions that Can Be Held by Expatriates in the Category of Water Procurement, Processing of Waste and Recycling, Disposal and Sanitation of waste and dump with the Principal Group of Waste Management;
- i. Minister of Manpower and Transmigration Decree Number 356 of 2013 concerning Positions that Can Be Held by Expatriates in the Manufacturing Industry Category, with Principal Group of the Textile Industry;
- j. Minister of Manpower and Transmigration Decree Number 357 of 2013 concerning Positions that Can Be Held by Expatriates in the Processing Industry Category, with Principal Group of the Garment Industry;
- k. Minister of Manpower and Transmigration Decree Number 358 of 2013 concerning Positions that Can Be Held by Expatriates in the Processing Industry Category with Principal Group of the Food Industry;
- l. Minister of Manpower and Transmigration Decree Number 359 of 2013 concerning Positions that Can Be Held by Expatriates in the Processing Industry

- Category, with Principal Group of Non-Machinery Metal Products and their Equipment;
- m. Minister of Manpower and Transmigration Decree Number 12 of 2015 concerning Positions that Can Be Held by Expatriates in the Categories of Farming, Forestry, Fisheries, and Livestock;
  - n. Minister of Manpower and Transmigration Decree Number 13 of 2015 concerning Positions that Can Be Held by Expatriates in the Categories of Rental Services, Employment, Travel Agency and other Supporting Services, Classification of Recruitment and Placement of Domestic Manpower;
  - o. Minister of Manpower and Transmigration Decree Number 14 of 2015 concerning Positions that Can Be Held by Expatriates in the Processing Industry Category, Subgroup of Furniture Industry;
  - p. Minister of Manpower and Transmigration Decree Number 15 of 2015 concerning Positions that Can Be Held by Expatriates in the Processing Industry Category, Subgroup of Footwear Industry;
  - q. Minister of Manpower and Transmigration Decree Number 16 of 2015 concerning Positions that Can Be Held by Expatriates in the Accommodation, Food and Beverage Procurement Category with Principal Group of Accommodation, Food and Beverage Procurement;
  - r. Minister of Manpower and Transmigration Decree Number 17 of 2015 concerning Positions that Can Be Held by Expatriates in the Processing Industry Category, Subgroup of Tobacco and Cigars Industry;
  - s. Minister of Manpower and Transmigration Decree Number 26 2015 concerning Positions that Can Be Held by Expatriates in the Processing Industry Category, Subgroup of Sugar Industry; and
  - t. all Minister of Manpower Decrees concerning positions that can be held by Expatriates.

are revoked and declared to be no longer applicable.

SEVENTH:

This Minister of Manpower Decree is effective as of the date of its promulgation.

ATTACHMENT

MINISTRY OF MANPOWER DECREE  
REPUBLIC OF INDONESIA  
NUMBER 228 OF 2019  
CONCERNING  
CERTAIN POSITIONS OPEN  
FOR EXPATRIATES

LIST OF CATEGORIES OF CERTAIN POSITIONS  
OPEN FOR EXPATRIATES

NO.	CATEGORY
1.	Construction
2.	Real Estate
3.	Education
4.	Processing Industry
5.	Water Management, Waste Water Management, Management and Recycling of Waste, and Remediation Activities
6.	Transporting and Warehousing
7.	Art, Entertainment, and Recreation
8.	Procurement of Accommodation and Procurement of Food and Beverages
9.	Agriculture, Forestry and Fisheries
10.	Rental and Operational Lease without Option Right, Employment, Travel Agent, and Other Supporting Businesses
11.	Financial and Insurance Activity
12.	Human Health Activities and Social Activities
13.	Information and Telecommunication
14.	Mining and Excavation
15.	Procurement of Electricity, Gas, Steam/Hot Water, and Cold Air
16.	Wholesale and Retail Trade, Reparation and Maintenance of Cars and Motorbikes
17.	Other Service Activities
18.	Professional, Scientific, and Technical Activities

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