

ASSA Recognition Award 2019

CATEGORY	:	Innovation Recognition Award
ORGANIZATION	:	BPJS Ketenagakerjaan – Indonesia
CONTACT PERSON	:	Mr. Indrajid Nurmukti Assitant Deputy of Inter-Institutional Affairs Contact Number: +62812-1008-778
NAME OF PROJECT	:	PERISAI; Reaching the Untouched Workers
OBJECTIVE AND NATURE OF PROJECT	:	Indonesia is the fourth most populous country in the world with a total population of around 257,619,336 people. According to the Central Bureau of Statistics, the number of workforce in Indonesia in 2016 was approximately 125,443,700 people. Of the total workforce, 68,204,200 were included in the informal sector category. Membership expansion and acquisition activities have only been carried out by the Marketing Department in each branch office and supporting branch office. With the number of branch offices and existing human resources, it is considered not enough to be able to reach all the potential workforce in Indonesia. Another problem arises if BPJS Ketenagakerjaan to reach the potential of the existing labor market where the focus is on Small and Micro Scale, and the informal segment where the right strategy is to approach the community and directly face potential participants many officers are needed. The addition of primary employees will impose the BPJS Ketenagakerjaan's budget where currently employee expenses have a very dominant share, which is almost 70% of BPJS Ketenagakerjaan expenses. Other problems faced by BPJS Ketenagakerjaan are as follows. 1. There are still companies that do not fully register and

- report the actual data, both labor, wages, and programs
2. Registered companies that make payment of new contributions on time range from 57.38%, thus affecting the collectibility of the contributions as a whole
 3. Ineffective law enforcement and imposition of sanctions for non-compliant companies have not yet proceeded
 4. The low level of knowledge, understanding and awareness of the working community on the importance of social security.

Based on the data toward the existing membership conditions and various existing problems related to the current capacity, it can be concluded:

1. BPJS Ketenagakerjaan requires a strategy of socialization approaches that lead directly to individuals and communities.
2. To carry out this strategy a large number of human resources are needed.

The initiative that can be done to answer the 2 (two) challenges above are through strategic partnership strategies/collaboration with third parties by developing an agency system called Penggerak Jaminan Sosial Indonesia (PERISAI). PERISAI will have a function and role in assisting BPJS Ketenagakerjaan to disseminate, educate, acquire, and assist in the administration of membership in the Social Security program for employment.

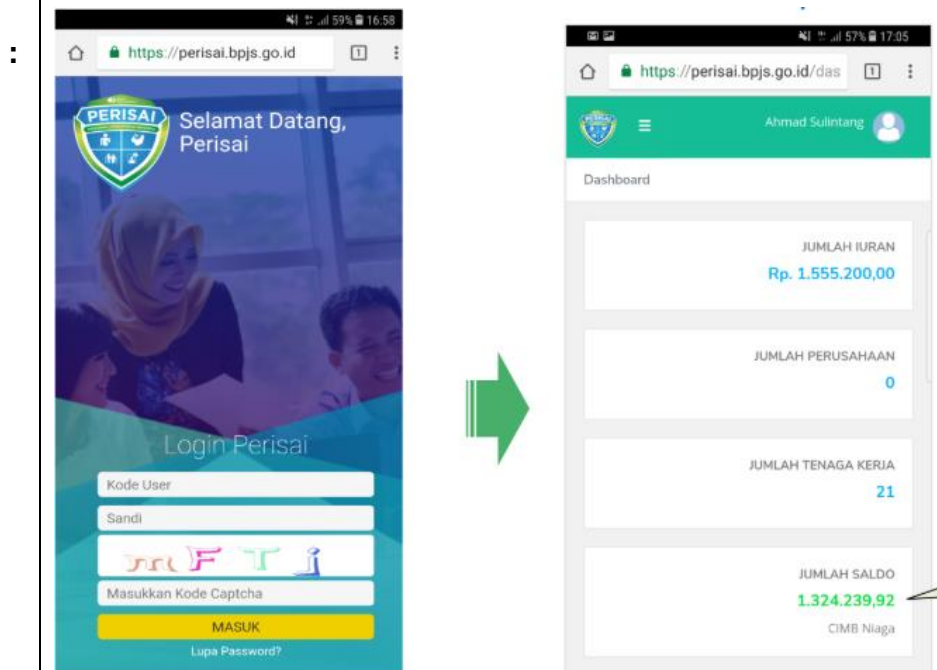


Figures 1: Logo of PERISAI

WHY IT SHOULD BE RECOGNISED

The key factors for the success of PERISAI implementation are derived from 4 (four) keywords as follows:

1. **Collaboration.** Cooperate with various organizations/institutions, whether legal or not, to increase participation.
2. **Standardization.** Ensure that all processes have good management standards, which consist of; recruitment of agent membership, operations (socialization, acquisition of payment of contributions and payment of incentives), transparent monitoring and evaluation processes.
3. **Information Systems.** Digitizing the operational process (registration, acquisition, payment, monitoring and evaluation) and supporting documents is done digitally.
4. **Paperless.** All of process on PERISAI would be done by using smartphone. It has been built on device both android and IOS.



Figures 2: PERISAI Apps.

Since its launch in 2016 to this day, the achievement of this initiative has reached a total of 4.900 people who become

	agent of PERISAI, which reached 751,000 new membership with a total contribution of \$ 5.9 million.									
SUMMARY OF THE PROJECT	PERISAI is an organization that has a legal entity and is not a legal entity that serves to assist in the implementation of social security for workers. PERISAI agents are people/individuals/individuals who are members of PERISAI and are tasked with conducting socialization and acquisitions and assisting in the administration of membership in the Social Security program for workers. The main objective of the establishment of PERISAI is to accelerate the acquisition of participation with various collaborative approaches supported by standardized operational aspects and supported by reliable information systems. The focal point of PERISAI is to recruit every leader on each community on civil society who are expected to be able to influence their environment. BRIEF OVERVIEW OF PERISAI  "Perisai is Individual who assigned by BPJS Ketenagakerjaan to carry out socialization, education, acquisition and also to provide assistance in term of member administration for social security Program." "Perisai Office is a legal entity or non-formal organization which has function to assist social security implementation in both formal and informal sector." <table> <tr> <th>WHY PERISAI ?</th> <th>OBJECTIVE OF PERISAI</th> <th>ACHIEVEMENT OF PERISAI</th> </tr> <tr> <td>  90% Informal Worker is uncovered by social security Program  Limited Human Resources in Membership Department  Community Approach is effective Strategic for Informal Sector </td> <td>  To extend Social Security Coverage of Informal sector  To reach Potential Members in remote area  To Provide Employment Opportunities for community </td> <td>  Total of Perisai 4.900 people  Total of New Member 751.000 people  Total of Contribution 5,9 Million </td> </tr> </table> UTILIZATION OF REGISTRATION CHANNEL <table> <tr> <td>  73% </td> <td>  23% </td> <td>  4% </td> </tr> </table>	WHY PERISAI ?	OBJECTIVE OF PERISAI	ACHIEVEMENT OF PERISAI	 90% Informal Worker is uncovered by social security Program  Limited Human Resources in Membership Department  Community Approach is effective Strategic for Informal Sector	 To extend Social Security Coverage of Informal sector  To reach Potential Members in remote area  To Provide Employment Opportunities for community	 Total of Perisai 4.900 people  Total of New Member 751.000 people  Total of Contribution 5,9 Million	 73%	 23%	 4%
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Figures 3: infographic of PERISAI

	At present, the implementation of the PERISAI agency system is operational and monitoring processes are carried out electronically. It is expected that 'end to end' process after socialization that consist of: the registration process, payment of fees and card printing, should be done electronically. At the end of the month, the incentive calculation process was carried out automatically. And the distribution of incentives to PERISAI and PERISAI Agents were paid to the banks for payment. There is an incentive scheme given to PERISAI Agents which can be: 1. Fixed incentives of Rp.500,000 are given if it reaches the acquisition of 40 workers per month 2. Variable incentives of 7.5% (percentage of the number of incentives can be reviewed periodically) from contributions received in the relevant month
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