

PROVINCIAL GOVERNMENT OF WEST JAVA

PROVINCIAL SECRETARIAT

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Bandung, 28 December 2018

Number : 561/6078/Yanbangsos

Nature : Urgent

Appendix : 1 (one)

Concerning : Governor of West Java Decree concerning Minimum Wage for Certain Labor-Intensive on the Garment Industry within the territory of Purwakarta District Year 2019

To The Honorable

The Regent of PURWAKARTA

We hereby submit the Governor of West Java Decree Number 561/Kep.1356-Yanbangsos/2018 concerning Minimum Wage for Certain Labor-Intensive Industry of Garment within the territory of Purwakarta District Year 2019.

In that regard, it is hoped that you use it as guidance and implement all the provisions contained in the Governor of West Java Decree (Attached).

Thanks for your attention and cooperation.

On behalf of THE GOVERNOR OF WEST JAVA  
Provincial Secretary

Dr. H. IWA KARNIWA, SE,AK,MM,CA,PIA  
Pembina Utama  
NIP. 19630217 198503 1 009

GOVERNOR OF WEST JAVA DECREE  
NUMBER: 561/Kep.1356-Yanbangsos/2018

CONCERNING

MINIMUM WAGE FOR CERTAIN LABOR-INTENSIVE INDUSTRY OF  
GARMENT WITHIN THE TERRITORY OF PURWAKARTA DISTRICT  
YEAR 2019

THE GOVERNOR OF WEST JAVA,

- Considering :
- a. whereas the District/City Minimum Wage in West Java Province Year 2019 has been stipulated based on Governor of West Java Decree Number 561/1220-Yanbangsos/2018;
  - b. whereas in order to maintain business continuity, to prevent termination of employment relations, factory closedown and factory relocation on the garment industry within the territory of Purwakarta District;
  - 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 Minimum Wage for Certain Labor-Intensive Industry of Garment within the territory of Purwakarta District Year 2019;

- 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 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);
6. Government Regulation Number 12 of 2017 concerning Guidance and Supervision for Local Government Management (State Gazette of the Republic of Indonesia Year 2017 No. 73, Supplement to the State Gazette of the Republic of Indonesia Number 6041)
7. Minister of Industrial Affairs Regulation Number 51/M-IND/PER/10/2013 concerning the Definition, Scope and Classification of Certain Labor-Intensive Industry (State Gazette of the Republic of Indonesia Year 2013 No. 1187);
8. Minister of Manpower Number 15 Year 2018 concerning Minimum Wage (State Gazette of the Republic of Indonesia Year 2018 No. 1549);
9. 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);
10. West Java Provincial Regulation Number 9 of 2017 concerning West Java Provincial Government Management (Provincial Gazette of West Java Year 2017 Number 9, Supplement to Provincial Gazette of West Java No. 211)
11. Governor of West Java Decree Number 561/Kep.135-Yanbangsos/2018 concerning Wage Council of West Java Province for the Term of 2018-2021;
12. Governor of West Java Decree Number 561/Kep.1220-

Yanbangsos/2018 concerning District/City Minimum Wages in West Java Province Year 2019;

- In light of :
1. Presidential Instruction Number 9 Year 2013 concerning the policy of Minimum Wage Setting in the framework of business continuity and workers' welfare improvement.
  2. Collective Agreement between District-level Board of *Asosiasi Pengusaha Indonesia* (Indonesian Employers Association) and Purwakarta Branch of *Federasi Serikat Pekerja Tekstil, Pakaian dan Kulit Serikat Pekerja seluruh Indonesia* (Trade Unions federation of Textiles, Garment and Leather of All-Indonesia Trade Union), dated 23 November 2018;
  3. Purwakarta Regent Letter Number 561/3447/Disnakertrans, dated 19 December 2018, concerning Minimum Wage for Certain Labor-Intensive Industry of Garment (Doll, Glove, Printing, Washing, Wig, Embroidery) in the Purwakarta District Year 2019;

HAS DECIDED

To stipulate :

FIRST : Minimum Wage for Certain Labor-Intensive Industry of Garment (Doll, Glove, Printing, Washing, Wig, Embroidery) in the Purwakarta District Year 2019 as many as IDR 2,990,881.00 (two million nine hundred and ninety thousand eight hundred and eighty one rupiah).

SECOND : Minimum Wage for Certain Labor-Intensive Industries of Garment as referred to in the FIRST Dictum is applied with following provisions:

- a. the company has no less than 200 employees;
- b. the percentage of labor cost within the production cost is no less than 15% (fifteen percent);
- c. the existence of agreement between the employer and the workers/labourers and the trade union(s)/labour union(s) in the concerned company; and
- d. applied for employees with the service period of no less than 1 (one) year.

THIRD : with the enactment of this decree, companies which meet the provisions as referred to in the FIRST and SECOND Dictums shall not take the actions of termination of employment relations, factory closedown and factory relocation.

FOURTH : the Wage for Certain Labor-Intensive Industry of Garment within the territory of Purwakarta District Year 2019 shall be paid starting in January 2019.

FIFTH : This Decree shall enter into effect at the date of enactment.

Enacted in Bandung  
At 21 December 2018  
GOVERNOR OF WEST JAVA

MOCHAMAD RIDWAN KAMIL