

MINISTER OF MANPOWER  
OF THE REPUBLIC OF  
INDONESIA

April 12, 2021

To: Governors  
throughout Indonesia

CIRCULAR LETTER  
MINISTER OF MANPOWER OF THE REPUBLIC OF  
INDONESIANUMBER M/6/HK.04/IV/2021

REGARDING  
IMPLEMENTATION OF THE GRANTING OF RELIGIOUS HOLIDAY ALLOWANCE  
(THR) IN 2021 FOR WORKERS/LABORERS IN COMPANIES

The Granting of Religious Holiday Allowance (*Tunjangan Hari Raya* or THR) for workers/laborers is an effort to meet the needs of workers/laborers and their families in celebrating religious holidays. According to Government Regulation Number 36 of 2021 regarding Wages and Minister of Manpower Regulation Number 6 of 2016 regarding Religious Holiday Allowance (THR) for Workers/Laborers in Companies, granting Religious Holiday Allowance (THR) is an obligation that shall be carried out by employers to workers/laborers.

The payment of Religious Holiday Allowance (THR) in accordance with Government Regulation Number 36 of 2021 and Minister of Manpower Regulation Number 6 of 2016 will be implemented by taking into accounts the following matters:

1. Religious Holiday Allowance shall be granted to:
  - a. Workers/laborers who have had a continuous working period of 1 (one) month or more.
  - b. Workers/laborers who have had working relations with employers based on indefinite-term employment contract or fixed-term employment contract.
2. The amount of Religious Holiday Allowance shall be given with the following terms:
  - a. For workers/laborers with a continuous work period of 12 (twelve) months or more, shall be granted 1 (one) month of wage;
  - b. For workers/laborers who have had a continuous working period of 1 (one) month but less than 12 (twelve) months, shall be granted proportionally according to the calculation:

$$\frac{\text{work period}}{12} \times 1 \text{ (one) month wage}$$

- c. For workers/laborers who work based on daily employment contracts, 1 (one) month wage shall be calculated as follows:
- 1) Workers/laborers who have had a work period of 12 (twelve) months or more, the wage of 1 (one) month shall be calculated based on the average wage received within the last 12 (twelve) months before the religious holiday.
  - 2) Workers/laborers who have had a work period of less than 12 (twelve) months, 1 (one) month of wage shall be calculated based on the average wage received every month during the work period.
3. Religious Holiday Allowance (THR) shall be paid no later than 7 (seven) days before the religious holiday.

For companies that are still affected by the Covid-19 pandemic and causing them to be unable to grant the 2021 Religious Holiday Allowance (THR) in accordance with the time specified under the laws and regulations, Governors and Regents/Mayors shall take the following steps:

1. Provide a solution by requiring employers to enter into dialogue with workers/laborers to reach an agreement, which shall be carried out in a friendly manner and in good faith. The agreement is made in writing which states the time for the payment of the Religious Holiday Allowance (THR) on the condition that it is paid no later than before the 2021 religious holiday of the worker/laborer concerned.
2. Request the companies to prove their inability to pay the 2021 Religious Holiday Allowance (THR) on time to their workers/laborers, based on the transparent internal financial company report.
3. Ensure that the agreement regarding the payment of the Religious Holiday Allowance (THR), will not relieve the company's obligation to pay the 2021 Religious Holiday Allowance (THR) to their workers/laborers in the amount in accordance with the laws and regulations.
4. Request the companies that had made an agreement with their workers/laborers, to report the result of the agreement thereof to the local service office in charge of manpower affairs at the latest 7 (seven) days before the religious holiday.

In order to provide legal certainty, anticipating complaints in the implementation of the payments for the 2021 Religious Holiday Allowance (THR) and the implementation of effective

coordination between the central and regional governments, the Governor and Regent/Mayor are requested to:

1. Enforce the law within their authorities against violations of the granting of the 2021 Religious Holiday Allowance (THR) by taking into account the recommendations from the results of the inspection supervision on manpower.
2. Establish Command Post for the Implementation of 2021 Religious Holiday Allowance (Posko THR) while still complying with the health procedures/protocols to prevent COVID-19 transmission.
3. Report the data on the implementation of the 2021 Religious Holiday Allowance (THR) in companies and further actions that have been taken, to the Ministry of Manpower.

In relation to the matters explained above, it is requested for your assistance in delivering this explanation to the Regents/Mayors and relevant stakeholders within your area.

Thus concludes this Circular Letter, to be used as guidelines.

Minister of Manpower of  
the Republic of Indonesia,

(signed and stamped)

Ida Fauziyah

Copies to:

1. President of the Republic of Indonesia;
2. Vice President of the Republic of Indonesia;
3. Ministers of the *Indonesia Maju* Cabinet;
4. Chairman of the National Leadership Council of the Indonesian Entrepreneur Association;
5. Head of the Labor Unity Confederation.