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**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**

**REGULATION OF THE PRESIDENT OF THE  
REPUBLIC OF INDONESIA NUMBER 60 OF 2023  
ON**

**NATIONAL STRATEGY ON BUSINESS AND HUMAN RIGHTS**

**BY THE GRACE OF THE ALMIGHTY GOD  
PRESIDENT OF THE REPUBLIC OF INDONESIA,**

Considering :      a. that national development as mandated by the 1945 Constitution of the Republic of Indonesia is implemented based on the principle of sustainable development by upholding the value of human rights;

                          b. that the state as the main stakeholder of national development has the obligations and responsibilities for protecting and remedying human rights in order to realize welfare, peace, tranquility, and justice for the community;

                          c. that every person including business actors also has a responsibility for respecting and remedying human rights in accordance with the provisions of laws and regulations in order to realize welfare, peace, tranquility, and justice for the community;

                          d. that to ensure legal certainty and a sense of justice for the community in obtaining respect, protection, fulfillment, enforcement, and promotion of human rights in business activities, a National Strategy on Business and Human Rights is needed;

                          e. that based on the considerations as referred to in point a, point b, point c, and point d, it is necessary to issue a Presidential Regulation on National Strategy on Business and Human Rights;

Observing: . . .



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**

**- 2 -**

**Observing :**

1. Article 4 section (1) and Article 281 section (5) of the 1945 Constitution of the Republic of Indonesia;
2. Law Number 39 of 1999 on Human Rights (State Gazette of the Republic of Indonesia of 1999 Number 165, Supplement to the State Gazette of the Republic of Indonesia Number 3886);

**To issue :**

**HAS DECIDED:**  
**PRESIDENTIAL REGULATION ON NATIONAL STRATEGY  
ON BUSINESS AND HUMAN RIGHTS.**

**CHAPTER I  
GENERAL PROVISIONS**

**Article 1**

**Referred to herein as:**

1. Human Rights hereinafter abbreviated to HR shall be a set of rights inherent in the nature and existence of humans as a creature of the Almighty God and constituting His gift that must be respected, upheld, and protected by the state, law, government, and every person for the honor as well as protection of human dignity and standards.
2. National Strategy on Business and Human Rights, hereinafter referred to as Stranas BHAM (*Strategi Nasional Bisnis dan HAM*), shall be a national policy direction containing the strategies and steps to be used as a reference for ministries, institutions, Regional Governments, Business Actors, and Other Stakeholders for the advancement of the business community by taking the protection, respect, and remedy of HR into account.
3. National Task Force for Business and Human Rights, hereinafter abbreviated to GTN BHAM (*Gugus Tugas Nasional Bisnis dan HAM*), shall be a task force that coordinates the implementation of Stranas BHAM at the national level.
4. Regional Task Force for Business and Human Rights, hereinafter abbreviated to GTD BHAM (*Gugus Tugas Daerah Bisnis dan HAM*), shall be a task force that coordinates the implementation of Stranas BHAM at the regional level.

**5. BHAM ...**



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**

- 3 -

5. BHAM Action shall be a further elaboration of Stranas BHAM to be implemented by ministries, institutions, Regional Governments, Business Actors, and Other Stakeholders.
6. Regional Government shall be the head of a region as the administering element of regional government leading the implementation of government affairs that become the authority in an autonomous region.
7. Business Actor shall be every individual person or business entity, whether incorporated or unincorporated established, and carrying out activities in the jurisdiction of the Republic of Indonesia.
8. Other Stakeholders shall be individual persons, community groups, community organizations, practitioners, academicians, associations, development partners, and mass media related to the implementation of Stranas BHAM.
9. The minister shall be the minister who organizes government affairs in the field of law and human rights.

## **CHAPTER II**

### **IMPLEMENTATION OF THE NATIONAL STRATEGY ON BUSINESS AND HUMAN RIGHTS**

#### **Article 2**

- (1) Stranas BHAM shall be issued by this Presidential Regulation.
- (2) The regulation of Stranas BHAM as referred to in section (1) shall include:
  - a. obligations of ministries/institutions and Regional Governments to protect HR in business activities;
  - b. responsibilities of Business Actor for respecting HR; and
  - c. access to remedies for victims of alleged HR violations in business activities.

(3) Stranas ...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**

**- 5 -**

- (3) Stranas BHAM as referred to in section (1) shall serve as:
- a. a guideline for ministries/institutions and Regional Governments to carry out planning, implementation, and monitoring of business and HR; and
  - b. a guideline for Business Actors and Other Stakeholders to participate in respecting HR in the business sector.

**Article 3**

- (1) Stranas BHAM shall be implemented through BHAM Actions.
- (2) BHAM Actions as referred to in section (1), for the first time shall be issued for a period of 3 (three) years with a period of 2023-2025.
- (3) BHAM Actions for the next period shall be issued by a Presidential Regulation.
- (4) BHAM Actions as referred to in section (2), shall be set out in the Attachment constituting an inseparable part of this Presidential Regulation.

**Article 4**

- (1) To organize the implementation of Stranas BHAM, GTN BHAM shall be formed.
- (2) The formation of GTN BHAM as referred to in section (1) shall be stipulated by a Ministerial Decision.
- (3) GTN BHAM as referred to in section (2) shall be chaired by the Minister.
- (4) Membership of GTN BHAM as referred to in section (2) shall consist of the elements of:
  - a. ministries/institutions; and
  - b. non-government partners.
- (5) The membership period of GTN BHAM as referred to in section (4) shall follow the period of BHAM Actions.

**Article 5**

GTN BHAM as referred to in Article 4 section (1) shall have the following duties:

- a. proposing draft BHAM Actions;
- b. Coordinating...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**

**- 5 -**

- b. coordinating and harmonizing the implementation of Stranas BHAM at the national and regional levels;
- c. coordinating monitoring and evaluation of the implementation of Stranas BHAM at the national and regional levels; and
- d. reporting results of the implementation of BHAM Actions to the Minister.

**Article 6**

- (1) To support the seamless performance of GTN BHAM's duties as referred to in Article 4, a secretariat of GTN BHAM shall be formed.
- (2) The secretariat of GTN BHAM as referred to in section (1) shall be implemented by one of the work units within the ministry that organizes government affairs in the field of law and human rights.

**Article 7**

- (1) To organize the implementation of Stranas BHAM in provincial areas, GTD BHAM shall be formed.
- (2) The formation of GTD BHAM as referred to in paragraph (1) shall be stipulated by a Governor's Decision.
- (3) GTD BHAM as referred to in section (2) shall be chaired by a governor.
- (4) Membership of GTD BHAM shall consist of:
  - a. provincial apparatus organizations;
  - b. vertical agencies of the ministry that organize government affairs in the field of law and human rights; and
  - c. non-government partners.
- (5) GTD BHAM as referred to in section (1) shall have the following duties:
  - a. coordinating and harmonizing the implementation of Stranas BHAM at the regional level;
  - b. carrying out monitoring and evaluation of the implementation of Stranas BHAM at the regional level; and
  - c. reporting ...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**

**- 6 -**

- c. reporting results of the implementation of BHAM Actions to GTN BHAM.
- (6) The membership period of GTD BHAM as referred to in section (4) shall follow the period of BHAM Actions.

**Article 8**

- (1) To support the seamless implementation of GTD BHAM's duties as referred to in Article 7, a secretariat of GTD BHAM shall be formed.
- (2) The secretariat of GTD BHAM as referred to in section (1) shall be domiciled at the vertical agency of the ministry that organizes government affairs in the field of law and human rights.

**Article 9**

Further provisions on the work procedures of GTN BHAM and GTD BHAM shall be regulated by a Ministerial Regulation.

**Article 10**

- (1) BHAM Actions shall be implemented by involving the community.
- (2) Ministers, heads of institutions, and Governors shall be responsible for the implementation of BHAM Actions in accordance with their respective authority based on the provisions of laws and regulations.

**Article 11**

- (1) Monitoring and evaluation of BHAM Actions shall be coordinated by GTN BHAM
- (2) Results of the monitoring and evaluation of BHAM Actions shall be used as materials for the evaluation of Stranas BHAM.

**Article 12**

- (1) The Minister shall coordinate reporting of the implementation of BHAM Actions by GTN BHAM and GTD BHAM every September of the current year.
- (2) The ...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**

**- 7 -**

- (2) The Minister shall submit a report on the implementation of BHAM Actions as referred to in section (1) to the President every December of the current year and/or at any time if necessary.
- (3) The report on the implementation of BHAM Actions as referred to in section (2) shall be published and accessible to the public.

**CHAPTER III  
FUNDING**

**Article 13**

Funding for the implementation of Stranas BHAM shall originate from:

- a. state revenue and expenditure budget;
- b. regional revenue and expenditure budget; and/or
- c. other lawful and non-binding sources in accordance with the provisions of laws and regulations.

**CHAPTER IV  
TRANSITIONAL PROVISIONS**

**Article 14**

GTN BHAM and GTD BHAM, that have been formed before the coming into effect of this Presidential Regulation, shall continue to perform their duties until the formation of GTN BHAM and GTD BHAM based on this Presidential Regulation.

**CHAPTER V  
CLOSING PROVISIONS**

**Article 15**

GTN BHAM and GTD BHAM must be formed based on this Presidential Regulation by no later than 1 (one) year from the coming into force of this Presidential Regulation.

**Article 16**

This Presidential Regulation shall come into force on the date of its promulgation.

For ...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**  
- 8 -

In order that every person may know hereof, it is ordered to promulgate this Presidential Regulation by its placement in the State Gazette of the Republic of Indonesia

Issued in Jakarta  
on 26 September 2023

PRESIDENT OF THE REPUBLIC OF  
INDONESIA,

signed

JOKO WIDODO

Promulgated in Jakarta  
on 26 September 2023

MINISTER OF STATE SECRETARIAT  
OF THE REPUBLIC OF INDONESIA,

signed

PRATIKNO

STATE GAZETTE OF THE REPUBLIC OF INDONESIA OF 2023 NUMBER 123

Issued as a true copy  
MINISTRY OF STATE SECRETARIAT  
OF THE REPUBLIC OF INDONESIA  
Deputy for Legislation and Legal Administration,

signed

Lydia Silvanna Djaman



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**

ATTACHMENT TO  
REGULATION OF THE PRESIDENT OF THE REPUBLIC OF  
INDONESIA NUMBER 60 OF 2023  
ON  
NATIONAL STRATEGY ON BUSINESS AND HUMAN RIGHTS

**BUSINESS AND HUMAN RIGHTS ACTIONS**

**A. Background**

The existence of Business Actors in development has very significant impacts on the wheels of a country's economy especially in the era of globalization, privatization, and information technology. Business Actors create new employment, improve working conditions, improve people's lives, and reduce poverty. Furthermore, in order to create economic efficiency, Business Actors also expedite industry, make technological innovations, and create cross-border markets. Those changes certainly lead to a better human life.

However, on the other hand, Business Actors' business activities can also have impacts on the community and pose risks of HR violations. Labor wages are below the specified wages, working hours and overtime exceeding the specified time, leave entitlement not properly given, prohibition of worship, discrimination in the workplace, and child labor are examples in which Business Actors play a major role in violating HR in their scope of work. In addition, the negative impacts of business activities are not limited to their scope of work but also affect the surrounding community. The examples of these impacts are land issues that are not in accordance with procedures and environmental pollution. It is thereby evident that Business Actors also have a responsibility to respect HR in their scope of work and surrounding area.

To deal with various challenges in Business and HR issues, the Secretary General of the United Nations (UN) in 2005 appointed a Special Representative of the Secretary-General on the issue of human rights and transnational corporations and other business enterprises (SRSG) to develop a global guide to Business and HR.

In ...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**  
- 2 -

In 2011, SRSG presented the Guiding Principles on Business and Human Rights: Implementing the UN Protect, Respect and Remedy Framework (UN Guiding Principles on Business and HR), which subsequently received endorsement from the UN Human Rights Council through Resolution A/HRC/RES/17/4. This instrument adopts the concept of three pillars of Business and HR, namely states' obligation to protect HR, Business Actors' responsibility to respect HR, and access to remedies.

The first pillar of the UN Guiding Principles on Business and HR underlines states' obligation to protect HR which can be described as follows:

1. States must protect HR against violations committed by third parties, including Business Actors, in their territory and/or jurisdiction. Therefore, states must take appropriate measures to prevent, investigate, punish, and remedy such HR violations through policies, legislation, regulations, and guarantees of an effective system for access to judicial and non-judicial justice;
2. States clearly convey their expectation that all Business Actors domiciled in their territory/jurisdiction respect HR at every stage of their business activities.

The second pillar of the UN Guiding Principles on Business and HR focuses on Business Actors responsibility for respecting HR, which can be further elaborated into:

1. Business actors must respect HR, prevent, contribute to as well as minimize, and overcome the occurrence of HR violations from business activities by Business Actors and their work partners;  
Business actors must have sufficient policies and processes related to HR, including:
  - a) having a policy to respect HR.
  - b) implementing the HR due diligence process to identify, prevent, mitigate, and account for the risk of HR violations from business activities by Business Actors and/or their partners.
  - c) endeavoring the remedy process for any alleged HR violations caused by the business activities of Business Actors and/or their partners.

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- 3 -

The third pillar of the UN Guiding Principles on Business and HR focuses on the right of HR violation victims to have access to effective, legal, accessible, certain, fair, transparent, and accountable remedies, both through judicial and non-judicial mechanisms. The third pillar constitutes an inseparable part of states' obligation to protect HR and Business Actors' responsibility to respect HR.

In order to realize the endeavors above, the Government of Indonesia is committed to mainstreaming the principles of Business and HR in those three pillars into its national policy. To support the commitment, the Government of Indonesia started to make various research, dissemination, and/or capacity-building efforts for cross-ministry state apparatuses and various stakeholders regarding Business and HR.

At the same time, the community has also carried out information dissemination, research, and education regarding HR in business to various groups including Business Actors and grassroots communities. From the business aspect, various efforts have been made by Business Actors to integrate HR into their business policies. Business Actors have conducted a lot of training, voluntary assessment of the risk of HR violations, and preparation of companies' internal guides (code of conduct) as well as participated in regional or international networks in the field of Business and HR.

## B. Indonesia's Commitment to Business and HR

Indonesia as one of the UN member states has the obligation to implement various international treaties in the field of HR that have been ratified by Indonesia. In addition to international treaties that are legally binding, Indonesia also supports international guides that are non-binding. Indonesia also supported the UN HR Council's endorsement of the UN Guiding Principles on Business and Human Rights in 2011. The UN Guiding Principles on Business and Human Rights have now become the main guide at the global level related to HR protection efforts in the business sector.

To further coordinate Business and HR mainstreaming efforts at the national level, the Government of Indonesia in 2021 formed a National Task Force for Business and HR. This is in accordance with the vision and mission of the President of the Republic of Indonesia which were later translated into 5 (five) Presidential directives and elaborated in 7 (seven) development agendas in order to realize Indonesia which is sovereign, independent, and has personality. The vision and mission also include the President's policy in overcoming problems in the field of HR.

Furthermore, ...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**

- 4 -

Furthermore, in order to realize Indonesia's vision and mission as well as commitment in implementing the achievement of the Sustainable Development Goals and the National Long-Term Development Plan and the National Medium-Term Development Plan (RPJMN), as well as to support the implementation of the 2021-2025 RANHAM, Indonesia considers it necessary to initiate the preparation and implementation of the National Strategy on Business and Human Rights (*Strategi Nasional Bisnis dan HAM/Stranas BHAM*).

Stranas BHAM constitutes a national policy direction that contains strategies and steps to be used as a reference for ministries, institutions, Regional Governments, Business Actors, and Other Stakeholders for the advancement of the business community by taking the protection, respect, and remedy of HR into account. It is expected that Stranas BHAM can create more integrated, focused, impactful, and measurable policies on Business and HR, supported by continuous and transparent evaluation and supervision, as well as more intensive coordination between ministries and government institutions as well as with Business Actors and communities. In the end, Stranas BHAM can contribute to preventing and overcoming the potential impacts of business activities on HR and providing effective remedies for affected victims.

### C. Stranas BHAM Preparation Process

The UN Working Group on Business and HR suggested the preparation of a National Action Plan policy on Business and HR by states. In the Indonesian context, the preparation of Stranas BHAM has been initiated to mainstream the UN Guiding Principles on Business and HR into national policies. The Stranas BHAM preparation process has commenced since 2016 through several steps:

1. discourse on the preparation of an Action Plan for Business and HR was initiated by the Ministry of Law and HR and the Ministry of Foreign Affairs.
2. the development process of the National Action Plan for Business and HR was then followed up by the National Commission on Human Rights supported by one of the non-government organizations, namely ELSAM (the Institute for Policy Research and Advocacy) through a study, the results of which are in the form of policy paper titled: *Urgensitas Penyusunan dan Pengembangan Rencana Aksi Nasional Bisnis dan HR di Indonesia* (Urgency in the Preparation and Development of a National Action Plan for Business and HR in Indonesia). This policy paper became the background for preparing this Stranas BHAM.
3. as one of the follow-ups to the mainstreaming of the UN Guiding Principles on Business and HR in Indonesia in 2018, the Ministry of Foreign Affairs issued a General Guideline on Business and HR in Indonesia that subsequently became the basis for the development of this Stranas BHAM.

4. based ...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**  
- 5 -

4. based on discussions between ministries/institutions, it was decided to make the Coordinating Ministry for Economic Affairs as a focal point for the formulation of Stranas BHAM in Indonesia. In 2019, the Ministry of Law and Human Rights was mandated as a focal point to continue the formulation of Stranas BHAM.
5. in the context of the preparation of Stranas BHAM, the Ministry of Law and Human Rights formed a National Task Force for Business and Human Rights (*Gugus Tugas Nasional Bisnis dan HAM/GTN BHAM*) in 2021 by Decision of the Minister of Law and Human Rights Number M.HH-01.HA.01.07 of 2021 consisting of 20 (twenty) ministries/institutions, representatives of community institutions, Business Actor associations, and academicians. With a continuous series of coordination, it was considered necessary to strengthen GTN BHAM by improving its structure, duties, and functions, as well as adding some ministries/institutions that are closely related to Stranas BHAM.
6. to improve the role of Regional Governments in the implementation of Human Rights Respect, Protection, Fulfillment, Enforcement, and Advancement (P5HAM), Regional Task Forces for Business and Human Rights (*Gugus Tugas Daerah Bisnis dan HAM/GTD BHAM*) consisting of provincial-level regional apparatus organizations, vertical agencies of the ministry that organizes government affairs in the field of law and human rights, and non-government partners were formed.
7. preparation of Stranas BHAM was also carried out through public consultations by involving various stakeholders including ministries/institutions, international organizations, communities including vulnerable groups, Business Actors, and business associations.

**D. Purposes and Objectives**

The purpose of preparation of this Stranas BHAM is to encourage efforts to respect, protect, fulfill, enforce, and advance HR in more effective and integrated business practices. The grand objective contains some elements to be achieved by this Stranas BHAM:

1. providing a direction on strategic efforts and priorities that need to be carried out by the government, Business Actors, and associations, for HR respect, protection, fulfillment, enforcement, and advancement;
2. enhancing the understanding of ministries/institutions and communities including Business Actors, and associations in relation to Business and HR issues;
3. encouraging the prevention, mitigation, and remedy of negative impacts of business activities on the respect for HR with measurable achievements;
4. increasing synergy and coherence between programs, regulations, and/or policies both at the central (including between ministries/institutions) and regional levels related to Business and HR;

5. improving ...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**  
- 6 -

5. improving better coordination between the Central Government and Regional Governments in the implementation of policies related to Business and HR;
6. building a sustainable and competitive business; and
7. improving an active role in the achievement of sustainable development goals related to Business and HR.

**E. Methodology**

The preparation of Stranas BHAM used the following methodologies:

a. Evidence-based assessment

Stranas BHAM was prepared based on various evidence-based studies, both general and sectoral that have been carried out by the government and community representatives. One of the studies used as the basis for the preparation of Stranas BHAM is a baseline study in three sectors, namely plantation, mining, and tourism. Comprehensive mapping of challenges, strategies, outputs, and priority sectors can thereby be obtained.

b. Synergy with other strategic policies

Stranas BHAM was prepared by considering state documents such as Presidential Regulation Number 59 of 2017 on Implementation of the Achievement of Sustainable Development Goals, Presidential Regulation Number 111 of 2022 on Implementation of the Achievement of Sustainable Development Goals, Presidential Regulation Number 54 of 2018 on National Strategy on Corruption Prevention, Presidential Regulation Number 53 of 2021 on the 2021 - 2025 National Action Plan for Human Rights (RANHAM), and other actions that have been adopted and become a reference for the development of ministerial/institutional work plans.

c. Stakeholder Participation

To ensure transparency and accountability, as well as the involvement of all parties including vulnerable groups, Stranas BHAM has consulted with ministries/institutions, Business Actors, and Other Stakeholders on various occasions. GTN BHAM gave opportunities to all stakeholders to provide input for the improvement of this National Strategy on BHAM.

d. UN Guiding Principles on Business and HR

Stranas BHAM was prepared based on 3 (three) pillars of the UN Guiding Principles on Business and HR, namely:

1. states' obligation to protect;

2. Business ...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**  
- 7 -

2. Business Actors' responsibility to respect; and
3. effective remedies for victims of HR violations caused both directly and indirectly by the business activities of Business Actors and their business partners.

**F. Challenges and Needs for Policy Strengthening**

To support a business culture that respects HR, a comprehensive strategy is needed to strengthen mechanisms for respecting, protecting, enforcing, and advancing HR in the business sector. The aspects that need to be strengthened in national policies related to Business and HR are among others:

1. enhancement of the understanding of Business and HR issues and norms among the government, Business Actors, and communities;
2. evaluation, harmonization, and refining of regulations related to Business and HR;
3. availability of guides for Business Actors to respect HR in their business activities;
4. expansion of access to information related to the available Business and HR case complaint mechanism;
5. evaluation and improvement of the effectiveness of access to remedies through judicial and non-judicial channels for Business and HR cases/disputes; and
6. increase in synergy and coordination between various relevant agencies in handling Business and HR issues.

**G. Strategies**

To face the challenges and constraints in Business and HR issues, the following strategies are prepared:

1. enhancement of the understanding, capacity, and promotion of Business and HR for all stakeholders;
2. development of regulations, policies, and guides that support the protection and respect for HR; and
3. strengthening of effective remedy mechanisms for victims of alleged HR violations in business activity practices.

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**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**  
- 8 -

The 3 (three) strategies of Stranas BHAM can be described as follows:

**Strategy 1: Enhancement of the Understanding, Capacity, and Promotion of Business and HR for All Stakeholders**

Enhancement of understanding is a first step for the fulfillment of HR. Providing education means empowering every stakeholder to participate in respecting, protecting, fulfilling, enforcing, and advancing HR. Efforts to enhance the understanding, capacity, and promotion of Business and HR for all stakeholders include:

1. preparing dissemination/training materials on Business and HR to increase the capacity of the government, Business Actors, associations, and communities;
2. increasing the capacity of ministries/institutions and Regional Governments regarding Business and HR;
3. increasing the capacity of private Business Players, SOE, ROE, and MSME as well as their supply chains on Business and HR;
4. increasing public capacity on Business and HR;
5. improving the role of mass media and social media, as well as ministries/institutions in growing, informing, disseminating, and promoting Business and HR; and
6. Strengthening the state-based non-judicial mechanism in order to provide access to remedies for victims of alleged HR violations in business practices.

**Strategy 2: Development of Regulations, Policies, and Guides that support the protection and respect of HR**

Given the current condition of the provisions of laws and regulations that regulate the business community, mapping, evaluation, and harmonization of laws and regulations and/or policies that have relevance to Business and HR and can encourage the fulfillment of HR in the business community are needed. It is expected that the development of regulations, policies, and practical guides can contribute to preventing, reducing, or overcoming negative implications on HR in business activities. The efforts made in Strategy 2 are, namely:

1. carrying out the mapping of laws and regulations along with their subsidiary regulations that have relevance to Business and HR;
2. preparing practical/technical guidelines or policies to implement respect for HR in business practices; and

3. encouraging ...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**  
- 9 -

3. encouraging Business Actors to prepare policies on the Protection and Respect of HR.

**Strategy 3: Strengthening of Effective Remedy Mechanisms for Victims of Alleged HR Violations in Business Activity Practices**

The fact that business activities have positive impacts and also pose the risk of HR violations is irrefutable. If there are allegations of HR violations, the rights of the victims need to be guaranteed by effective, legal, accessible, certain, fair, transparent, and accountable remedy mechanisms, both through judicial and non-judicial mechanisms at the central, regional, and/or internal company levels. Efforts that can be made in relation to Strategy 3 are, namely:

1. encouraging Business Actors to include a complaint mechanism in companies' internal regulations including its supply chain; and
2. strengthening access to justice for victims of HR violations caused directly or indirectly by the business activities of Business Actors and their work partners.

The obligations of ministries/institutions or Regional Governments in implementing BHAM Actions are described in the matrix of BHAM Actions.

**H. Reporting, Monitoring, and Evaluation**

Stranas BHAM is an effort to establish Business and HR mechanisms and policies at the national level. As mentioned in the beginning, all HR issues in business practices ideally should be set out in this Stranas BHAM. However, reality and urgency play a role in the selection of priorities for the current year. Thereby, it should be noted that Stranas BHAM is a strategic and dynamic document.

Based on the aforementioned matters, reporting, supervision, and evaluation are critical to ensure that all actions have been taken and the objectives of Stranas BHAM are achieved. To ensure the achievement of the objectives of Stranas BHAM, it is necessary to carry out effective, simple, and continuous reporting, supervision, and evaluation.

**1. Reporting**

- a. the system and format of a report on the implementation of this National Strategy on BHAM will be further determined by GTN BHAM.

- b. GTD ...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**  
- 10 -

- b. GTD BHAM and GTN BHAM submit a report on the implementation of BHAM Actions to the Minister every September of the current year.
  - c. the Minister submits a report on the implementation of BHAM Actions to the President every December of the current year and/or at any time if necessary.
2. Monitoring and Evaluation
- a. monitoring and evaluation are carried out to ensure that the objectives of Stranas BHAM are achieved and used as materials for formulating further policies;
  - b. results of reporting of the implementation of Stranas BHAM are used to measure target achievement; and
  - c. results of reporting of the implementation of Stranas BHAM are reported to the President.

MATRIX ...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**

- 11 -

**MATRIX OF BUSINESS AND HUMAN RIGHTS ACTIONS**

Strategy 1: Enhancement of the Understanding, Capacity, and Promotion of Business and HR for All Stakeholders

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
1. Preparing dissemination/training materials on Business and HR to increase the capacity of the government, Business Actors, associations, and communities	1.1 Preparing Business and HR material modules	Availability of Business and HR material modules		V		Ministry of Law and Human Rights	Ministries / Institutions

1.2. Preparing ...



PRESIDENT OF THE  
REPUBLIC OF INDONESIA

- 12 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	1.2 Preparing the Business and Human Rights Risk Assessment Application (PRISMA) material modules	Availability of Business and Human Rights Risk Assessment Application (PRISMA) material modules for Business Actors		V		Ministry of Law and Human Rights	<ul style="list-style-type: none"><li>1. Coordinating Ministry for Maritime Affairs and Investment</li><li>2. Ministry of State-Owned Enterprises</li><li>3. Ministry of Marine Affairs and Fisheries</li><li>4. Ministry of Investment/Investment Coordinating Board</li></ul>
	1.3 Preparing thematic and Thematic Socializing Guidelines	Availability of material modules: a. Gender Responsive Business Guidelines b. Guidelines on the Prevention and Handling of Violence in the workplace	V	V	V	Ministry of Women's Empowerment and Child Protection	<ul style="list-style-type: none"><li>1. Ministries / Institutions</li><li>2. UN Women</li><li>3. International Labour Organization (ILO)</li></ul>

1.4. Preparing ...



**PRESIDENT OF THE  
REPUBLIC OF INDONESIA**

- 13 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	1.4 Preparing guidelines for child labor monitoring and remediation systems at the village level	Availability of National Guidelines on Community-Based Child Labor Handling in Villages and Sub-districts for the government, Business Actors, and communities (adjusted to the title of the prepared guide)	V			Ministry of Women's Empowerment and Child Protection	<ul style="list-style-type: none"><li>1. Ministry of Manpower</li><li>2. Ministry of Villages, Development of Disadvantaged Regions and Transmigration</li><li>3. Ministry of Social Affairs</li><li>4. GTN BHAM</li></ul>
	1.5 Community training in the implementation of child labor monitoring and remediation system based on the business sector	Increase in the number of communities implementing child labor monitoring and remediation systems based on the business sector	V	V		Ministry of Women's Empowerment and Child Protection	Regional Governments

2. Increasing ...



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REPUBLIC OF INDONESIA

- 14 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
2. Increasing the capacity of ministries/institutions and Regional Governments regarding Business and HR	2.1 Entrepreneurship Training with a gender perspective	Increase in the number of ministries/institutions and Regional Governments that have received Entrepreneurship Training with a gender perspective		V	V	Ministry of Women's Empowerment and Child Protection	1. Ministry of Law and Human Rights 2. Ministries/Institutions 3. Regional Governments
	2.2 Carrying out the dissemination of PRISMA to ministries/institutions, Business Actors, and Regional Governments	Increase in the dissemination of PRISMA by ministries/institutions and Regional Governments to Business Actors		V		Ministry of Law and Human Rights	Ministries/Institutions and Regional Governments
3. Increasing the capacity of private Business Players, SOE, ROE, and MSME as well as their supply chains	3.1 Carrying out dissemination and training in Business and HR for Business Actors	Increase in the number of Business Actors, SOE, ROE, Private Sector, and/or MSME and their supply chains who		V	V	4. Ministry of State-Owned Enterprises 5. Ministry of Cooperatives and	6. Financial Services Authority 7. Ministries/Institutions 8. Regional Governments

on ...



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REPUBLIC OF INDONESIA

- 15 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
on Business and HR		have received dissemination and training in Business and Human Rights				Small and Medium Enterprises 3. Ministry of Law and Human Rights	
	3.2 Carrying out technical guidance on PRISMA for SOE, ROE, Private Sector, and MSME and their supply chains.	Increase in: 1. Number of Business Actors who receive Technical Guidance on PRISMA 2. Number of Business Actors using PRISMA	V V	V V	V V	Ministry of Law and Human Rights	1. Financial Services Authority 2. Ministries / Institutions 3. Regional Governments

3.3. Organization ...



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REPUBLIC OF INDONESIA

- 16 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	3.3 Organization of training for MSME actors with disabilities	Implementation of training for MSME actors with disabilities		V	V	Ministry of Trade	<ul style="list-style-type: none"><li>1. Ministry of Law and Human Rights</li><li>2. Ministry of Cooperatives and Small and Medium Enterprises</li></ul>
	3.4 Carrying out dissemination and training in Business and HR for village-owned enterprise (VOE)	Increase in the number of VOE that have received dissemination and training in Business and HR	V	V	V	Ministry of Villages, Development of Disadvantaged Regions, and Transmigration	<ul style="list-style-type: none"><li>3. Ministry of Finance</li><li>4. Ministry of Social Affairs</li><li>5. Ministry of Home Affairs</li><li>6. Regional Governments</li><li>7. GTN BHAM</li></ul>

4. Increasing ...



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REPUBLIC OF INDONESIA**

**- 17 -**

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
4. increasing public capacity for Business and HR	Carrying out dissemination of Business and HR for the community	Increase in the number of communities who have received dissemination of Business and HR	V	V	V	Ministry of Law and Human Rights	1. Ministries/ Institutions 2. Regional Governments
5. Improving the role of mass media and social media, as well as ministries/institutions in growing, informing, disseminating, and promoting Business and HR	5.1 Campaigns through electronic media, social media, outdoor media, and face-to-face media (folk performances)	Organization of socialization on Business and HR in electronic media, social media, outdoor media, and face-to-face media (folk performances)	V	V	V	Ministry of Communication and Informatics	1. Ministry of Law and Human Rights 2. Indonesian Broadcasting Commission
	5.2 Campaign through channels owned by the Ministry of Communication and Informatics (GPR TV, indonesiabaik, FMB9, infopublik.id)	Organization of socialization on Business and HR on channels owned by the Ministry of Communication and Informatics (GPR TV, indonesiabaik, FMB9, infopublik.id)	V	V	V	Ministry of Communication and Informatics	

5.3 Digital ...



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- 18 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	5.3 Digital literacy related to personal data protection	Implementation of digital literacy related to personal data protection	V	V	V	Ministry of Communication and Informatics	
	5.4 Handling of negative content, social media, and websites	Availability of reports on the handling of negative content, social media, and websites	V	V	V	Ministry of Communication and Informatics	
6. Strengthening the state-based non-judicial mechanism in order to provide access to remedies for victims of alleged HR violations in business practices	Preparation of the Policy on remedy mechanisms for victims of alleged HR violations in the business sector	Availability of the strengthening of mechanisms for the remedies of victims of alleged HR violations in the business sector	V	V	V	Witness and Victim Protection Agency	1. Ministries/Institutions 2. Regional Governments

Strategy 2: . . .



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- 19 -

Strategy 2: Development of Regulations, Policies, and Guides that Support the Protection and Respect of HR

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
1. Carrying out the mapping of regulations laws and along with their subsidiary regulations that have relevance to Business and HR;	1.1 Carrying out the collection of data on regulations and policies that have relevance to Business and HR.	Availability of data on laws and regulations that have relevance to Business and HR.	V	V	V	1. Ministry of Law and Human Rights 2. Regional Governments	1. Ministry of National Development Planning of the Republic of Indonesia/ National Development Planning Agency 2. Ministry of State Secretariat 3. Cabinet Secretariat 4. Ministry of Home Affairs 5. Ministry of Investment/Investment Coordinating Board
	1.2 Carrying out the evaluation of regulations and policies that have relevance to Business and HR.	Availability of evaluation results and policy recommendations regarding laws and regulations that have relevance to Business and HR.	V	V	V		1.3 Carrying ...



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REPUBLIC OF INDONESIA

- 20 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	1.3 Carrying out the analysis and evaluation of regulations and policies related to HR certification in the field of fisheries.	1. Availability of data and results of analysis and evaluation of regulations and policies related to HR certification in the field of fisheries.		V		Ministry of Marine Affairs and Fisheries	Ministry of Law and Human Rights
		2. Availability of improvement/development of mechanisms and requirements for HR certification in the field of fisheries.			V		1. Ministry of Manpower 2. Ministry of Women's Empowerment and Child Protection 3. Ministry of Law and Human Rights

2. Preparing ...



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- 21 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
2. Preparing practical/technical guidelines or policies to implement respect for HR in business practices	2.1 Empowering persons with disabilities in business practices	<ol style="list-style-type: none"><li>1. Availability of policies on the empowerment of persons with disabilities in business practices</li><li>2. Availability of data on people with disabilities empowered in business practices</li></ol>		✓	✓	Ministry of Manpower	<ol style="list-style-type: none"><li>1. Ministry of Social Affairs</li><li>2. Ministry of State-Owned Enterprises</li><li>3. Regional Governments</li></ol>

2.2 Encouraging ...



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- 22 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	2.2 Encouraging the protection and empowerment of customary law communities in business practices	Availability of policies on the protection and empowerment of customary law communities in business practices	V			1. Ministry of Home Affairs 2. Regional Governments	1. Ministry of Environment and Forestry 2. Ministry of Agrarian Affairs and Spatial Planning/National Land Agency 3. Ministry of Villages, Development of Disadvantaged Regions and Transmigration 4. Ministry of Education and Culture 5. Ministry of Social Affairs

2.3 Conducting ...



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- 23 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	2.3 Conducting analysis and evaluation of technical policies on health access named the Healthy and Productive Female Workers Movement	1. Availability of data, analysis results, and evaluation of technical policies on health access named the Healthy and Productive Female Workers Movement  2. Availability of data on companies that have implemented the Healthy and Productive Female Workers Movement	V	V	V	1. Ministry of Health 2. Regional Governments	1. Ministry of Manpower 2. Ministry of Women's Empowerment and Child Protection 3. Ministry of Home Affairs

3. Availability ...



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REPUBLIC OF INDONESIA**

- 24 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
3. Encouraging Business Actors to prepare policies on the Protection and Respect for HR	2.4 Conducting a study on VOE as a business entity in order to formulate VOE policies with an HR perspective	3. Availability of policies on health access named the Healthy and Productive Female Workers Movement	V				
		1. Availability of study results		V		Ministry of Villages, Development of Disadvantaged Regions and Transmigration	1. Ministries/Institutions 2. Regional Governments
		2. Preparation of VOE policies with an HR perspective			V		
		Availability of companies' internal regulations/policies on the protection of workers, children, women, indigenous people, persons with disabilities, and the environment		V	V	1. Ministry of Manpower 2. Ministry of Industry 3. Ministry of Energy and Mineral Resources	1. Ministry of Women's Empowerment and Child Protection 2. Ministry of Social Affairs 3. Ministry of Villages, Development of Disadvantaged Regions and Transmigration

persons...



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**- 25 -**

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
						4. of Tourism and Creative Economy 5. Ministry of Environment and Forestry 6. Ministry of Agriculture 7. Regional Governments	4. Ministry of Home Affairs 5. Ministry of Agrarian Affairs and Spatial Planning/ National Land Agency 6. Ministry of State-Owned Enterprises

Strategy 3: . . .



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- 26 -

Strategy 3: Strengthening of Effective Remedy Mechanisms for Victims of Alleged HR Violations in Business Activity Practices

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
1. Encouraging Business Actors to include a complaint mechanism in companies' internal regulations including its supply chain.	1.1 Encouraging the preparation of a complaint mechanism for alleged HR violations at companies, including supply chains and surrounding communities	Availability of policies that encourage a complaint mechanism for alleged HR violations at companies including supply chains and surrounding communities	V	V	V	1. Ministry of Manpower 2. Ministry of State-Owned Enterprises 3. Ministry of Energy and Mineral Resources 4. Ministry of Tourism and Creative Economy	1. Ministry of Law and Human Rights 2. Ministry of Women's Empowerment and Child Protection 3. Ministry of Social Affairs 4. Ministry of Villages, Development of Disadvantaged Regions and Transmigration 5. Ministry of Home Affairs

5. Ministry ...



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REPUBLIC OF INDONESIA**

- 27 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
						5. Ministry of Environment and Forestry 6. Ministry of Agriculture 7. Regional Governments	6. Ministry of Agrarian Affairs and Spatial Planning/National Land Agency 7. Financial Services Authority
2. Strengthening access to justice for victims of HR violations caused directly or indirectly by the business activities of Business Actors and their work partners	2.1 Facilitating the handling of alleged HR violations in business practices	1. Availability of data on complaints of alleged HR violations in business practices 2. Availability of the number of handlings of alleged HR violations in business practices that are followed up	V	V	V	Ministry of Law and Human Rights	1. Regional Governments 2. Ministries/ Institutions 3. GTD BHAM

2.2 Carrying ...



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- 28 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
	2.2 Carrying out monitoring of the implementation of HR in business practices	Preparation of reports on monitoring results		V	V	Ministry of Law and Human Rights	1. GTD BHAM 2. Regional Governments
	2.3 Encouraging the formation of Coordination Forums for the Prevention of child abuse at the central and regional levels	Availability of Coordination Forums for the Prevention of child abuse at the central and regional levels		V		1. Ministry of Women's Empowerment and Child Protection 2. Ministry of Manpower 3. Regional Governments	1. Indonesian Child Protection Commission 2. Ministry of State-Owned Enterprises 3. Ministry of Industry 4. Ministry of Marine Affairs and Fisheries 5. Ministry of Home Affairs
							6. Ministry ...



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- 29 -

ACTION	SUB-ACTION	SUCCESS CRITERIA	ACHIEVEMENT TARGET			PERSON IN CHARGE	RELEVANT AGENCIES
			2023	2024	2025		
							6. Ministry of Tourism and Creative Economy 7. Ministry of Energy and Mineral Resources

PRESIDENT OF THE REPUBLIC OF  
INDONESIA,

signed

JOKO WIDODO

Issued as a true copy

MINISTRY OF STATE SECRETARIAT OF THE  
REPUBLIC OF INDONESIA

Deputy for Legislation and Legal Administration

signed

Lydia Silvanna Djaman