

GOVERNOR OF WEST JAVA DECREE  
NUMBER: 561/Kep.1220 - Yanbangsos/2018

CONCERNING

DISTRICT/CITY MINIMUM WAGE IN WEST JAVA PROVINCE  
YEAR 2019

THE GOVERNOR OF WEST JAVA,

- Considering :
- a. whereas based on the provision of Article 46 paragraph (1) of the Government Regulation Number 78 of 2015 concerning Wages, the Governor may stipulate the District/City Minimum Wage;
  - b. whereas the District/City Minimum Wage as referred to in letter a shall be applied with the calculation formula of Minimum Wage for the current year, plus the result of the multiplication of the Minimum Wage for the current year and the sum of the National Inflation Rate of the current year, and the growth rate of Gross Domestic Product of the current year, as regulated in the provision of Article 44 paragraph (2) of the Government Regulation Number 78 of 2015 concerning wages;
  - 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 District/City Minimum Wage in West Java Province 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. 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 Manpower and Transmigration Regulation Number 21 of 2016 concerning Decent Living Needs (State Gazette of the Republic of Indonesia Year 2016 Number 948);
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. 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)

13. Governor of West Java Decree Number 561/Kep.135-Bangsos/2018 concerning Wage Council of West Java Province for the Term of 2018-2021;
14. Governor of West Java Decree Number 561/Kep.1046-Bangsos/2018 concerning Minimum Wages of West Java Province Year 2019;

- In light of :
1. Minister of Manpower Letter Number B. 240/M-NAKER/PHIJSK-UPAH/X/2018 dated 15 October 2018, concerning the Submission of Data on 2018 National Inflation Rate and Gross Domestic Product Growth;
  2. Minister of Home Affairs Circular Number 561/8969/SJ dated 25 October 2018 concerning the Results of 2018 Minimum Wage Setting Evaluation and Preparation of 2019 Minimum Wage Setting;
  3. Minutes of Wage Council of West Java Province dated 14 November 2018 concerning Recommendation of Calculation of District/City Minimum Wage in West Java Province Year 2019;
  4. Wage Council of West Java Province Recommendation Number 561/39/XI/Depeprov dated 14 November 2018, concerning Recommendation of District/City Minimum Wage (UMK) in West Java Province Year 2019;
  5. Minutes of Wage Council of West Java Province dated 16 November 2018 concerning Recommendation of Calculation of District/City Minimum Wage in West Java Province Year 2019;
  6. Wage Council of West Java Province Recommendation Number 561/40/XI/Depeprov dated 16 November 2018, concerning Recommendation of District/City Minimum Wage (UMK) in West Java Province Year 2019;

HAS DECIDED

- To stipulate :
- FIRST : the District/City Minimum Wage rates in the West Java Province Year 2019, as follows:

NO.	DISTRICT/CITY	RATE
1	KARAWANG DISTRICT	IDR 4,234,010.27
2	BEKASI CITY	IDR 4,229,756.61
3	BEKASI DISTRICT	IDR 4,146,126.18
4	DEPOK CITY	IDR 3,872,551.72
5	BOGOR CITY	IDR 3,842,785.54

6	BOGOR DISTRICT	IDR 3,763,405.88
7	PURWAKARTA DISTRICT	IDR 3,722,299.94
8	BANDUNG CITY	IDR 3,339,580.61
9	WEST BANDUNG DISTRICT	IDR 2,898,744.63
210	SUMEDANG DISTRICT	IDR 2,893,074.72
11	BANDUNG DISTRICT	IDR 2,893,074.71
12	CIMAHI CITY	IDR 2,893,074.13
13	SUKABUMI DISTRICT	IDR 2,791,016.23
14	SUBANG DISTRICT	IDR 2,732,899.70
15	CIANJUR DISTRICT	IDR 2,336,004.97
16	SUKABUMI CITY	IDR 2,331,752.50
17	INDRAMAYU DISTRICT	IDR 2,117,713.68
18	TASIKMALAYA CITY	IDR 2,086,529.61
19	TASIKMALAYA DISTRICT	IDR 2,075,189.31
20	CIREBON CITY	IDR 2,045,422.24
21	CIREBON DISTRICT	IDR 2,024,160.07
22	GARUT DISTRICT	IDR 1,807,285.69
23	MAJALENGKA DISTRICT	IDR 1,791,693.26
24	KUN INGAN DISTRICT	IDR 1,734,994.34
25	CIAMIS DISTRICT	IDR 1,733,162.42
26	PANGANDARAN DISTRICT	IDR 1,714,673.33
27	BANJAR CITY	IDR 1,688,217.52

**SECOND** : Employers who have paid higher wages than the provisions of the District/City Minimum Wages as referred to in the FIRST Dictum, are prohibited from reducing and/or decreasing the wages of their workers, pursuant to the provisions of laws and regulations.

**THIRD** : In the event that an Employer as referred to in the SECOND Dictum is unable to pay District/City Minimum Wages as referred to in the FIRST Dictum, he or she may request postponement of the District/City Minimum Wages to the Governor of West Java through the Manpower and Transmigration Office of West Java Province no later than 21 December 2018, subject to the following conditions:

- a. as long as the request of such postponement is still in the process of settlement, the employer concerned shall continue to pay the wage his or her workers normally earn;
- b. in the event that the postponement requested is rejected, the Employer shall pay his or her workers at least at the District/City Minimum Wage rates as referred to in the FIRST Dictum, as of 1

January 2019; and

- c. in the event that the postponement requested is approved, the Employer shall pay his or her workers, in accordance with the rates stated in the approval of the postponement of District/City Minimum Wage Year 2019, stipulated by the Governor of West Java Decree.

FOURTH : Supervision and control over the application of District/City Minimum Wages Year 2017 and the postponement of District/City Minimum Wages Year 2017, shall be conducted by the Governor of West Java and Regents/Mayors pursuant to their authorities, based on laws and regulations.

FIFTH This Decree shall enter into effect at 1 January 2019.

Enacted in Bandung  
At 21 November 2018  
GOVERNOR OF WEST JAVA

MOCHAMAD RIDWAN KAMIL