

# Pensions at a Glance 2023



# Indonesia

## Indonesia: Pension system in 2022

Employees are covered by both an earnings-related social insurance scheme and a defined contribution plan.

### Key indicators: Indonesia

		Indonesia	OECD
Average worker earnings (AW)	IDR (million)	36.8	612.7
	USD	2 481	41 261
Public pension spending	% of GDP		7.7
Life expectancy	at birth	68.3	80.7
	at age 65	77.3	84.6
Population over age 65	% of working-age population	11.5	31.3

## Qualifying conditions

Normal pension age is 58 years in 2022 gradually rising to 65 by 2043, increasing by one year every three years. Retirement is not required and employees with 15 years of contributions are qualified for a periodical pension benefit while those having less than 15 years qualify for lump-sum payments.

## Benefit calculation

### *Earnings-related*

From 1 July 2015 employees in the private sector are covered by social insurance. The pension benefit currently accrues at 1%. Past earnings are valorised in line with inflation. Contributions are payable up to a ceiling of IDR 9.1 million per month. The minimum pension after 15 years of contribution is IDR 363 300 per month, with a maximum benefit of IDR 4.36 million per month. Pensions in payment are indexed to prices.

### *Defined contribution*

Employees in the private sector are covered by defined contribution pension plans. From 1993 to 2013 this refers to one of the Employees Social Security Programmes (PT Jamsostek) and in this case the Jaminan Hari Tua (JHT) or Old Age Security (OAS). The JHT is a compulsory programme for all employees and the retired may opt for part lump-sum with a periodical payment until death or a full lump-sum payment. Employees contribute 2% of earnings and employers pay 3.7% of the payroll. The pension is paid as a lump sum or monthly up to a maximum of five years if the balance is more than IDR 3 million. For comparison with other countries, for replacement rate purposes the pension is shown as a price-indexed annuity based on sex-specific mortality rates.

## Variant careers

### ***Early retirement***

It is possible to start claiming the pension at any age with a minimum of five years of contribution, if unemployed for at least 6 months.

### ***Late retirement***

The benefit may be deferred with no maximum age.

### ***Childcare***

There are no credits for periods out of the labour market.

### ***Unemployment***

There are no credits for periods out of the labour market.

### ***Self-employed***

Self-employed workers are covered by the same system as for employees covering both the employer and employer contributions. The base used for pensions is after the deduction of social security contributions.

## Personal income tax and social security contributions

### ***Taxation of workers***

There is a deduction of IDR 54 000 000 for a single individual. In addition, work-related expense is tax deductible, and the amount is 5% of earnings up to a ceiling of IDR 6 000 000. There is also a tax-deductible amount of 5% or up to IDR 2 400 000 for pension payments. Social security contributions are tax deductible.

### ***Taxation of worker's income***

The following table shows the tax rules applied to worker's income:

Annual Income (IDR millions)	Tax Rate
Up to 60	5%
Over 60 up to 250	15%
Over 250 up to 500	25%
Over 500 up to 5 000	30%
Over 5 000	35%

### ***Social security contributions payable by workers***

Employees contribute 1% of payroll to the pension plans and 1% to health care.

### ***Taxation of pensioners***

There is no additional tax relief for pensioners.

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### ***Taxation of pension income***

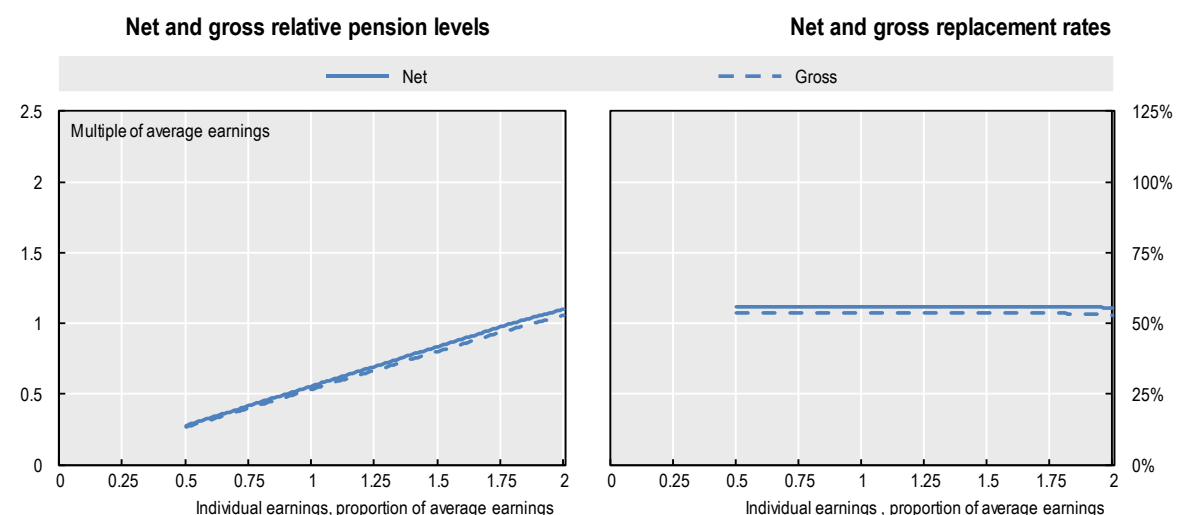
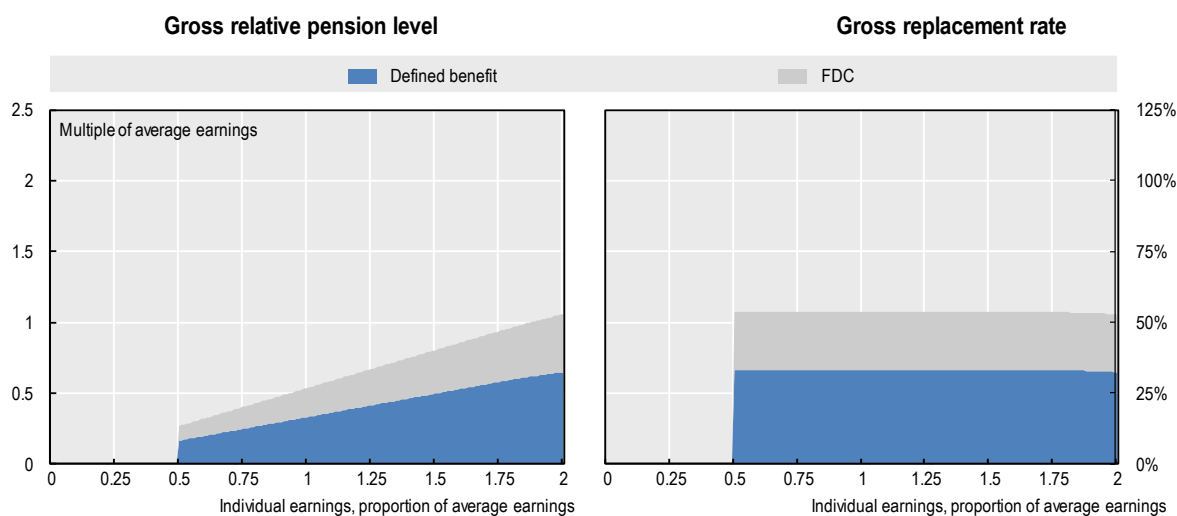
The following table shows the tax rules applied to pension income.

Annual Income (IDR millions)	Tax Rate
Up to 50	Nil
Over 50	5%

### ***Social security contributions payable by pensioners***

Pensioners do not pay any social security contributions.

## Pension modelling results: Indonesia in 2065 retirement at age 65 (men)



Men Women (where different)	Individual earnings, multiple of average					
	0.5	0.75	1	1.5	2	3
Gross relative pension level	26.8	40.1	53.5	80.3	105.7	135.8
(% average gross earnings)	25.3	38.0	50.6	75.9	99.9	127.1
Net relative pension level	27.9	41.8	55.8	83.6	110.1	141.4
(% net average earnings)	25.8	38.7	51.7	77.5	101.9	129.7
Gross replacement rate	53.5	53.5	53.5	53.5	52.8	45.3
(% individual gross earnings)	50.6	50.6	50.6	50.6	49.9	42.4
Net replacement rate	55.8	55.8	55.8	55.8	55.5	48.1
(% individual net earnings)	51.7	51.7	51.7	51.7	51.4	44.2
Gross pension wealth	7.7	7.7	7.7	7.7	7.6	6.5
(multiple of individual gross earnings)	8.4	8.4	8.4	8.4	8.3	7.1
Net pension wealth	8.0	8.0	8.0	8.0	7.9	6.9
(multiple of individual net earnings)	8.6	8.6	8.6	8.6	8.6	7.4

Assumptions: Real rate of return 2.5%, real earnings growth 1.25%, inflation 2%, and real discount rate 1.5%. All systems are modelled and indexed according to what is legislated. Transitional rules apply where relevant. DC conversion rate equals 90%. Labour market entry occurs at age 22 in 2022. Tax system latest available: 2022.