

**ANNEX IV
SCHEDULE OF SPECIFIC COMMITMENTS ON
TEMPORARY MOVEMENT OF NATURAL PERSONS**

INDONESIA

1. Indonesia's commitments on categories of natural persons and its respective conditions and limitations for the temporary entry and temporary stay, including length of stay, are made in accordance with Article 9.5 (Schedules of Specific Commitments on Temporary Movement of Natural Persons).
2. The Horizontal Schedule below shall be interpreted in the light of Chapter 9 (Temporary Movement of Natural Persons). Natural persons of another Party that fall under the categories specified in the Horizontal Schedule are permitted to enter and stay in Indonesia subject to its applicable conditions and limitations.
3. Where natural persons of another Party in categories permitted to enter and stay with respect to sectors listed in Appendix IVA (Sector-Specific Commitments), all conditions and limitations specified in each category of the Horizontal Schedule shall also apply, unless otherwise specified.
4. For greater certainty, Indonesia reserves the right to adopt or maintain any measures with respect to categories of natural persons other than those categories listed in this Horizontal Schedule.

HORIZONTAL SCHEDULE

Description of Category	Conditions and Limitations (including length of stay)
A. Business Visitor	
<p>Definition: A natural person staying in Indonesia for the purpose of participating in business meetings, business contacts including negotiations for the sales of services, or other similar activities including those who prepare for the establishment of a commercial presence in Indonesia, attend conferences or give lectures.</p> <p>Such persons must not acquire remuneration from within Indonesia, and must not engage in making direct sales or supplying services to the general public.</p>	<p>Entry and temporary stay is permitted for a period of 60 days, extendable to a maximum of 120 days.</p>
B. Intra-Corporate Transferees	
<p>Director</p> <p>Definition: A natural person or a group of natural persons entrusted by the shareholders of a services providing entity with the final overall control and direction of the organisation, and legally responsible to act on behalf of the organisation inside or outside of the court.</p> <p>Manager</p> <p>Definition: A natural person within the organisation who primarily directs the organisation, department, or subdivision, and exercises supervisory and control functions over</p>	<p>Entry and temporary stay is permitted for up to two years and could be extended for a maximum two times subject to two years extension each time.</p> <p>Must be working in a sector listed in Appendix IVA (Sector-Specific Commitments) that is not scheduled as "unbound", and must satisfy the additional conditions and limitations set out therein.</p> <p>Any foreign natural persons supplying services are subject to charges levied by the Government.</p>



Description of Category	Conditions and Limitations (including length of stay)
<p>other supervisory, managerial, or professional staff; does not include first line supervisors unless employees supervised are professionals; does not include employees who primarily perform tasks necessary for the provision of the service.</p> <p>Technical Expert or Advisor</p> <p><u>Definition:</u> A natural person employed by a service supplier who possesses a standard of high or common (i) qualifications referring to a type of work or trade requiring specific technical knowledge or (ii) knowledge essential or propriety to the service, research equipment, techniques, or management.</p>	<p>Any foreign natural persons employed in the territory of Indonesia must hold a valid working permit issued by the Ministry of Manpower.</p> <p>Economic needs test applies to managers and technical experts for all sectors unless specified otherwise.</p> <p>Human resources or personnel function must be performed by Indonesian nationals.</p>



**APPENDIX IVA
SECTOR-SPECIFIC COMMITMENTS**

1. The following sets out Indonesia's sectoral commitments in relation to the temporary entry and temporary stay of Parties' Intra-Corporate Transferees in the territory of Indonesia.
2. For the purposes of this Appendix, "None" means:
 - no additional conditions and limitations other than those listed in the Horizontal Schedule; and
 - in the case of 5. Education Services and 7. Financial Services, no additional conditions and limitations other than those listed in the Horizontal Schedule and their respective General Conditions below.
3. For the purposes of this Appendix, "Unbound" means no commitment.
4. References to "CPC" in this Appendix refers to the provisional CPC codes as used in the Provisional Central Product Classification (Statistical Papers Series M No.77, Department of International Economic and Social Affairs, Statistical Office of the United Nations, New York, 1991). The appearance of ** against individual CPC listings indicates that the service specified constitutes only a part of the total range of activities covered by the CPC concordance.
5. References to "W 120" in this Appendix refers to Services Sectoral Classification List (MTN.GNSW/120 of 10 July 1991).
6. References to "KBLI" in this Appendix refers to the Indonesia Standard Industrial Classification (*Klasifikasi Baku Lapangan Usaha Indonesia*) 2015.

Sector or Subsector	Conditions and Limitations
A. Business Visitors	
All Sectors	Business Visitors are permitted for all sectors subject to applicable conditions and limitations in the Horizontal Schedule
B. Intra-Corporate Transferees	
1. BUSINESS SERVICES	
1.1 Professional Services	
Legal Services (CPC 861) <ul style="list-style-type: none"> - Only for advisory services on foreign law (home country law or International Law on Business and Arbitration). - For greater certainty, advisory service shall not include: <ul style="list-style-type: none"> (a) legal representation in Indonesian court of justice or undertake legal proceedings under any circumstances (b) notarial activities 	Foreign lawyers (advocate) as Technical Expert are: <ul style="list-style-type: none"> • only allowed to work or take part in Indonesian law firm as technical experts in foreign law or international law on business and arbitration • subject to permit from the Government and recommendation from Advocate Association • obliged to transfer legal knowledge and professional capabilities to Indonesian Lawyers • obliged to transfer knowledge to education, legal research, or government institutions at least 10 hours each month free of charge <p>The share of foreign lawyers (advocate) in Indonesian law firm must not exceed 20 per cent and shall be limited to five foreign lawyers (advocate) per firm.</p>



Sector or Subsector	Conditions and Limitations
Architectural Services (CPC 8671)	Highest management in a representative office shall be Indonesian nationals
Engineering Services (CPC 8672 excluding CPC 86721, 86725, 86726)	Highest management in a representative office shall be Indonesian nationals
Advisory and Consultative Engineering Services (CPC 86721)	Highest management in a representative office shall be Indonesian nationals
Engineering Design Services for Industrial Processes and Production (CPC 86725**) only for steelmill, oil & gas, gas turbine industries - Mould and dies (die-casting, forging, stamping, etc.) - Powder metallurgy	None
Engineering Design Services for Industrial Processes and Production (CPC 86725**) only for materials flows, equipment layout, material handling systems, processes and process control (which may integrate computer technology) for manufacturing plants	None
Integrated Engineering Services (CPC 8673)	Highest management in a representative office shall be Indonesian nationals
Landscape Architectural Services (CPC 86742)	Unbound
Clinic of Specialised Medical Services for registered health institution, which established and integrated in Class A and B hospital (CPC 93122)	Unbound
Clinic of Specialised Dental Services for registered health institution, which established and integrated in Class A and B hospital (CPC 93123)	Unbound
Specialist Nursing services for registered institutions, which established and integrated in Class A and B hospital (CPC 93191)	Unbound
1.2 Computer and Related Services	
Consultancy Services Related to the Installation of computer hardware (CPC 841)	Only for Director and Technical Expert
Software Implementation Services (CPC 842) only for CPC 84210	Only for Director and Technical Expert
Data Base Services (CPC 844) only for advance database services	Only for Director and Technical Expert
Maintenance and Repair Services of Office Machinery and Equipment Including Computers (CPC 845)	Only for Director and Technical Expert
1.3 Research and Development Services	
Interdisciplinary R&D (CPC 853) only for industrial activities)	Only for Director and Technical Expert
Research and Experimental Development Services on Linguistic and Languages (CPC 85204), only for foreign language	Only for Director and Technical Expert
1.4 Rental and Leasing Services without Operator	
Rental of Vessel Without Crew (CPC 83103)	None
Other (CPC 832), only for Rental Services Concerning Video Tapes (CPC 83202)	None
1.5 Other Business Services	



Sector or Subsector	Conditions and Limitations
Management Consulting Services (CPC 865) for: (a) General Management Consulting Services (CPC 86501) (b) Marketing Management Consulting Services (CPC 86503) (c) Human Resources Management Consulting Services (CPC 86504)	Unbound
Project Management Services excluding Construction (CPC 86601)	Unbound
Geological and Geophysical Services, only for Geothermal Seismic Data Acquisition (a) according to Indonesia Proposal of Energy Services Classification is under: Seismic Data Acquisition (1A.1.4.1.1.), and (b) according to W 120 Seismic Data Acquisition is under: Business Services on Subsurface Surveying Services (CPC 86752)	Unbound
Technical Testing and Analysis Services (CPC 8676) only for Technical Inspection Services (CPC 86764)	Only for Director and Technical Expert
Convention Services (CPC 87909) only for Meetings, Incentives, Conventions and Exhibitions (MICE)	None
Investigation and Security (CPC 873) only for shoplifting investigation services (CPC 87301)	None
Photographic Services (CPC 875) only for Restoration, Copying and Retouching Services of Photography (CPC 87507)	None
Services Incidental of Manufacturing (CPC 884 excluding CPC 88411, 88412, 88421, 88422, 88423, 88430, 88442, 88460, 88491, 88492).	Only for Director and Technical Expert
Services Incidental to Manufacture of Metal Products, Machinery, and Equipment (CPC 885)	Only for Director and Technical Expert
Services Incidental to Energy Distribution (CPC 887) exclusively covers only consultancy services related to operation of power plant and network	None
Maintenance and Repair of Equipment (excluding Maritime Vessels, Aircraft or other Transport Equipment) (CPC 8861+8866)	Only for Director and Technical Expert
Packaging Services (CPC 876)	Unbound
Telephone Answering Services (CPC 87903)	None
Market Research Services (CPC 86401)	Only for Director and Technical Expert
2. COMMUNICATION SERVICES	
Postal Services (CPC 7511)	Unbound
Courier Services (CPC 7512)	Unbound
2.1 Telecommunication Services	
Local Services (a) Public Switched Telephone Service (CPC 7521) (b) Teleconferencing Services (CPC 75292)	None
Long Distance (a) Public Switched Telephone Service (CPC 7521) (b) Teleconferencing Services (CPC 75292)	None



Sector or Subsector	Conditions and Limitations
International Services: (a) Public Switched Telephone Service (CPC 7521) (b) Teleconferencing Services (CPC 75292)	None
Circuit Switched Public Data Network Services (CPC 7523**) (a) Local (b) International	None
Circuit Switched Public Data Network Services (CPC 7523**) Long Distance	None
Packet-Switched Public Data Network Services (CPC 7523**) (a) X. 25 (b) Frame relay (c) Local (d) Local distance (e) International	None
Telex Services (CPC 7523**) Telegraph Services (7522) Facsimile (CPC 7521** + 7529**)	None
Private Leased Circuit Services (CPC 7522** + 7523**)	Only for Manager and Technical Expert
Dedicated Network Services (CPC 75222)	None
On-line Information and Database Retrieval (CPC 7523**)	Only for Manager and Technical Expert
Electronic Data Interchange (EDI) (CPC 7523**)	None
Enhanced or Value Added Facsimile Services, including Store and Forward, Store and Retrieve (CPC 7523**)	None
On-line Information and or Data Processing (including Transaction Processing) (CPC 843**)	None
Domestic Services: Mobile Cellular Telephone Services (CPC 75213) Internet Access Services Regional and National Paging Services (CPC 75291) Public Payphone Services Voice Mail Service (CPC 7523) Electronic Mail Services (CPC 75232)	None
Computer Time Sharing Services (CPC 84330) Video Text Services (CPC 75229) Electronic Mail Box (CPC 75232) File Transfer Services (CPC 75299) Home Telemeter Alarm (CPC 75299) Entertainment Services (CPC 75299) Management Information Services (CPC 75299)	None
2.2 Audio Visual Services	
Motion Picture and Video Tape Production (CPC 9611)	None
Motion Picture and Video Tape Distribution Services (CPC 9611)	None
Motion Picture Projection Services (CPC 9612)	None
Sound Recording (KBLI 592)	None
3. CONSTRUCTION AND RELATED ENGINEERING SERVICES	



Sector or Subsector	Conditions and Limitations
Construction Work for Buildings (CPC 512) except for one- and two-dwelling buildings (CPC 51210)	Highest management in a representative office shall be Indonesian nationals
Construction Work for Civil Engineering (CPC 513)	Highest management in a representative office shall be Indonesian nationals
Assembly and Erection of Prefabricated Constructions (CPC 514)	Highest management in a representative office shall be Indonesian nationals
Installation Work (CPC 516)	Highest management in a representative office shall be Indonesian nationals
Building Completion and Finishing Work (CPC517)	Highest management in a representative office shall be Indonesian nationals
Pre-Erection Work at Construction Site (CPC 511) excluding Site Investigation Work (CPC 51110) and site Formation and Clearance Work (CPC 51113)	Highest management in a representative office shall be Indonesian nationals
Special Trade Construction (CPC 515)	Highest management in a representative office shall be Indonesian nationals
Renting Services Related Equipment for Construction or Demolition of Building or Civil Engineering Works with Operator (CPC 518)	Highest management in a representative office shall be Indonesian nationals
4. DISTRIBUTION SERVICES	
Wholesale Trade Services of Food, Beverages, and Tobacco with Minimum Space above 5,000 meter square (CPC 6222) Wholesale Trade Services of Textile, Clothing and Footwear with minimum space above 5,000 meter square (CPC 6223)	None
Direct Selling only for Multi Level Marketing (KBLI 47999)	None
Franchising (CPC 8929) Wholesale Trade Services of Food, Beverages, and Tobacco with minimum space above 5,000 meter square	None
5. EDUCATION SERVICES	
General Conditions for Education Services Temporary entry for natural persons engaged in education activities in Indonesia is subject to approval by the Ministry of Education and Cultural. Approval is granted on case-by-case basis;	
Secondary Education Services Technical and Vocational Secondary Education Services (electronic, automotive) (CPC 92230)	None
Higher Education Services Post-Secondary Technical and Vocational Education Services (Polytechnique Machine and Electrical) (CPC 92310)	Unbound
Adult Education Services only for Language Course and Training (CPC 924)	None
Other Education Services only for Football and Chess (CPC 92900)	None
6. ENVIRONMENTAL SERVICES	
Sewage Services (CPC 9401) only for wastewater management	None



Sector or Subsector	Conditions and Limitations
Refuse Disposal Services (CPC 9402) Solid Waste Disposal Services only for: (a) integrated hazardous waste treatment facility services for oil sludge and waste mercury treatment in a particular area. The services provider must be equipped with modern and sophisticated technology and environmental safety. The product will be used as a new material or energy power (b) in site hazardous waste treatment facility services for the treatment of waste of mining product and waste of fly ash and bottom ash of coal product	None
Refuse Disposal Services (CPC 94020) only for non-hazardous garbage, trash, waste and rubbish	Unbound
Sanitation and Similar Services (CPC 9403) only for public sanitation facilities	Unbound
Cleaning Services of Exhaust Gases (CPC 9404) only for air pollution control	None
Other Environmental Protection Services (CPC 9409) only for laboratory services for environment (laboratory which has the ability and authority to test and examine the environmental quality parameter according to the current laws and regulations on environment)	None
Water Management ¹ only for to drinkable water (KBLI 36001)	Unbound
7. FINANCIAL SERVICES	
General Conditions for Non-Banking Financial Services Subsector	
(1) In addition to the Horizontal Schedule, temporary entry will be granted to technical expert(s) or advisor(s) for no longer than three months per person for any given year. (2) Director, Manager, and Technical Expert or Advisor can be assumed by foreign natural person with maximum stay of three years and can be extended.	
Non-Life Insurance Services (CPC 8129) excluding CPC 81293 (Marine, Aviation and other Transportation)	Only for Director and Technical Expert or Advisor
Reinsurance Services	Only for Director and Technical Expert or Advisor
Life Insurance Services (CPC 81211)	Only for Director and Technical Expert or Advisor
Insurance Brokerage Services (CPC 81401)	Only for Director and Technical Expert or Advisor
Reinsurance Brokerage Services (CPC 8140)	Only for Director and Technical Expert or Advisor
Financial Lease Services (CPC 81120)	None
Lending of all types, including, <i>inter alia</i> , consumer credit, mortgage credit, factoring and financing of commercial transaction (CPC 8113) only for: - Factoring Services - Credit Card Business (Issuer and Agent of Credit Card) - Consumers Finance Services	None

¹ Water management includes series of supplying services activities related to surface water purification from the water sources, water distribution directly from the water terminal, water tank transportation, with the purpose of selling those to consumers.



Sector or Subsector	Conditions and Limitations
Securities Business Trading for Own Account or for Account of Customers, on an Exchange or Over-the Counter Market - Listed shares - Bonds	None
Participation in Issues of Securities, including Underwriting and Placement as Agent (whether publicly or privately), and Provision of Services Related to such issues	None
- Portfolio Management, all forms of collective investment management ² - Asset Management limited only to Investment Fund Management	Only for Director
Investment Advisory Services limited only to Investment Advisory in Capital Market	Only for Director
<u>Commercial Banking Business</u>	
(a) Acceptance of Deposits and other Repayable Funds from the Public (b) Lending of all types, including Consumer Credit, Mortgage, Credit, Factoring, and Financing of Commercial Transaction (c) All Payment and Money Transmission Services including Credit, Charge and Debit Cards, Travelers Check and Bankers Drafts (d) Guarantees and Commitments (e) Trading for Own Account or for Account of Customers, whether on an Exchange, in an over-the-Counter Market or otherwise, the following: - Money market instruments (including check, bills, certificates of deposits) - Foreign Exchange - Exchange rate and interest rate instruments, including products such as swaps, forward rate agreements - Transferable securities issued in the money market (f) Cash Management, Custodial and Depository Services	- With respect to the presence of natural persons, no economic needs test will apply. A non-Indonesian employed as a manager or as a technical expert shall have at least two Indonesian understudies during his or her term. - Notwithstanding the Horizontal Schedule, a temporary entry will be granted to technical experts or advisers of branch office of the foreign bank and joint venture bank for no longer than three months per person for any given year.
8. HEALTH RELATED AND SOCIAL SERVICES	
Hospital Services for specialist and subspecialist medical services in Class A and B hospitals and provide more than 250 beds (CPC 9311)	Unbound
Other Human Health Services only for Acupuncture Services which established and integrated in Class A or B hospital (CPC 93191)	Unbound
Other Veterinary Services (CPC 93209) only for Poultry Farms Consultant Services	None
Social Services (CPC 933) (a) Social welfare services for the elderly (b) Social welfare services for persons with disabilities (c) Social welfare training and education social workers and care workers	Unbound

² Portfolio management is, as stipulated in the prevailing laws and regulations on capital market, all forms of collective investment management.



Sector or Subsector	Conditions and Limitations
9. TOURISM AND TRAVEL RELATED SERVICES	
9.1 Hotels and Restaurants	
Hotels ³ (only for 3, 4 and 5 star hotels) (CPC 64110)	Only for the following specific positions: (i) the Director and Manager (Top Management Level in Hotel business) comprised of: - General Manager - Food and Beverage Manager - Resident Manager - Comptroller - Marketing Director (only for 4 and 5 star hotels) (ii) Technical Expert (Highly Skilled Professionals) comprised of: - Executive Chef - Sous Chef (only for 4 and 5 star hotels) - Specialty Cook
Hotels (CPC 64110) (only for 1 or 2 star hotels)	Unbound
Motel Lodging Services (CPC 64120)	Unbound
Letting Services of Furnished Accommodations (CPC 64193)	Unbound
Meal Serving Services with Full Restaurant Services (CPC 64210)	None
Beverage Serving Services without Entertainment (CPC 64310)	Unbound
Beverage Serving Services with Entertainment (CPC 64320)	Unbound
9.2 Travel Agencies and Tour Operators	
Tour Operator (CPC 74710**)	Only for Technical Expert
9.3 Tourist Guide Services	
Tour Leader Services (CPC 74720)	Unbound
9.4 Other	
Tourist Resorts including ⁴ hotel (3, 4 and 5 stars) excluding marina facilities and hotel management)	Only for Manager (Resort Manager)
International Hotel Operator (CPC 91135)	None
Tourism Consultancy Services (CPC 91136)	Foreign Technical Expert are required to have recommendation from Tourism Professional Association
10. RECREATIONAL, CULTURAL AND SPORTING SERVICES (OTHER THAN AUDIO VISUAL SERVICES)	
10.1. Entertainment Services (including theatre, livebands and circus services)	
Theatre and Opera House (CPC 96193)	None
10.2. Libraries, archives, museums and other cultural services	
Museums Services limited to Museums of Jewellery (CPC 96321)	None
10.3. Sporting and Other Recreational Services	
Golf Courses and Other Facilities only within the tourist resorts (CPC 96413)	Only for Manager (Resort Manager)
10.4. Other	
Marina Facilities	Unbound
Hotel Management	Unbound

³ Starred Hotel is a service business which provides accommodation; food and beverages facilities; and other services, except casino and other activities prohibited by law; for reasons of public moral, religion, security and public order.

⁴ Tourist Resort is an area built to accommodate the facilities needed for the tourist such as hotels, marinas, golf course, cultural open stage and other facilities, except casino and other activities prohibited by law; for reasons of public moral, religion, security and public order.



Sector or Subsector	Conditions and Limitations
11. TRANSPORTATION SERVICES	
11.1 Maritime Transport Services	
Passenger and Freight Transportation excluding cabotage and auxiliary services	
International Passenger Transport (CPC 7211)	None
International Freight Transport (CPC 7212)	None
Maintenance and Repair of Vessels (CPC 8868**)	Unbound
Pushing and Towing Services for Maritime Transport (CPC 7214) (Excluding Cabotage)	Unbound
Vessel Salvage and Refloating Services (CPC 7454)	Unbound
11.2 Internal Waterways Transport Services	
Passenger Transportation (CPC 7221) (Excluding Cabotage)	None
Maintenance and Repair of Vessels (internal waterways) (CPC 8868**)	Unbound
11.3 Maritime Auxiliary Services	
Container Handling Services (CPC 7411) only for Maritime Cargo Handling Services	None
11.4 Air Transport Services	
Aircraft Repair and Maintenance Services	None
Computer Reservation System (CRS)	None
Selling and Marketing	None
11.5 Road Transport Services	
Road Freight Transportation (CPC 7123)	None
Maintenance and Repair of Road Transport Equipment (CPC 8867, excluding motorcycle)	Unbound
Supporting Services for Road Transport Terminal (CPC 744)	None
11.6 Supporting and Auxiliary Transport Services	
Maritime Freight Forwarding Services (CPC 7480**)	Unbound
Supporting Services for Road Transport: only for Highway, bridge and tunnel operation services (CPC 74420) limited to highway services	Unbound
Storage and Warehousing Services Outside Port Area and 1st Area for: (a) Storage Services of Frozen or Refrigerated Goods (CPC 7421) (b) Other Storage or Warehousing Services (CPC 7429)	Unbound
12. OTHER SERVICES	
12.1 Energy Services	
Core Analysis and Other Lab Test, only for Isotope Analysis (a) according to Indonesia Proposal of Energy Services Classification is under: Isotope Analysis (1A.2.7.3) (b) according to W 120 is under: Business Services on Technical Testing and Analysis Services (CPC 8676)	Excluding the following functions: (a) Health and Safety Environment (b) supply chain management, covering procurement, material, and logistic (c) quality control, including inspection activity
Liquefaction and Gasification only for Coal (a) according to Indonesia Proposal of Energy Services Classification is under: - Coal Liquefaction (2.4.4.4) - Coal Gasification (2.4.4.5) (b) according to W 120 is under Services Incidental to Manufacturing (CPC 884)	Excluding the following functions: (a) Health and Safety Environment (b) supply chain management, covering procurement, material, and logistic (c) quality control, including inspection activity

Sector or Subsector	Conditions and Limitations
<p>Engineering, Procurement and Construction (EPC) services limited to platform construction</p> <p>(a) according to Indonesia Proposal of Energy Services Classification is under: Engineering, Procurement and Construction (EPC) Services (1A.3.2.2.)</p> <p>(b) according to W 120 is under : engineering design services for industrial processes and production (CPC-86725)</p>	<p>Excluding the following functions:</p> <p>(a) Health and Safety Environment</p> <p>(b) supply chain management, covering procurement, material, and logistic</p> <p>(c) quality control, including inspection activity</p>
<p>Engineering, Procurement and Construction (EPC) services limited to offshore line pipe installation</p> <p>(a) According to Indonesia Proposal of Energy Services Classification is under: Engineering, Procurement and Construction (EPC) Services (1A.3.2.2.)</p> <p>(b) According to W 120 is under : engineering design services for industrial processes and production (CPC-86725)</p>	<p>Excluding the following functions:</p> <p>(a) Health and Safety Environment</p> <p>(b) supply chain management, covering procurement, material, and logistic</p> <p>(c) quality control, including inspection activity</p>
<p>Other Human Health Services (CPC 93199) only for SPA services</p>	<p>Unbound</p>

