

GOVERNOR OF WEST JAVA DECREE  
NUMBER: 561/Kep.679-Yanbangsos/2017

CONCERNING

MINIMUM WAGE FOR SPECIFIC LABOR-INTENSIVE INDUSTRIES ON THE  
INDUSTRY TYPE OF GARMENT IN BOGOR DISTRICT  
YEAR 2017

THE GOVERNOR OF WEST JAVA

- Considering : a. whereas District/City Minimum Wage in West Java Province Year 2017 has been set based on Governor of West Java Decree Number 561/Kep.1191-Bangsos/2016;
- b. whereas in order to maintain business continuity of the industry type of Garment and to avoid termination of employment at Garment Industry enterprises in Bogor District, it is necessary to stipulate the Minimum wage for specific labor-intensive industries on the industry type of garment;
- c. whereas based on the considerations as referred to in letters a and b, it is necessary to stipulate the Governor of West Java Decree concerning the 2017 Minimum wage for specific labor-intensive industries on the industry type of garment in Bogor District;
- In view of : 1. Law Number 11 of 1950 concerning the Establishment of West Java Province (State Gazette of the Republik of Indonesia dated 4 July 1950) jo. Law Number 20 of 1950 concerning The Government of Great Jakarta (State Gazette of the Republic of Indonesia Year 1950 Number 31, Supplement to the State Gazette of the Republic of Indonesia Number 15) as amended several times, the latest of which by Law Number 29 of 2007 concerning Provincial Government of Jakarta Capital Special Region as the Capital of the Unitary State of the Republic of Indonesia (State Gazette of the Republic of Indonesia Year 2007 Number 93, Supplement to the State Gazette of the Republic of Indonesia Number 4744) and Law Number 23 of 2000 concerning the Establishment of Banten Province (State Gazette of the Republic of Indonesia Year 2000 Number 182, Supplement to State Gazette of the Republic of Indonesia Number 4010);
2. Law Number 13 of 2003 concerning Manpower (State Gazette of the Republic of Indonesia Year 2003 Number 39, Supplement to the State Gazette of the Republic Indonesia Number 4279);

3. Law Number 23 of 2014 concerning Local Government (State Gazette of the Republic of Indonesia Year 2014 Number 244, Supplement to the State Gazette of the Republic of Indonesia Number 5587) as amended several times, the latest of which by Law Number 9 of 2015 concerning Second Amendment to Law Number 23 of 2014 concerning Local Government (State Gazette of the Republic of Indonesia Year 2015 Number 58, Supplement to the State Gazette of the Republic of Indonesia Number 5679);
4. Law Number 30 of 2014 concerning Government Administration (State Gazette of the Republic of Indonesia Year 2014 No. 292, Supplement to the State Gazette of the Republic of Indonesia Number 5601);
5. Government Regulation Number 79 of 2005 concerning Guidelines on Guidance and Supervision for Local Government Management (State Gazette of the Republic of Indonesia Year 2005 Number 165, Supplement to State Gazette of the Republic of Indonesia No. 4593);
6. Government Regulation Number 78 of 2015 concerning Wages (State Gazette of the Republic of Indonesia Year 2015 No. 237, Supplement to the State Gazette of the Republic of Indonesia Number 5747);
7. Presidential Decree Number 107 of 2004 concerning Wage Council;
8. Minister of Manpower and Transmigration Regulation Number 7 of 2013 concerning Minimum Wages (State Gazette of the Republic of Indonesia Year 2013 Number 1239)
9. Minister of Industry Regulation Number 51/M-IND/PER/10/2013 concerning Definition and Limitation and Classification of Specific Labor-Intensive Industries (State Gazette of the Republic of Indonesia Year 2013 Number 1187);
10. Minister of Manpower and Transmigration Decree No. Kep.231/MEN/2003 concerning Procedures for Postponing the Application of the Minimum Wages;
11. West Java Provincial Regulation Number 6 of 2014 concerning Manpower Management (Provincial Gazette of West Java Year 2014 Number 6 Series E, Supplement to Provincial Gazette of West Java No. 166), as amended by West Java Provincial Regulation No. 16 of 2015 concerning

Amendment to West Java Provincial Regulation No. 6 of 2014 concerning Manpower Management (Provincial Gazette of West Java Year 2015 No. 16 Series E, Supplement to Provincial Gazette of West Java Number 192);

12. Governor of West Java Decree Number 561/Kep.481-Bangsos/2015 concerning Wage Council of West Java Province for the Term of 2015-2018, as amended by Governor of West Java Decree Number 561/Kep.977-Bangsos/2016 concerning Amendment to Governor of West Java Decree Number 561/Kep.481-Bangsos/2015 concerning Wage Council of West Java Province for the Term of 2015-2018;
13. Governor of West Java Decree Number 561/Kep.1191-Bangsos/2016 concerning District/City Minimum Wages in West Java Province Year 2017;
14. Governor of West Java Decree Number 561/Kep.107-Yanbangsos/2017 concerning the postponement of the Application of Bogor District Minimum Wages Year 2017;

- In light of :
1. Presidential Instruction No. 9 of 2013 concerning Minimum Wage Setting Policy in the Framework of Business Continuity and Improvement of Workers Welfare;
  2. The Results of Coordination Meeting on the setting of Minimum Wage of Specific Labor-Intensive Industries for the business type of Garment in Bogor District, Purwakarta District, Bekasi City and Depok City Year 2017, led by the Vice President of the Republic of Indonesia on Thursday, 13 July 2017, held at the Office of Vice President of the Republic of Indonesia at Veteran Street Number 14 of Central Jakarta;
  3. Regent of Bogor District Recommendation Number 561/533/2017 dated 21 July 2017 concerning Endorsement of the Setting of Bogor District Minimum Wage special for Garment Industry of Year 2017;
  4. Collective Agreement between Apindo Provincial Leadership Board (DPP) of West Java and Trade Unions/Labor Unions of West Java Province concerning Provincial Sectoral Minimum Wages (UMSP) of Garment of 2017;

HAS DECIDED

- To stipulate :
- FIRST : Minimum wage for specific labor-intensive industries on the industry type of garment in Bogor District Year 2017 is IDR 2,810,150 (two million eight hundred and ten thousand one hundred and fifty rupiah).
- SECOND : Minimum wage for specific labor-intensive industries on the industry type of garment as referred to in FIRST Dictum shall be applied under the following conditions:
- a. The Company has a workforce of at least 200 (two hundred) employees;
  - b. Percentage of labor cost in the production cost is at least 15% (fifteen percent); and
  - c. The existence of an agreement between the Employer and Trade Unions/Labor Unions or Workers Union of the company concerned.
- THIRD : The Company shall apply the Minimum wage for specific labor-intensive industries on the industry type of garment in Bogor District Year 2017 as referred to in the FIRST and SECOND dictums as of January 2017.
- FOURTH : In the event that a company is not eligible as referred to in the FIRST Dictum, it is required to apply Minimum Wage of Bogor District Year 2017 based on Governor of West Java Decree Number 561/Kep.1191-Bangsos/2016 jo. Governor of West Java Decree Number 561/Kep.105-Yanbangsos/2017.
- FIFTH : This Decree shall enter into effect on the date of its enactment.

Enacted in Bandung  
At 28 July 2017  
GOVERNOR OF WEST JAVA

AHMAD HERYAWAN