eeCHECK

INDONESIA · EMPLOYMENT SCREENING

Background Checks in Indonesia

Employer Guide · Verification Challenges · Best Practices

PDP Law • **3–5 yrs** • **15 days**

Legal Framework | Standard Coverage | Max Turnaround

2026

Legal Framework

Personal Data Protection Law

Workforce Risk

4 Risk Domains

Verification Services

8 Check Types

Best Practices

Employer Checklist

Executive Summary

#1

Fastest-growing labour markets in SE Asia

3–5

Year standard screening coverage

15

Business days max for full verification

Indonesia Background Checks — At a Glance

Indonesia background checks are generally feasible, but remain one of Asia's more operationally complex verification environments. The main challenge is often not whether screening is allowed, but whether verification can be completed reliably, consistently, and within expected timelines.

Legal Framework	Personal Data Protection Law (PDP Law)
Consent Required	Yes — explicit consent before screening
Criminal Record	Candidate involvement generally required (SKCK)
Employment Verification	Available but highly manual
Education Verification	Common, institutional responsiveness varies
Standard Coverage	3–5 years typical
Typical Turnaround	1–15 business days depending on check type

1. Why Indonesia Presents Unique Screening Challenges

The main challenge is verification reliability rather than legal permissibility.

Different Record-Keeping Standards

Institutions and employers may maintain records differently, creating inconsistent verification outcomes across regions.

Variable Employer Responsiveness

Some employers respond quickly, while others may require repeated follow-up or supporting documentation.

Manual Verification Processes

Many checks require direct outreach, local-language communication, or document-based review rather than automated systems.

Regional Administrative Differences

Verification practices vary widely across cities, provinces, institutions, and employer types throughout the archipelago.

Candidate-Dependent Documentation

Some checks require candidate participation, original documents, or additional authorization to proceed.

2. eeCheck Indonesia Workforce Risk Framework

1 Verification Risk

PURPOSE

Validates candidate-provided information.

TYPICAL CHECKS

Employment verification, education verification, professional reference checks.

2 Identity Risk

PURPOSE

Confirms identity and reduces impersonation risk.

TYPICAL CHECKS

Identity verification, candidate identity documentation review.

3 Integrity Risk

PURPOSE

Identifies publicly available legal, financial, or reputational indicators.

TYPICAL CHECKS

Criminal record, civil litigation, bankruptcy, directorship, credit checks.

4 Governance Risk

PURPOSE

Identifies conflicts of interest and broader business relationships.

TYPICAL CHECKS

Corporate affiliation, directorship reviews, conflict-of-interest assessments.

3. Legal Framework

Indonesia's Personal Data Protection Law (PDP Law) governs all personal information processing in employment screening.

1. **Consent**

   Obtain consent before collecting and processing personal information.

2. **Purpose Limitation**

   Clearly define why information is collected and how it will be used.

3. **Lawful Processing**

   Ensure screening activities connect to legitimate hiring objectives.

4. **Data Security**

   Apply appropriate security controls to protect candidate information.

5. **Retention Practices**

   Retain data only for appropriate periods and in line with policy.

4. Criminal Record Checks (SKCK)

Indonesia's criminal record certificate — Surat Keterangan Catatan Kepolisian (SKCK) — is issued by Indonesian police authorities and generally requires candidate participation.

SKCK / Police Clearance

Candidate cooperation required; timelines vary by process and documentation completeness.

Public Record Screening

May be used as part of broader risk management where legally appropriate and proportionate.

Layered Approach

Combine candidate-provided documentation with other lawful verification methods.

Role Relevance

Criminal and public record screening must be linked to role risk and legitimate business purpose.

5. Employment Verification & 6. Education Verification

Employment Verification

Generally available but highly dependent on manual processes and employer responsiveness.

Employment Dates	Confirmed via employer outreach or supporting documentation.
Job Title	Confirmable; depends on HR response and record availability.
Employer Confirmation	Requires follow-up, local-language handling, and candidate authorization.
Informal Employment	May require alternative methods and supporting documents.
Supporting Docs	Contracts, payslips, reference letters, and separation documents.

Education Verification

Most commonly requested service in Indonesia. Confirms degree authenticity, institution details, and academic credentials.

Key Challenge

Variable administrative capabilities across institutions may cause delayed responses, incomplete records, and manual verification requirements.

- Degree authenticity and graduation records confirmable
- Institution details and academic credentials verifiable
- Turnaround: 5–12 business days (varies by institution)
- Expect variable response times and manual handling

7. Professional Reference Checks

Commonly used in Indonesia for management hiring, regulated positions, financial services, executive recruitment, and high-trust roles.

Management Hiring	Helps assess leadership capability, team management style, and workplace conduct.
Regulated Positions	Supports fit-and-proper expectations and role-related risk evaluation for regulated roles.
Financial Services	Provides additional insight for roles involving trust, client assets, sensitive information, or financial responsibility.
Executive Recruitment	Helps evaluate leadership history, professional reputation, and decision-making style at senior levels.
High-Trust Positions	Supports hiring decisions for roles requiring elevated integrity, responsibility, or confidential access.

What References Reveal

- Professional conduct and workplace behaviour
- Leadership capabilities and management style
- Employment history consistency
- Decision-making and problem-solving approach
- Team dynamics and interpersonal effectiveness
- Integrity and reliability in previous roles

8. Identity Verification

Identity verification may involve review of candidate-provided identity documentation and other lawful verification methods where appropriate.

Candidate Consent

Ensure appropriate consent is obtained before collecting or reviewing any identity information from the candidate.

Proportionate Collection

Collect only information necessary for the hiring purpose and role requirement — avoid excessive data requests.

Secure Handling

Ensure personal data is handled securely with appropriate access controls and protection measures throughout.

Retention Practices

Clearly define how long identity information will be retained, who may access it, and when it should be deleted.

Identity verification should be aligned with both hiring objectives and applicable privacy requirements under Indonesia's PDP Law.

9–10. Additional Risk Services & Turnaround Times

Civil Litigation

Senior management, regulated roles, executive due diligence.

Bankruptcy Checks

Financial services, fiduciary roles, senior finance appointments.

Directorship Search

Executive hiring, board appointments, governance-sensitive roles.

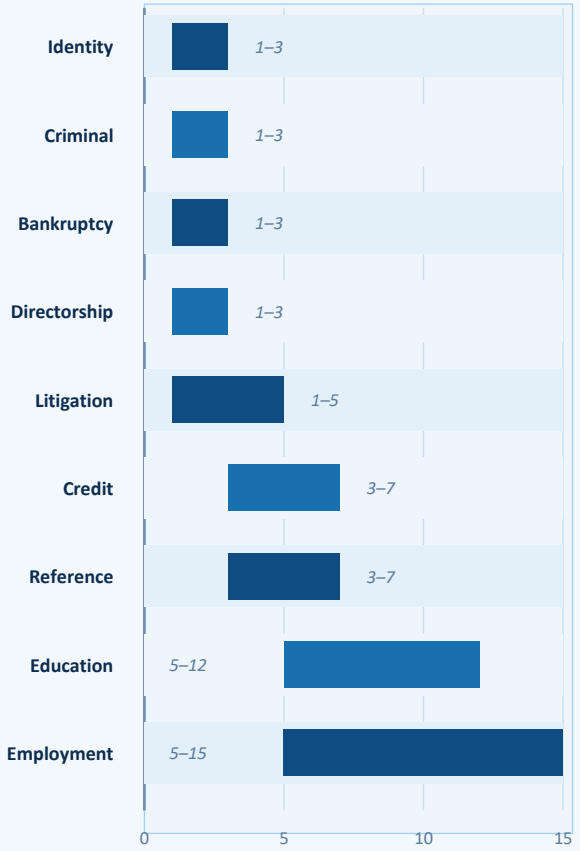
Credit & Financial

Financial services, fiduciary roles, sensitive management positions.

Reference Checks

Management hiring, executive recruitment, regulated positions.

Turnaround Times (Business Days)



11. Data Privacy, Consent & Cross-Border Transfers

Under Indonesia's PDP Law, organizations must obtain appropriate consent, define the purpose of processing, limit collection to necessary information, and implement secure handling practices.

Consent

Use clear consent language explaining the scope, purpose, and handling of screening data before collection.

Data Minimisation

Collect only information necessary for the role and screening purpose — avoid excessive data requests.

Secure Handling

Apply role-based access, secure storage, and appropriate retention standards throughout the process.

Cross-Border Transfers

Assess transfer requirements when using overseas providers or centralised regional operations.

Vendor Oversight

Confirm that screening providers have appropriate privacy, security, and operational controls in place.

12. Cross-Border Data Transfer Considerations

Organizations conducting regional or global screening programs should assess cross-border data transfers carefully — especially when candidate information is shared between local HR teams, regional compliance teams, overseas screening providers, or centralized hiring platforms.

Using Overseas Screening Providers

WHY EMPLOYERS SHOULD REVIEW IT

Employers should confirm that overseas providers apply appropriate privacy, security, and processing controls before sharing candidate data.

Centralising Regional Screening Operations

WHY EMPLOYERS SHOULD REVIEW IT

Regional HR or compliance teams should ensure transfer practices align with applicable legal requirements and internal policies.

Sharing Candidate Information Across Jurisdictions

WHY EMPLOYERS SHOULD REVIEW IT

Employers should ensure candidates are informed about cross-border processing where applicable under the PDP Law.

Regional Reporting and Dashboards

WHY EMPLOYERS SHOULD REVIEW IT

Access to screening results should be limited to authorised personnel with a legitimate business need — regardless of jurisdiction.

Employers should ensure that transfers remain aligned with applicable legal requirements and organisational policies.

13. eeCheck Asia Insight

Indonesia is one of the largest employment markets in Asia, but employers should avoid assuming that verification methodologies used in highly centralised jurisdictions will produce the same outcomes locally.

Verification Layering

Combining multiple verification sources produces more reliable outcomes than relying on a single check or document type.

Multiple Information Sources

Drawing on employer outreach, candidate documentation, and public records reduces dependence on any single verification channel.

Risk-Based Screening Design

Tailoring screening scope to role risk level ensures proportionality, compliance, and efficient allocation of verification effort.

Strong Consent Frameworks

Clear, specific, and properly documented consent supports both legal compliance and candidate trust throughout the process.

Local Verification Expertise

Organizations with local-language capability and in-country knowledge achieve stronger and more consistent verification outcomes.

14. Comparison with Other Asian Markets

Indonesia's verification environment differs meaningfully from other major Asian markets.

Singapore	Less centralised verification infrastructure and greater reliance on manual verification compared to Singapore's more structured environment.
Hong Kong	More fragmented verification environment and higher variability in institutional responsiveness than Hong Kong.
Vietnam	Similar dependence on local verification efforts, but Indonesia presents greater geographic scale and institutional diversity.
India	Similar need for manual verification processes, but Indonesia generally presents lower regulatory complexity at the national level.
Japan	

For country-specific context, see eeCheck's Singapore, Hong Kong, Vietnam, and Japan background check guides.

15. Best Practices for Employers

Employer Checklist for Indonesia Screening

Obtain clear and compliant candidate consent

Use specific, transparent consent language that explains screening scope, purpose, and how data will be handled.

Apply role-based screening methodologies

Match the screening scope to the role's risk level — avoid over-screening low-risk positions.

Use multiple verification sources

Combine employer outreach, candidate documentation, and public records to reduce dependence on any single source.

Anticipate manual processes and variable timelines

Build realistic turnaround expectations into hiring plans, particularly for employment and education verification.

Maintain strong privacy and governance controls

Apply data minimisation, secure handling, and appropriate retention standards throughout the screening process.

Work with providers that have local expertise

Partners with in-country verification capabilities and local-language skills produce stronger and more consistent outcomes.

About eeCheck

5,000+

Organizations
Supported Across Asia

10+

Countries with
Local Operations

Asia-Focused Expertise

Supporting financial institutions, government agencies, technology companies, MNCs, and regulated industries.

Country-Specific Guidance

Local verification teams navigate country-specific requirements, privacy regulations, and cross-border challenges.

Consistent, Risk-Based Programs

eeCheck helps implement consistent screening programs that adapt to local legal, regulatory, and cultural requirements.

Practical Compliance Guidance

Guidance on governance, verification methodologies, and privacy compliance — so organizations make trusted hiring decisions.

Final Strategic Takeaway

Indonesia is one of Asia's most important hiring markets, but also one of the region's more operationally complex verification environments.

1. Organizations relying only on candidate-provided documents face elevated verification risk
2. Layered verification methodologies produce the strongest hiring outcomes
3. Strong consent frameworks and risk-based screening design are essential
4. Locally adapted processes outperform generic global approaches