



PRESIDEN REPUBLIK  
INDONESIA

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

WITH THE GRACE OF GOD ALMIGHTY  
PRESIDENT OF THE REPUBLIC OF INDONESIA,

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

Recalling:

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 National Job Training System (State Gazette of the Republic of Indonesia of 2006 Number 67, Supplement to the State Gazette of the Republic of Indonesia Number 4637);

HAS DECIDED:

Enacting: PRESIDENT'S REGULATION ON INDONESIAN NATIONAL QUALIFICATION FRAMEWORK.



PRESIDEN REPUBLIK  
INDONESIA

## CHAPTER I GENERAL PROVISIONS

### Article 1

In this PRESIDENT'S REGULATION, what is meant by:

1. Indonesian National Qualifications Framework, starting now abbreviated as KKNI, is a competency qualification ranking framework. It can juxtapose, equalize and integrate between the fields of education and job training and work experience in the framework of providing job competencies recognition following the work structure in various sectors.
2. Learning outcomes are abilities obtained through the 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 which states its position in KKNI.
5. Work experience is the experience of doing work in a particular field and intensively, which generates competence.
6. Job competency certification is the process of granting competency certificates which are carried out systematically and objectively through competency tests according to the Indonesian National Work Competency Standards, International Standards, or Special Standards.
7. A work competency certificate is a piece of written evidence issued by an accredited professional certification body that states that a person has mastered specific work competencies according to the Indonesian National Work Competency Standards.
8. A profession is a field of work that has specific competencies recognized by the community.

## CHAPTER II



PRESIDEN REPUBLIK  
INDONESIA

## STATION AND EQUALIZATION

### Article 2

1. KKNi consists of 9 (nine) qualification levels, starting from level 1 (one) as the lowest level up to level 9 (nine) as the highest level.
2. The KKNi qualification levels, as referred to in paragraph (1), consist of:
  - a. level 1 to level 3 is grouped into operator positions;
  - b. level 4 through 6 are grouped into technician or analyst positions;
  - c. level 7 through 9 are grouped into expert positions.
3. Each qualification level at the KKNi includes values according to the general description, as contained in the PRESIDENT'S REGULATION's attachment.

### Article 3

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

### Article 4

- (1) Learning outcomes obtained through education or job training are stated in the form of certificates.
- (2) As referred to in paragraph (1), the certificate is in the form of a certificate and a certificate of competence.
- (3) (2) A diploma, as referred to in paragraph (2), is a form of recognition of learning outcomes obtained through education.
- (4) As referred to in paragraph (2), the competency certificate is a form of recognition of learning outcomes obtained through education or job training.
- (5) Learning outcomes obtained through work experience are stated in the form of information issued by the place concerned is working.

### Article 5



PRESIDEN REPUBLIK  
INDONESIA

Equalization of learning outcomes resulting from education with qualification levels at KKNi consists of:

- a. elementary education graduates are equivalent to level 1;
- b. secondary education graduates are at least equivalent to level 2;
- c. Diploma 1 graduates are at least equivalent to level 3;
- d. Diploma 2 graduates are at least equivalent to level 4;
- e. Diploma 3 graduates are at least equivalent to level 5;
- f. Diploma 4 or Bachelor of Applied graduates are at least equivalent to level 6;
- g. graduates of Applied Masters and Masters are at least equivalent to level 8;
- h. graduates of Applied Doctorate and Doctorate are equivalent to level 9;
- i. professional education graduates are equivalent to level 7 or 8;
- j. specialist education graduates are equivalent to level 8 or 9.

#### Article 6

- (1) Equalization of learning outcomes resulting from job training with qualification levels at KKNi consists of:
  - a. job training graduates at operator level are equivalent to level 1, 2, and 3;
  - b. job training graduates at technician/analyst level are equivalent to level 4, 5, and 6;
  - c. job training graduates at a professional level are equivalent to level 7, 8, and 9.
- (2) The equalization of learning outcomes generated through job training with qualification levels at KKNi is carried out with competency certification.

#### Article 7

- (1) Equalization of learning outcomes resulting from work experience with qualification levels at KKNi considers the field and length of work experience, level of education, and job training obtained.
- (2) The length of work experience referred to in paragraph (1) is determined by each sector or subsector.
- (3) The equalization of learning outcomes generated through work experience as



PRESIDEN REPUBLIK  
INDONESIA

referred to in paragraph (1) shall be carried out with competency certification.

#### Article 8

- (1) Recognition and equalization of qualifications in the IQF with the qualification framework of other countries or vice versa, both bilaterally and multilaterally, shall be carried out based on a mutual recognition cooperation agreement regulated following the provisions of laws and regulations.
- (2) The mutual recognition cooperation agreement as referred to in paragraph (1) shall be regulated by the institution authorized to issue notifications and mutual acknowledgement cooperation agreements.

### CHAPTER III

#### IMPLEMENTATION OF KKNi

#### Article 9

- (1) Implementation of KKNi in every sector or professional field is determined by the ministry or institution in charge of the sector or professional field concerned following its authority.
- (2) KKNi implementation in every sector or professional field, as referred to in paragraph (1), refers to the description of the IQF qualification levels as contained in the attachment to this President's Regulation.
- (3) Further provisions regarding the KKNi implementation are regulated by the Minister in charge of human resources and the Minister in charge of education either jointly or individually according to their respective fields of duty.

### CHAPTER IV



PRESIDEN REPUBLIK  
INDONESIA

## TRANSITIONAL PROVISIONS

### Article 10

- (1) With this President's Regulation enactment, the ranking of competency qualifications in existing sectors or professional fields is made by referring to this President's Regulation within a maximum of 5 (five) years.
- (2) (2) If the qualification levelling referred to in paragraph (1) has been bound by an international agreement or regulated by higher laws and regulations, harmonization or conversion shall be carried out.
- (3) (2) The adjustment of the qualification gap as referred to in paragraph (1) and the harmonization or conversion of qualifications as referred to in paragraph (2) shall be carried out through a convention forum initiated by the ministry in charge of human resources and the ministry in charge of education by involving stakeholders.

## CHAPTER V

### CLOSING PROVISIONS

#### Article 11

This President's Regulation comes into force on the date of promulgation.

So that everyone knows about it, it is ordered that this President's Regulation be publicized 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 January 17, 2012  
MINISTER OF LAW AND HUMAN RIGHTS OF  
THE REPUBLIC OF INDONESIA,  
Signed

AMIR SYAMSUDIN

GAZETTE OF THE REPUBLIC OF INDONESIA YEAR 2012 NUMBER 24



PRESIDEN REPUBLIK  
INDONESIA

Copy by the original  
Deputy Public Welfare Cabinet Secretariat,

Agus Sumartono, SH, MH



PRESIDEN REPUBLIK  
INDONESIA

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

DESCRIPTION OF KKNi QUALIFICATION LEVELS

QUALIFICATION LEVEL	DESCRIPTION
General description	a. Devoted to God Almighty. b. Have morals, ethics and personality both in completing its tasks. c. Act as citizens who are proud and love their homeland and support world peace. d. Able to work together and have social sensitivity and profound concern for the community and the environment. e. Respect the diversity of cultures, views, beliefs, religions, and the opinions/findings of others. f. Uphold law enforcement and having the spirit of putting the interests of the nation and society at large.
1	Able to carry out simple, limited, routine tasks using predefined tools, rules, and processes and under the guidance, supervision, and responsibility of their superiors. Have factual knowledge. Responsible for his work and not responsible for other people's work.
2	Able to carry out a specific task, using tools, information, and work procedures commonly performed, and show measurable quality performance under his superior's direct supervision.





PRESIDEN REPUBLIK  
INDONESIA

	<p>Have basic operational knowledge and factual knowledge of specific work fields to choose available solutions to common problems.</p>
	<p>Responsible for one's work and can be given the responsibility of guiding others.</p>
3	<p>Able to carry out a series of specific tasks by translating information and using tools based on a choice of work procedures, and showing performance with measurable quality and quantity, some of which result from own work with indirect supervision.</p>
	<p>Have complete operational knowledge, general principles, and concepts related to the facts of a particular field of expertise to solve various common problems with appropriate methods.</p>
	<p>Able to work together and communicate within the scope of work.</p>
	<p>He was responsible for his work and can take responsibility for others' work's quantity and quality.</p>
4	<p>Able to complete wide-scope and specific case tasks by analyzing limited information, selecting the appropriate method from several standard choices, and demonstrating performance with measurable quality and quantity.</p>
	<p>Master some basic principles of certain areas of expertise and align with real problems in their work field.</p>
	<p>Able to work together and communicate, compile a limited scope of written reports, and have initiative.</p>
	<p>Responsible for his work and can be given responsibility for the work of others.</p>
5	<p>Able to complete a broad scope of work, choose the appropriate method from various standardized and non-standard options by analyzing data, and show performance with measurable quality and quantity.</p>
	<p>Mastering the theoretical concepts of particular fields of knowledge in general and formulate solutions to procedural problems.</p>
	<p>Able to manage workgroups and compile comprehensive written</p>



PRESIDEN REPUBLIK  
INDONESIA

	reports.
	Responsible for their work and can be given responsibility for the achievement of group work.
6	Able to apply their fields of expertise and take advantage of science, technology, or art to solve problems and adapt to situations at hand.
	Master the theoretical concepts of a particular field of knowledge in general and the theoretical concepts of a special section in that field of expertise in depth and formulate procedural problems.
	Able to make correct decisions based on analysis of information and data and provide guidance in choosing various alternative solutions independently and in groups.
	Responsible for his work and can be given responsibility for the achievement of the work of the organization.
7	Able to plan and manage resources under their responsibility and comprehensively evaluate their work by utilizing science, technology, or art to produce organizational strategic development steps.
	Able to solve problems in science, technology, or art in their scientific fields through a monodisciplinary approach.
	Able to conduct research and make strategic decisions with full accountability and responsibility for all aspects under their expertise area's responsibility.
8	Able to develop knowledge, technology, or art in their scientific field or practice professionally through research to produce innovative and tested works.
	Able to solve science, technology, or art problems in their scientific fields through an interdisciplinary or multidisciplinary approach.
	Able to manage research and development beneficial to society and science and can get national and international recognition.
9	Able to develop new knowledge, technology, or art in their scientific field or practice professionally through research to produce creative,



PRESIDEN REPUBLIK  
INDONESIA

	original, and tested works.
	Able to solve problems in science, technology, or art in their scientific fields through inter, multi, and transdisciplinary approaches.
	Able to manage, lead, and develop research and development beneficial for humankind's benefit and get national and international recognition.

Stipulated in Jakarta  
on January 17, 2012

PRESIDENT OF THE REPUBLIC OF INDONESIA,  
Signed  
DR. H. SUSILO BAMBANG YUDHOYONO

A real copy of the original  
Deputy for People's Welfare Cabinet Secretariat,

Agus Sumartono, SH, MH