



GOVERNOR OF BANTEN

DECISION OF THE GOVERNOR OF BANTEN NUMBER 561 / Kep.643-Huk / 2016

CONCERNING SECTOR MINIMUM WAGE DETERMINATION FOR TANGERANG CITY AND CILEGON CITY 2017

GOVERNOR OF BANTEN,

Considering: that in order to implement the provisions of Article 89 paragraph 3 of Law No. 13 of 2003, it deemed is necessary to stipulate a Governor Decision on Sector Minimum Wage Determination for Tangerang City and Cilegon City 2017.

- In view of:
1. Law No. 1 of 1987 on the Chamber of Commerce and Industry (State Gazette of the Republic of Indonesia of 1987 Number 8, Supplement to the State Gazette of the Republic of Indonesia Number 3346);
 2. Law Number 21 of 2000 concerning trade unions (State Gazette of the Republic of Indonesia In 2000 No. 131, Supplement to the State Gazette of the Republic of Indonesia 3989);
 3. Law Number 23 of 2000 on the Establishment of Banten Province (State Gazette of the Republic of Indonesia of 2000 Number 128, Supplement to State Gazette of the Republic of Indonesia Number 4010);
 4. Law Number 13 of 2003 on Manpower (State Gazette of the Republic of Indonesia Year 2003 Number 39, Supplement to State Gazette of the Republic of Indonesia Nomor 4279);

5. Law No. 2 of 2004 on the Industrial Relations Dispute Settlement (Official Gazette of the Republic of Indonesia of 2004 Number 6, State Gazette of the Republic of Indonesia Number 4356);
6. Law Number 23 of 2014 regarding Regional Government (State Gazette of the Republic of Indonesia of 2014 No. 244, Supplement to the State Gazette of the Republic of Indonesia Number 5587) as amended by Law No. 9 of 2015 concerning Second Amendment to Law Number 23 of 2014 on Regional government (State Gazette of the Republic of Indonesia Year 2015 Number 58, Supplement to State Gazette of the Republic of Indonesia Number 5679);
7. Government Regulation No. 78 of 2015 on Wage (State Gazette of the Republic of Indonesia of 2015 Number 237, Supplement to the State Gazette of the Republic of Indonesia Number 5747);
8. Presidential Decree No. 107 of 2004 on Wage Council;
9. Presidential Instruction No. 9 of 2013 concerning Minimum Wage Fixing policy in the framework of Business Sustainability and Workers Improvement;
10. Regulation of the Minister of Manpower and Transmigration No. 13 of 2012 on Items (in the basket) and the Implementation Achievement Phasing of Living Needs;
11. Minister of Manpower Regulation No. 7 of 2013 concerning Minimum Wage

- Taking into account:
1. Decree of the Minister of Home Affairs Number 121.36-10013 of 2016 on Appointment of Acting Governor of Banten;
 2. Decision of Banten Governor No. 561 / Kep. 539-Huk / 2016 dated October 31, 2016 on Minimum Wage Determination of Banten Province for 2017;
 3. Decision of Banten Governor No. 561/Kep.553-Huk/ 2016 concerning Minimum Wage Determination for Serang City 2017;
 4. Letter of Tangerang Mayor No. 561/1086 / DTKT / 2016 dated 4 November 2016 regarding

Recommendation on Minimum Wage for
Tangerang City 2017;

5. Letter of Cilegon Mayor No. 560/2210 /Disnaker dated 14 November 2016 Regarding Recommendation on Minimum Wage Determination For Cilegon 2017;
5. Memo of the Head of Provincial Manpower and Transmigration Office of Banten No. 561/2798-DTKT / XI / 2016 dated 22 November 2016 regarding the Request for a Banten Governor Decision On Sector Minimum Wages for City of Tangerang and Cilegon 2017.

DECIDE

to Enact:

- ONE : Determination of sector minimum wages for Tangerang City and Cilegon City 2017, with categories and amounts as listed in Appendix I and Appendix II of this Decision.
- TWO : Said Minimum Wages for Tangerang City mentioned in the dictum ONE are set out in five (5) Business Categories while Sector Minimum Wages for Cilegon City are set out in three (3) business categories.
- THREE : Said sector minimum wages for Tangerang City and Cilegon City mentioned in the dictum ONE apply only to workers with less than 1 (one) year of service.
- FOUR : Amounts of the wages for workers with more than 1 (one) year of service is based on a written agreement between workers and/or trade union and the employer.
- FOUR : This Governor Decision shall come into force as from January 1, 2017.

Enacted in Serang
on December 21, 2016

Acting GOVERNOR OF BANTEN,

Signature

NATA IRAWAN

Copied to:

1. The Minister of Home Affairs of the Republic of Indonesia;
2. The Minister of Manpower of the Republic of Indonesia;
3. The Minister of Industry of the Republic of Indonesia;
4. Minister of Trade of the Republic of Indonesia;
5. Tangerang Mayor;
6. Cilegon Mayor;
7. The Chairman of the Indonesian Employers Association of Banten province;
8. Chairs of the Trade Unions of Banten province.

Appendix I of Decision of Banten Governor
Number. 561 / Kep.643-Huk / 2016
Date: December 21, 2016

**CATEGORIES AND AMOUNTS OF SECTOR MINIMUM WAGES for
TANGERANG CITY 2017**

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
	SECTOR I		15% More than MW 2017
1	Special drink industry	Liquor industry	
2	Paper industry, paper products and the like	Manufacture of pulp, paper and paperboard	

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
3	Industry of chemicals and chemical products	<p>Basic chemical industry</p> <p>pharmaceutical industry (non-SME)</p> <p>Paints, Varnishes and Shellac industry</p> <p>Industry of soaps and household cleaning agents, cosmetics, and the like (Non SME)</p>	
4	Manufacture of rubber and rubber products	<p>V-Fan Rubber Belt Industry</p> <p>Manufacture of other rubber products for the automotive and machinery industries</p>	

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
5	Basic metal industry	Basic iron metal and steel industry Non-ferrous basic metal industry Casting iron and steel industry Casting of non iron and steel industries	
6	Manufacture of metal products except machinery and equipment	Industry of metal products of mass production ready to use for construction	

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
		<p>Machinery / equipment for processing / metalworking, wood, and other materials Industry</p> <p>Industry of machinaries for mining, quarrying and construction</p> <p>Industry for other special purposed machines</p> <p>Industry of housewares not classified elsewhere (such as air conditioners, refrigerators, washing machines , etc.)</p>	
8	Industry of machinery and equipment for office accounting data processing	Industry of machinery and office equipment, accounting and data processing (such as computers, printers, etc.) Non SME	

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
9	Industry of radio, TV and communication equipment and accessories	Transmission equipment and communications industry Radio, TV, Sound recording equipment and picture and the like industry	
10	Motor vehicle industry	4 or more wheeled motor vehicle industry Industry- body builder for 4 or more wheeled motor vehicle 4 or more wheeled motor vehicle components industry	
11	Industry of transport equipment other than 4 or more wheeled motor vehicle	2 or 3 wheeled motor vehicle components with plastic base material	
12	Electricity, gas, steam and hot water	Electrification	
13	Big trade except cars and motorcycles	Big trade and building fixtures, tile, brick, tile, and the like clay, lime, cement, or glass	

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
14	Plastics industry non household appliance	Industry of pipes and hoses of plastics with the production of PVC, PVC plastic hose and PP plastic hose	
15	Banking	Non-Foreign Exchange Bank Foreign Exchange Bank Islamic Bank	
16	Cable industry and its equipment	Fiber optic cable and telephone industry Industry of electrical cables and other electronics	
17	Non metallic mineral products industry	Glass industry Industry of cement products, lime, gypsum, and other asbestos	
18	Other electrical machinery and equipment	Manufacture of electrical accumulators and batteries	
19	Industry of artificial fibers and filaments synthetic, plastic pellets / chips	Plastic pellets / chips	

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
20	Manufacture of other plastic products	Industry of plastic sheet products	
21	Manufacture of metal products except machinery and equipment	Industry of metal products for the building ready for use production by order	
	SECTOR 2		10% more than MW 2017
1	Industry of publishing, printing and reproduction of recorded media	Printing Industry (Non SME)	
2	Industry of chemicals and chemical products	Herbal Industry (Large Scale) Pest Control industry	
3	Non metallic mineral products industry	Manufacture of building materials from clay / ceramic / porcelain Industry of clay / ceramic and porcelain products non building materials	

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
4	Manufacture of metal products except machinery and equipment	<p>Industry of tanks, containers of liquid substance and metal containers</p> <p>Industry of metal forging, stamping and rolling</p> <p>Industry for a wide range of specialized work involving metal and metal products</p> <p>Industry metal products ready to use, mass production ready to use for building</p> <p>Industry of metal products that are not classified elsewhere</p> <p>Industry of cutting tools and other equipment from metal</p>	

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
5	Industry of machinery and equipment	<p>Industry of pump and compressor</p> <p>Industry of mechanical transmission (bearing)</p> <p>Industry of other general machinery</p> <p>Industry of other general purposed machinery</p>	
6	Other electrical machinery and equipment	<p>Industry of electric motors, generators and transformers</p> <p>Industry of control equipment and power distribution</p> <p>Industry of electrical appliances that are not classified elsewhere</p>	
7	Industry of radio TV and communications equipment and equipment	Industry of electronic valves and tubes and other electronic components	

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
8	Industry of medical equipment, navigation, measuring instruments, optical, watches and clocks	Industry of optical instruments and photographic equipment	
9	Other processing industry	Industry of musical instruments (non-SME) Industry of large scale and export for games and children's toys	
10	Textile industry	Industry of yarn spinning, Fabric refinement industry, Weaving industry, Final processing of textiles	
11	Service	Distributor	
12	Timber industry and furniture	Manufacture of tables, chairs, cabinets furniture for a large scale export (non-SME)	
13	Garment industry	Garment industry (Non home industry)	

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
14	Industry of artificial fibers and filaments synthetic	Industry of PET Resin / and the like Industry of fiber/thread / strip of artificial filament Industry of artificial staple fibers	
15	Leather, leather products	Leather, leather products, including artificial leather	
	SECTOR 3		5% more than MW 2017
1	Commerce	Supermarket	
2	Industry of other Electrical Machinery and its equipment	Small scale electrical cable industry Industry of light bulbs and lighting lamps	
3	Industry of rubber, rubber products	Retreading and Bike tire	
4	Banking	Insurance	
5	Service	Warehousing	
6	Paper industry, paper products and the like	carton industry Bandages and the like	

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
7	Other processing industry	Industry of stationery and drawing, including their supplies	
8	Plastic products industry	Plastic products industry	
9	Hospital and pharmacy	Hospital type B Services Pharmacies	
1	Manufacture of rubber and rubber product	Car and motorcycle tire	

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
11	Food and beverage industry	Industry of processing and preservation of meat (non-SME)	
		Industry of bakery and the like (Non SME)	
		Industry of food made from cocoa and confectionery (non-SME)	
		Industry of macaroni, noodles, spaghetti, vermicelli, glass noodles, and the like (Non SMEs)	
		Industry of packaged beverage (non-SME)	
	SECTOR 4		3.1% more than MW 2017
	Leather, leather products and footwear	Industry of footwear for everyday use, sports shoes and technical shoes	
	SECTOR 5		

No	Business Category	Title/Description/S ubsector	Sector Minimum Wage
	<p>For companies that have an agreement with trade unions on sector minimum wage, the wage provided in the said agreement applies (agreement attached). The companies are:</p>	<ol style="list-style-type: none"> 1. PT. Sandrafine Garment 2. PT Indah Jaya Textile Industry 3. PT Sanggar Elegance Indah 4. PT Tunas Alfin Tbk 5. PT Dwiutama Intiterang 6. PT Colorlak Indonesia 7. PT Megah Sembaga Industries 8. PT Furnilac Primaguna 9. PT Lucky Indah Keramik 10. PT Presindo Central 11. PT Broco Mutiara Electrical Industry 12. PT Stretchline 13. PT Indo Taichen Textile Industry 14. PT Gunacipta Multirasa 15. PT Inter World Steel Mills Indonesia 	

ACTING GOVERNOR OF BANTEN

Signature

NATA IRAWAN

Appendix II of The Decision of Banten
Governor
Number. 561 / Kep.643-Huk / 2016
Date: December 21, 2016

Category and Amounts of Sector Minimum Wages for Cilegon City
2017

No	BUSINESS SECTOR	
	MINIMUM WAGE CATEGORY I	7% more than MW 2017
20	Manufacture of chemicals and chemical products	
24	Basic metal industry	
28	Industry of machinery and equipment	
35	Supply of electricity steam / hot water and cold air	
43	Special construction	
49	Heavy transport and transport via pipeline channels	
	MINIMUM WAGE CATEGORY II	5% more than Minimum wage
10	Foodstuff industry	

No	BUSINESS SECTOR	
16	Wood industry	
52	Warehousing and freight services	
64	Financial Services (Banking)	
36	Industrial water treatment	
37	Industrial waste management	
	MINIMUM WAGE CATEGORY III	3% more than MW 2017
18	Industry of printing and reproduction of recorded media	
61	Telecommunication	
65	Insurance and pension funds	
68	Real estate	
78	Employment services	
79	Travel agencies organizing tours and booking services	
86	Human health services	
41	Construction of buildings	

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NATA IRAWAN