



PRESIDENT  
REPUBLIC OF INDONESIA

REGULATION OF THE PRESIDENT OF THE REPUBLIC OF INDONESIA  
NUMBER 8 YEAR 2012  
ABOUT  
INDONESIAN NATIONAL QUALIFICATION FRAMEWORK

BY THE GRACE OF GOD ALMIGHTY

PRESIDENT OF THE REPUBLIC OF INDONESIA,

Considering: whereas in order to implement the provisions of Article 5 paragraph (3) of Government Regulation Number 31 of 2006 concerning the National Job Training System, it is necessary to stipulate a Presidential Regulation concerning the Indonesian National Qualifications Framework;

In view of: 1. Article 4 paragraph (1) of the 1945 Constitution of the Republic of Indonesia;

2. Law Number 13 of 2003 concerning Manpower (State Gazette of the Republic of Indonesia of 2003 Number 39, Supplement to the State Gazette of the Republic of Indonesia Number 4279);

3. Government Regulation Number 31 of 2006 concerning the System National Job Training (State Gazette of the Republic of Indonesia Year 2006 Number 67, Supplement to the State Gazette of the Republic of Indonesia Number 4637);

DECIDE:

To enact: PRESIDENTIAL REGULATION CONCERNING INDONESIA'S NATIONAL QUALIFICATION FRAMEWORK.



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CHAPTER I ...

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PIG  
GENERAL REQUIREMENTS

article 1

In this Presidential Regulation what is meant by:

1. The Indonesian National Qualifications Framework, hereinafter abbreviated as KKNi, is a competency qualification framework that can juxtapose, equalize, and integrate between the education and job training fields as well as work experience in the framework of providing recognition of work competencies in accordance with the work structure in various sectors.
2. Learning outcomes are abilities obtained through internalization of knowledge, attitudes, skills, competencies, and accumulated work experience.
3. Equalization is the process of matching and integrating learning outcomes obtained through education, job training, and work experience.
4. Qualification is the mastery of learning outcomes that state their position in the IQF.
5. Work experience is the experience of doing work in a certain field and for a certain period of time intensively that produces competence.
6. Work competency certification is the process of providing competency certificates that are carried out systematically and



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objectively through competency tests in accordance with the Indonesian National Work Competency Standards, International Standards, and/or Special Standards.

7. Certificate ...

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7. Work competency certificate is written evidence issued by an accredited professional certification agency that certifies that a person has mastered certain work competencies in accordance with the Indonesian National Work Competency Standards.
8. Profession is a field of work that has certain competencies that are recognized by the community.

## CHAPTER II LEVEL AND EQUIVALITY

### Section 2

- (1) KKN I consists of 9 (nine) levels of qualification, starting from level 1 (one) as the lowest level to level 9 (nine) as the highest level.
- (2) The KKN I qualification levels as referred to in paragraph (1) consist of:
  - a. level 1 to level 3 are grouped into operator positions;
  - b. level 4 to level 6 are grouped into technician or analyst positions;
  - c. Levels 7 to 9 are grouped into expert positions.
- (3) Each level of qualification at the KKN I includes values according to the general description as listed in the Appendix this Presidential Regulation.



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### Article 3

Each level of qualification at the KKNi is equivalent to the learning outcomes generated through education, job training or work experience.

Article 4 ...

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### Article 4

- (1) Learning outcomes obtained through education or job training are stated in the form of certificates.
- (2) The certificate as referred to in paragraph (1) is in the form of a diploma and a certificate of competence.
- (3) The diploma as referred to in paragraph (2) is a form of acknowledgment of the learning achievements obtained through education.
- (4) The certificate of competence as referred to in paragraph (2) is a form of acknowledgment of the learning achievements obtained through education or job training.
- (5) Learning outcomes obtained through work experience are stated in the form of information issued by the relevant place of work.

### Article 5

Equalization of learning outcomes produced through education with qualification levels at the KKNi consists of:

- a. basic education graduates equivalent to level 1;
- b. a graduate of the lowest secondary education equivalent to the level of  
2;
- c. Diploma 1 graduates at least equivalent to level 3;



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- d. Diploma 2 graduates at least equivalent to level 4;
- e. Diploma 3 graduates at least equivalent to level 5;
- f. Diploma 4 or Applied Bachelor and minimum Bachelor degree equivalent to level 6;
- g. graduate of ...

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- g. Applied Master's graduates and the lowest equivalent of Masters with level 8;
- h. Applied Doctoral and Doctoral graduates equivalent to level 9;
- i. graduates of professional education equivalent to level 7 or 8;
- j. graduate specialist education equivalent to level 8 or 9.

#### Article 6

- (1) Equalization of learning outcomes generated through job training with qualification levels at the KKNi consists of:
  - a. operator-level job training graduates equivalent to level 1, 2, and 3;
  - b. graduates of technical/analytical level job training equivalent to levels 4, 5, and 6;
  - c. graduates of expert-level job training equivalent to levels 7, 8, and 9.
- (2) Equalization of learning outcomes generated through job training with qualification levels at the KKNi is carried out with competency certification.

#### Article 7



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- (1) Equalization of learning outcomes resulting from work experience with qualification levels at the KKNi takes into account the field and length of work experience, level of education and job training that has been obtained.
- (2) The length of work experience as referred to in paragraph (1) is determined by each sector or sub-sector.
- (3) The equalization of learning outcomes resulting from work experience as referred to in paragraph (1) is carried out with competency certification.

Article 8 ...

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#### Article 8

- (1) Recognition and equalization of qualifications at the KKNi with the qualification framework of other countries or vice versa, both bilaterally and multilaterally, is carried out on the basis of mutual recognition cooperation agreements which are regulated in accordance with the provisions of laws and regulations.
- (2) The mutual recognition cooperation agreement as referred to in paragraph (1) is regulated by the institution authorized to issue notification and mutual recognition cooperation agreement.

### CHAPTER III IMPLEMENTATION OF KKNi

#### Article 9

- (1) The application of the IQF in each sector or professional field is determined by the ministry or institution in charge of the relevant sector or professional field according to their authority.



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- (2) The application of the IQF in each sector or field of profession as referred to in paragraph (1) refers to the description of the IQF qualification level as listed in the Appendix this Presidential Decree.
- (3) Further provisions regarding the application of the IQF are regulated by the Minister in charge of manpower and the Minister in charge of education either jointly or individually according to their respective fields of work.

CHAPTER IV ...

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#### CHAPTER IV TRANSITIONAL TERMS

##### Article 10

- (1) With the stipulation of this Presidential Regulation, adjustments to the competency qualifications in the existing sector or professional field are made with reference to this Presidential Regulation within a maximum period of 5 (five) years.
- (2) In the event that the qualification qualifications as referred to in paragraph (1) have been bound by international agreements or have been regulated by higher laws and regulations, harmonization and/or conversion shall be carried out.
- (3) Adjustment of qualifications as referred to in paragraph (1) and harmonization and/or conversion of qualifications as referred to in paragraph (2) are carried out through a convention forum initiated



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by the ministry in charge of manpower and the ministry in charge of education involving stakeholders.

CHAPTER V  
CLOSING

Article 11

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

So that ...

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For public cognizance, it is ordered that this Presidential Regulation be promulgated by placing it in the State Gazette of the Republic of Indonesia.

Stipulated in Jakarta on  
January 17, 2012  
PRESIDENT OF THE REPUBLIC OF INDONESIA,  
signed.  
DR. H. SUSILO BAMBANG YUDHOYONO

Promulgated in Jakarta on 17  
January 2012





PRESIDENT  
REPUBLIC OF INDONESIA

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

Signed.

AMIR SYAMSUDDIN

STATE GAZETTE OF THE REPUBLIC OF INDONESIA OF 2012 NUMBER 24

Copies match the original

Deputy for People's Welfare  
Cabinet Secretariat,

Agus Sumartono, SH, MH



ATTACHMENT  
REGULATION OF THE PRESIDENT OF THE REPUBLIC OF INDONESIA  
NUMBER 8 OF 2012  
January 17, 2012

DESCRIPTION OF IQF QUALIFICATION  
LEVEL

LEVELS QUALIFICATION	DESCRIPTION
General description	<ul style="list-style-type: none"><li>a. Have faith in God Almighty.</li><li>b. Have good morals, ethics and personality in completing their duties.</li><li>c. Act as a proud citizen and love the homeland and support world peace.</li><li>d. Able to work together and have social sensitivity and high concern for society and the environment.</li><li>e. Appreciate the diversity of cultures, views, beliefs, and religions as well as the original opinions/findings of others.</li><li>f. Uphold law enforcement and have the spirit to put the interests of the nation and the wider community first.</li></ul>
1	Able to carry out simple, limited, routine tasks, using the tools, rules, and processes that have been set, and under the guidance, supervision, and responsibility of his superiors.
	Have factual knowledge.
	Responsible for own work and not responsible for the work of others.
2	Able to carry out a specific task, using tools and information, and work procedures that are commonly carried out, and demonstrate performance with measurable quality, under the direct supervision of his superior.
	Have basic operational knowledge and factual knowledge of specific work areas, so as to be able to choose available solutions to problems that commonly arise.



Responsible for own work and can be given the responsibility of guiding others.

Capable ...

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LEVEL OF QUALIFICATION	DESCRIPTION
3	Able to carry out a series of specific tasks, by translating information and using tools, based on a number of work procedure choices, and able to demonstrate performance with measurable quality and quantity, some of which are the result of own work with indirect supervision.
	Possess complete operational knowledge , general principles and concepts related to the facts of a particular area of expertise, so as to be able to solve common problems with appropriate methods.
	Able to work together and communicate within the scope of work.
	Responsible for their own work and can be given responsibility for the quantity and quality of the work of others.
4	Able to complete wide-ranging tasks and specific cases by analyzing limited information, choosing the appropriate method from several standard options, and being able to demonstrate performance with measurable quality and quantity.
	Mastering some basic principles of certain areas of expertise and able to align with factual problems in the field of work.
	Able to work together and communicate, compile written reports in a limited scope, and have initiative.
	Responsible for own work and can be given responsibility for the work of others.
5	Able to complete a wide range of work, choose the appropriate method from a variety of options that are already or not standardized by analyzing data, and able to show performance with measurable quality and quantity.
	Mastering the theoretical concepts of certain fields of knowledge in general, and able to formulate procedural problem solving.



	Able to manage work groups and compile written reports comprehensively.
	Responsible for own work and can be given responsibility for the achievement of group work results.
6	Able to apply their field of expertise and utilize science, technology, and/or art in their field in problem solving and able to adapt to the situation at hand.

Dominate ...

- 3 -

LEVELS QUALIFICATION	DESCRIPTION
	Mastering the theoretical concepts of certain fields of knowledge in general and the theoretical concepts of special sections in that field of knowledge in depth, and able to formulate procedural problem solving.
	Able to make the right decisions based on analysis of information and data, and able to provide guidance in choosing various alternative solutions independently and in groups.
	Responsible for own work and can be given responsibility for the achievement of the organization's work.
7	Able to plan and manage resources under their responsibility, and evaluate their work comprehensively by utilizing science, technology, and/or art to produce organizational strategic development steps.
	Able to solve problems of science, technology, and/or art in the field of science through a monodisciplinary approach.
	Able to conduct research and make strategic decisions with full accountability and responsibility for all aspects that are under the responsibility of his area of expertise.
8	Able to develop knowledge, technology, and/or art in their scientific field or professional practice through research, to produce innovative and tested works.
	Able to solve problems in science, technology, and/or art in the field of science through an inter or multidisciplinary approach.
	Able to manage research and development that is beneficial to society and science, and is able to get national and international recognition international.



9	Able to develop new knowledge, technology, and/or art in their scientific field or professional practice through research, to produce creative, original, and tested works.
	Able to solve problems of science, technology, and/or art in the field of science through inter, multi, and transdisciplinary approaches.

Capable ...



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QUALIFICATION LEVEL	DESCRIPTION
	Able to manage, lead, and develop research and development that is beneficial for the benefit of mankind, and is able to gain national and international recognition.

Stipulated in Jakarta on  
January 17, 2012

PRESIDENT OF THE REPUBLIC OF  
INDONESIA, signed.

DR. H. SUSILO BAMBANG YUDHOYONO

Copies match the original  
Deputy for People's Welfare  
Cabinet Secretariat,

Agus Sumartono, SH, MH