



Newsflash

Welcome to PT. Great Eastern Life Indonesia,
the new IGP Network Partner in Indonesia

May 2026





The Indonesian benefits context

Statutory anchors, cultural pillars, and market momentum

Indonesia is one of Asia's most dynamic labor markets. Its employee benefits landscape combines mandatory social security schemes, strong cultural expectations around employer-sponsored care, and a rapidly maturing private benefits market, particularly among multinational employers.

Statutory social security framework

Building an effective benefits strategy in Indonesia begins with a clear understanding of the statutory framework, anchored by two core systems:

- [BPJS Kesehatan](#) provides universal healthcare for all Indonesian citizens and eligible expatriates, offering inpatient, outpatient, maternal, and preventive services via a tiered class system. The typical contribution structure is 4% of monthly salary for the employer and 1% of monthly salary for the employee, up to a capped income (commonly around IDR 12 million/month).
- [BPJS Ketenagakerjaan](#) provides comprehensive workforce protection including occupational accidents, old-age savings, pension, death, and job-loss schemes through separate contribution rates:
 - JKK (Work Accident): 0.24–1.74% (fully employer-paid)
 - JHT (Old-Age Savings): 3.7% (employer) + 2% (employee)
 - JP (Pension): 2% (employer) + 1% (employee)
 - JKM (Death Benefit): 0.3% (employer)

Employers are required to register eligible employees in both BPJS Kesehatan and BPJS Ketenagakerjaan. Together, these government-administered schemes form the mandatory foundation for employee benefits in Indonesia. They ensure universal protection while creating a base upon which private benefits can be layered.

Market trends and employer practices in Indonesia

Indonesian employers are increasingly going beyond statutory requirements to attract and retain talent, particularly in competitive sectors such as technology, financial services, and professional industries. While BPJS provides the mandatory foundation, leading multinationals typically enhance their offerings with additional layers of protection and well-being initiatives:

- **Risk benefits for global alignment:** Group life, accident, and disability insurance are commonly added to ensure consistency with global standards.
- **Comprehensive group medical plans:** Covering inpatient, outpatient, maternity, dental, and optical services, these plans expand access to quality care and improve service standards beyond the public system.
- **Well-being and engagement programs:** Health screenings, fitness allowances, mental health resources, and stress management initiatives reflect a growing emphasis on preventive care and employee resilience.

Sample employee benefits packages in Indonesia

To illustrate how multinationals structure benefits beyond statutory requirements, here are examples of typical packages by industry and company size:

Technology sector – Large subsidiary (500+ employees)

- Statutory coverage: BPJS Kesehatan & BPJS Ketenagakerjaan
- Risk benefits: Group life insurance (3x annual salary), accidental death & disability coverage
- Supplemental health: Comprehensive group medical plan (inpatient, outpatient, maternity, dental, optical) with access to private hospitals
- Well-being: Mental health counseling, fitness reimbursement, annual health screenings

Financial services – Mid-sized Subsidiary (150–300 employees)

- Statutory coverage: BPJS programs fully funded by employer contributions
- Risk benefits: Group life and critical illness coverage
- Supplemental health: Enhanced inpatient coverage with higher room limits, outpatient and maternity benefits
- Well-being: Stress management workshops, employee assistance program (EAP)

Manufacturing – Small subsidiary (50–100 employees)

- Statutory coverage: BPJS compliance
- Supplemental health: Basic inpatient coverage with optional outpatient add-on
- Risk benefits: Group accident insurance
- Well-being: Annual health check-ups, safety training programs

These examples show how companies layer private benefits on top of BPJS to attract and retain talent, tailoring coverage to industry norms, workforce demographics, and budget constraints.

Note: These are illustrative examples. Actual benefit packages vary significantly depending on company size, industry, workforce profile, and budget.

Sources

- Mekari Insight – [Employee Benefits in Indonesia - A Guide for Foreign Companies](#) (updated June 15, 2025)
- People Managing People – [Indonesia Employee Benefits: Employer Guide 2026](#)
- Remote People – [Employee Benefits in Indonesia for 2026](#)
- RequitAsia – [Compensation & Benefits of Indonesian Employees](#) (June 13, 2025)
- High Five Global – [Managing Employee Benefits and Compensation in Indonesia](#) (April 29, 2025)
- Chambers and Partners – [Employment 2025 – Indonesia: Trends & Developments](#) (September 2025)
- Marsh – [Health & Benefits Study 2025](#)



Welcome PT Great Eastern Life Indonesia

The new IGP Network Partner in Indonesia

PT Great Eastern Life Indonesia joins the IGP network as part of Great Eastern Holdings, one of Southeast Asia's most established life insurance groups.

A long-standing leader in Indonesia's insurance market

Operating in Indonesia since 1996, the company is fully licensed and supervised by OJK (Otoritas Jasa Keuangan, Indonesia's Financial Services Authority), ensuring strong regulatory compliance and governance.

Backed by the strength of a regional leader with SGD 117 billion in assets and serving over 15.5 million policyholders across the group, Great Eastern brings financial stability, scale, and deep technical expertise to IGP's global benefits offering.

Financial strength and governance are at the heart of Great Eastern's reputation. Independent credit ratings confirm its resilience: AA (Fitch) and AA- (S&P). Supported by OCBC, one of the world's safest banks and the second-largest financial services group in Southeast Asia, further reinforces long-term resilience. For multinational employers, this translates into disciplined risk management and confidence in long-term benefit security at a time when costs continue to rise.

The company's leadership is further reflected in its recent accolades. In 2025, Great Eastern Life Indonesia received multiple awards for market leadership, product innovation, and sustainability, underscoring its client-centric approach and commitment to continuous improvement.

Great Eastern Life Indonesia offers a full suite of group products, including GREAT Life Guard (group life), GREAT Health Guard (group health), and GREAT Protection Guard (accident coverage), complemented by individual solutions for savings, protection, and retirement planning. The group plans are eligible for inclusion in IGP.

Group product suite overview

GREAT Life Guard

A group life insurance plan designed for companies with a minimum of 10 employees. It provides death benefits, full coverage for total permanent disability, and optional benefits linked to illness or accident. Certificates are issued both in Indonesian Rupiah and US Dollar and are tailored specifically for employee groups.

GREAT Health Guard

A group health solution covering inpatient and outpatient care, maternity, dental, and optical benefits. The plan offers 24-hour worldwide coverage with cashless claims at network providers and reimbursement. Designed to support holistic well-being, it includes Live Great Program, which offers wellness benefits such as fitness benefits, health tips, and exclusive access to events. Coverage can be extended to spouses and children up to age 25 and customized based on company needs.

GREAT Protection Guard

A group accident plan providing coverage for accidental death, total or partial disability, and medical expenses resulting from accidents. Coverage is available in both Indonesian Rupiah and US Dollar and is structured to align with employer group scheme designs.

Each product is designed to be modular and flexible, making it possible to craft comprehensive coverage with:

- Tiered benefit structures, aligned with different employee levels
- Network management options and robust preventive features
- Consistency with BPJS requirements and OJK alignment, ensuring seamless integration into broader benefits frameworks



2025 awards and recognitions

- 2025 APPARINDO awards:
 - Best Life Insurance Company (Equity up to IDR 1.25 Trillion)
 - Best Employee Benefits Provider (Broker's Choice)
- Winner "Life Insurance (Asset 10–25 Trillion) category" at the at the Indonesia Top Insurance Award 2025, presented by The Economics
- "Best Brand Image in Life Insurance – Asset 10–25 trillion category" at the Indonesia Best Financial Awards 2025, organized by The Economics Media and Axia Research
- "Indonesia's Most Impactful ESG Initiative of the Year" at the 2025 Country Awards for Excellence by InsuranceAsia News
- "Best ESG Initiative – Indonesia" at the ESG & Sustainability Awards 2025 by Global Banking & Finance Review

Building a stronger benefits framework in Indonesia

By integrating Great Eastern Life Indonesia into the IGP Network, we strengthen our ability to deliver coordinated, compliant, and competitive benefits programs in Indonesia. This partnership creates value for multinationals employers in four key areas:

Regulatory confidence with strategic flexibility

Great Eastern Life Indonesia operates under the supervision of OJK (Indonesia's Financial Services Authority) and brings decades of experience navigating local regulatory requirements. Employers can meet statutory obligations such as BPJS while maintaining global governance standards for eligibility, funding, and risk pooling. Multinationals employers can rely on Great Eastern Life Indonesia's expertise to maintain compliance without sacrificing flexibility.

Tailored plan design for cost and care

Great Eastern Life Indonesia offers a comprehensive suite of group life and health solutions, including GREAT Life Guard, GREAT Health Guard, and GREAT Protection Guard, designed to balance affordability with rich coverage. Employers can customize plans with tiered benefits, network optimization, and preventive care features, helping manage rising healthcare costs while supporting employee well-being.

Operational excellence and insight

Strong digital capabilities support efficient claims handling, transparent processes, and actionable data analytics. These insights enable employers to monitor utilization trends and adjust benefits proactively to maintain cost effectiveness.

Local expertise and employee engagement

Deep understanding of Indonesian workplace culture and communication practices ensures benefits programs resonate with employees, improving engagement, simplifying renewals, and strengthening trust.

Indonesia's benefits landscape is both structured and adaptive, with employers steadily enhancing coverage to meet modern expectations. In this environment, our partnership with Great Eastern Life Indonesia adds a financially strong, innovative, and culturally fluent insurer to the IGP Network.

Together, we help global employers deliver benefits that are compliant, competitive, and relevant to Indonesian employees.

We look forward to working with you to translate this local expertise into better outcomes, including lower cost volatility, higher employee engagement, and a more resilient and trusted benefits experience across your Asia portfolio.



For more information, please contact your IGP Business Development Manager or...



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