

REGULATION OF PRESIDENT OF THE REPUBLIC OF INDONESIA

INDONESIAN NATIONAL QUALIFICATION FRAMEWORK

BY THE GRACE OF GOD ALMIGHTY



UNIVERSITAS PENDIDIKAN INDONESIA



PRESIDENT
THE REPUBLIC OF INDONESIA

REGULATION OF PRESIDENT OF THE REPUBLIC OF INDONESIA
NUMBER 8 OF 2012

ON
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BY THE GRACE OF GOD ALMIGHTY

PRESIDENT OF THE REPUBLIC OF INDONESIA

Considering : that in order to implement the stipulation of Article 5 section (3) of Government Regulation Number 31 of 2006 on National Work Training System, it is necessary to establish Presidential Regulation on the Indonesian National Qualification Framework;

In view of : 1. Article 4 section (1) of the 1945 Constitution of The Republic of Indonesia;
2. Law Number 13 of 2003 on Workforce (State Gazette of the Republic of Indonesia Year 2003 Number 39, Supplement to State Gazette of the Republic of Indonesia Number 4279);
3. Government Regulation Number 31 of 2006 on National Work Training System (State Gazette of the Republic of Indonesia Year 2006 Number 67, Supplement to State Gazette of the Republic of Indonesia Number 4637);

DECIDES:

To stipulate : PRESIDENTIAL REGULATION ON INDONESIAN NATIONAL QUALIFICATION FRAMEWORK

CHAPTER 1

GENERAL PROVISIONS

Article 1

In this Presidential Regulation, what is meant by:

1. Indonesian National Qualification Framework, which hereinafter is abbreviated as INQF, is a framework of competence qualification grading that can juxtapose, equalize, and integrate various fields of education and fields of work training and work experience in order to provide recognition of work competence in accordance with the work structure of various sectors.
2. Learning achievement is an ability that is acquired through internalization of knowledge, attitude, skills, competence, and accumulation of work experience.
3. Equalization is a process of juxtaposing and integrating learning achievements acquired through education, training, and work experience.
4. Qualification is a mastery of learning achievement that states its position in the INQF.
5. Work experience is the experience of doing a job in a particular field and in a particular time intensively that leads to competence.
6. Work competence certification is a process of providing a competence certificate that is conducted systematically and objectively through a competence test in accordance with the Indonesian National Work Competence Standard, International Standard, and/or Specific Standard.
7. Work competence certificate is a written evidence issued by an accredited professional certification agency that certifies that a person has mastered a particular work competence in accordance with the Indonesian National Work Competence Standard.
8. Profession is a field of work that involves a particular competence that is recognized by the society.

CHAPTER II
GRADES AND EQUALIZATION

Article 2

- (1) INQF consists of 9 (nine) grades of qualification, from grade 1 (one) as the lowest grade to grade 9 (nine) as the highest grade.
- (2) The INQF grades as referred to ini section (1) comprise:
 - a. grade 1 until grade 3 is grouped into the function of operator;
 - b. grade 4 until grade 6 is grouped into the function of technician or analyst;
 - c. grade 7 until grade 9 is grouped into the function of expert.
- (3) Every grade of qualification in the INQF encompasses values that correspond to the general descriptions given in the Appendix of this Presidential Regulation.

Article 3

Every grade of qualification in the INQF has equivalence with learning achievement that results from education, work training or work experience.

Article 4

- (1) Learning achievement obtained from education or work training is certified by a certificate.
- (2) The certificate as referred to in section (1) is in the form of a diploma or certificate of competence.
- (3) The diploma as referred to in section (2) is a recognition of learning achievement that is obtained from education.
- (4) Certificate of competence as referred to in section (2) is a recognition of learning achievement that is obtained from education or work training.
- (5) Learning achievement that is obtained from work experience is certified in the form of certification issued by the place where one works.

Article 5

Equalization of learning achievement obtained from education with the qualification grade of INQF is as follows:

- a. graduates of primary education are equal to grade 1;
- b. graduates of secondary education are at least equal to grade 2;

- c. graduates of Diploma 1 are at least equal to grade 3;
- d. graduates of Diploma 2 are at least equal to grade 4;
- e. graduates of Diploma 3 are at least equal to grade 5;
- f. graduates of Diploma 4 or Applied Bachelor or Bachelor are at least equal to grade 6;
- g. graduates of Applied Master's or Master's are at least equal to grade 8;
- h. graduates of Applied Doctor or Doctor are equal to grade 9;
- i. graduates of a professional education are equal to grade 7 or 8;
- j. graduates of a specialist education is equal to grade 8 or 9.

Article 6

- (1) Equalization of learning achievement obtained from work training with the qualification grade of the INQF is as follows:
 - a. graduates of operator level work training
- (2) Equalization of learning achievement obtained from work training with the qualification grade of the INQF is administered through competence certification.

Article 7

- (1) Equalization of learning achievement obtained from work experience with the qualification grade of the INQF shall consider the field and duration of work experience, level of education and work training that have been acquired.
- (2) The duration of work experience as referred to in section (1) shall be determined by the respective sector or subsector.
- (3) Equalization of learning experience obtained from work experience as referred to in section (1) is conducted through competence certification.

Article 8

- (1) INQF qualification recognition and equalization with the qualification framework of another country or vice versa, whether bilaterally or multilaterally, is conducted on the basis of mutual recognition cooperation agreement regulated in accordance with the stipulations of the laws.
- (2) Mutual recognition cooperation agreement as referred to in section (1) shall be regulated by an agency authorized to issue notification and mutual recognition cooperation agreement.

CHAPTER III

APPLICATION OF INQF

Article 9

- (1) Application of INQF in every sector or profession is determined by the ministry or agency that is in charge of the sector or profession relevant to its authority.
- (2) The application of INQF in every sector or profession as referred to in section (1) refers to the description of INQF qualification grade as stated in the Appendix of this Presidential Regulation.
- (3) Further stipulations on the application of INQF shall be regulated by the Minister who is in charge of work force and the Minister who is in charge of education together or separately in accordance with their respective field of duties.

CHAPTER IV

TRANSITIONAL PROVISIONS

Article 10

- (1) With the stipulation of this Presidential Regulation, the existing grading of sector or professional competence qualification shall be adjusted in reference to this Presidential Regulation in no later than 5 (five) years' time.
- (2) In case where the qualification grading as referred to in section (1) has already been bound by an international agreement or has been regulated in higher laws and regulations, harmonization and/or conversion shall be made.
- (3) Adjustment to the qualification grading as referred to in section (1) and qualification harmonization and/or conversion as referred to in section (2) shall be made through a conversion forum initiated by the ministry in charge of work force and ministry in charge of education by involving the stake holders.

CHAPTER V

CONCLUDING PROVISION

Article 11

This Presidential Regulation is in force at the time of its promulgation.

In order that every person shall be cognizant of it, order the promulgation of this Presidential Regulation by publishing it in the State Gazette of the Republic of Indonesia.

Stipulated in Jakarta

On the 17th of January 2012

President of the Republic of Indonesia

signed

DR. H. SUSILO BAMBANG YUDHOYONO

Promulgated in Jakarta

On the 17th of January, 2012

MINISTER OF JUSTICE AND HUMAN
RIGHTS OF THE REPUBLIC OF
INDONESIA,

signed

AMIR SYAMSUDIN

STATE GAZETTE OF THE REPUBLIC OF INDONESIA YEAR 2012 NUMBER 24

Copy in accordance with the original

People's Welfare Deputy

Cabinet Secretariat,

Agus Sumartono, S.H., M.H.

APPENDIX

REGULATION OF THE PRESIDENT OF
THE REPUBLIC OF INDONESIA
NUMBER 8 OF 2012

Dated 17th January 2012

DESCRIPTION OF INQF QUALIFICATION GRADES

QUALIFICATION GRADE	DESCRIPTION
General description	<ul style="list-style-type: none"> a. Be devoted to God the Almighty. b. Have good morality, ethics, and character in fulfilling one's duties. c. Be a proud citizen who loves his/her homeland and supports world peace. d. Be able to cooperate and have a keen social sensitivity and interest in his/her community and environment. e. Appreciate diversity of cultures, points of views, faiths and religions, and other people's opinions. f. Uphold the supremacy of the law and have the spirit to prioritize the interests of the nation and the wider community.
1	<p>Capable of performing a simple, limited, and routine task using established tools, regulations, and processes and under the guidance, supervision, and responsibility of a superior.</p> <p>Have factual knowledge.</p> <p>Be responsible for one's own work and not be responsible for other people's work</p>
2	<p>Capable of performing a specific task using tools, information, and usual work procedures, and showing performance with measurable quantity under the direct supervision of a superior.</p> <p>Have basic operational knowledge and factual knowledge of specific area of work so that they can choose a solution from the available options to solve a commonly occurring problem.</p>

	Be responsible for his/her own work and not be responsible for other people's work.
3	Capable of performing a series of specific tasks by translating information and using tools appropriate to a number of options of work procedures, and capable of showing performance with measurable quality and quantity, part of which is the result of his/her own work with indirect supervision.
	Have complete operational knowledge, principles and general concepts relevant to the facts in a particular field of expertise, so that they can solve various common problems with appropriate method.
	Capable of cooperating and performing communication in the scope of their work.
	Be responsible for their own work and can be given the responsibility for the quantity and quality of other people's work.
4	Capable of completing a wide range of task and a specific case by analyzing information in a limited manner, choosing an appropriate method from several standard options, and capable of showing performance with measurable quality and quantity.
	Have a good command of several basic principles of a particular field of expertise and able to link them to the factual problems in the their field of work.
	Capable of cooperating and performing communication, preparing a written report of limited nature, and having an initiative.
	Be responsible for their own work and can be given responsibility for other people's work.
5	Capable of completing a wide range of tasks, choosing an appropriate method from various options that have or have not been standardized by analyzing data, and capable of showing performance with measurable quality and quantity.
	Have a general command of theoretical concepts of a particular discipline and capable of formulating a solution to a procedural problem.

	Capable of managing a work group and preparing a written report comprehensively.
	Be responsible for their own work and can be given responsibility for the achievement of the outcome of group work.
6	Capable of applying their field of expertise and using science, technology, and/or arts in their field to solve problems and capable of adapting to the situation encountered.
	Have a general command of the theories of a particular discipline and in depth command of theoretical concepts of a particular part of the discipline, and capable of formulating a solution to a procedural problem.
	Capable of making an appropriate decision based on information and data analysis, and capable of giving a direction in choosing various solution alternatives independently and in group.
	Be responsible for their own work and can be given responsibility for the achievement of the outcome of organizational work.
7	Capable of planning and managing resources under their responsibility, and evaluating their work in a comprehensive manner by using science, technology, and/or arts to produce organizational strategic development steps.
	Capable of solving problems in science, technology, and/or arts in their discipline through monodisciplinary approach.
	Capable of conducting research and making a strategic decision with full accountability and responsibility for every aspect under the responsibility of their field of expertise.
8	Capable of developing knowledge, technology, and/or arts in their discipline or professional practice through research in order to produce an innovative and tested work.
	Capable of solving problems in science, technology, and/or arts in their discipline through an inter- or multidisciplinary approach.

	Capable of managing research and development that benefits the community and science, and can obtain national and international recognition.
9	Capable of developing new knowledge, technology, and/or arts in their discipline or professional practice through research in order to produce a creative, original, and tested work.
	Capable of solving a problem in science, technology, and/or arts in their discipline through an inter-, multi-, and transdisciplinary approach.
	Capable of managing, leading, and developing research and development that benefits humanities, and can obtain national and international recognition.

Stipulated in Jakarta

On the 17th of January 2012

President of the Republic of Indonesia

signed

DR. H. SUSILO BAMBANG YUDHOYONO

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People's Welfare Deputy

Cabinet Secretariat,

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