

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Benefits		
Eligible age for retirement benefits changes	<p>Employees become eligible for Indonesian retirement benefits at 57 years old (up from 56 years). The retirement age is expected to increase by one year every three years until it reaches 65.</p> <p>Effective date: January 1, 2019.</p>	Be aware of the change and update internal practices as applicable.
Remuneration		
Eligibility to receive the applicable Provincial minimum wage	<p>(1) Employees are only entitled to the applicable Provincial minimum wage if they have less than 1 year's service.</p> <p>(2) Employees with 1 year's service or more must be paid more than the minimum wage. The employer can determine the amount of the increase unless a specific amount has been agreed with the labour union (if any).</p> <p>Effective date: January 1, 2019.</p>	Be aware of the change and ensure salaries comply with the new rules.
Remuneration		
Increase in Jakarta minimum wage	<p>Jakarta's monthly minimum wage increases to IDR 3.9 million (up from IDR 3.65 million). The minimum rate is applicable to staff with less than 1 year's service. Wages must increase beyond the minimum as soon as the employee attains 1 year's service.</p> <p>Effective date: January 1, 2019.</p>	<p>(1) Check that staff with less than 1 year's service are paid the minimum rate and update payroll where necessary.</p> <p>(2) Ensure that staff with at least 1 year's service are paid more than the minimum.</p>