



GOVERNOR OF BANTEN  
GOVERNOR OF BANTEN DECREE  
NUMBER: 561/Kep.353-Huk/2018

CONCERNING

SETTING OF SECTORAL MINIMUM WAGES FOR CILEGON CITY, SERANG  
DISTRICT, TANGERANG DISTRICT, TANGERANG CITY, AND SOUTH  
TANGERANG CITY YEAR 2019

THE GOVERNOR OF BANTEN,

Considering : whereas in order to implement the provision of paragraph (3) of article 89 of Law Number 13 of 2003 concerning Employment, it is needed to stipulate the Governor Decree concerning the Setting of Sectoral Minimum Wages for Cilegon City, Serang District, Tangerang District, Tangerang City, and South Tangerang City Year 2019;

In view of : 1. Law Number 1 of 1987 concerning Chamber of Commerce and Industry (State Gazette of the Republic of Indonesia Year 1987 Number 8, Supplement to the State Gazette of the Republic of Indonesia Number 3346)

2. Law Number 21 of 2000 concerning Trade/Labour Union (State Gazette of the Republic of Indonesia Year 2000 Number 131, Supplement to the State Gazette of the Republic of Indonesia Number 3989);

3. Law Number 23 of 2000 concerning the Establishment of Banten Province (State Gazette of the Republic of Indonesia Year 2000 Number 128, Supplement to the State Gazette of the Republic of Indonesia Number 4010)

4. 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 of Indonesia Number 4279);

5. Law Number 2 of 2004 concerning Industrial Relations Dispute Settlement (State Gazette of the Republic of Indonesia Year 2004 Number 6, Supplement to the State Gazette of the Republic of Indonesia Number 4356);

6. 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);
7. Government Regulation Number 78 of 2015 concerning Wages (State Gazette of the Republic of Indonesia Year 2015 Number 237, Supplement to the State Gazette of the Republic of Indonesia Number 5747);
8. Presidential Decree Number 107 of 2004 concerning Wage Council.
9. Presidential Instruction Number 9 of 2013 concerning the Policy of Minimum Wage Setting for the sake of Business Continuity and Workers' Welfare Improvement.
10. Minister of Manpower and Transmigration Regulation Number 13 of 2012 concerning Components and Application of Stages of Achieving Decent Living Needs;
11. Minister of Manpower and Transmigration Regulation Number 15 of 2018 concerning Minimum Wages;

- In light of :
1. The Governor of Banten Decree Number 561/Kep.299-Huk/2018 concerning the Setting of Banten Provincial Minimum Wage Year 2019;
  2. The Governor of Banten Decree Number 561/Kep.318-Huk/2018 concerning the Setting of District/City Minimum Wages in Banten Province Year 2019;
  3. Mayor of Cilegon City Letter Number 561/2994/Disnaker dated 10 December 2018 concerning Recommendation on Sectoral Minimum Wage for Cilegon City Year 2019;
  4. Regent of Serang District Letter Number 561/5021/Disnakertrans/2018 dated 10 December 2018 concerning Proposal on Sectoral Minimum Wage for Serang District Year 2019;
  5. Regent of Tangerang District Letter Number 561/4616-Disnaker/2018 dated 7 December 2018 concerning Recommendation on Sectoral Minimum Wage for Tangerang District Year 2019;

6. Mayor of Tangerang City Letter Number 561/5580-Disnaker/2018 dated 7 December 2018 concerning Sectoral Minimum Wage for Tangerang City Year 2019;
7. Mayor of South Tangerang City Letter Number 561/3037/Disnaker dated 14 December 2018 concerning Proposal on Sectoral Minimum Wage for South Tangerang City Year 2019;
8. Minutes of Plenary Session of All Wage Councils of Banten Province dated 17 December 2018 concerning the Discussion on Recommendation on Sectoral Minimum Wages (SMWs) year 2019;
9. Chairperson of Wage Council of Banten Province Letter Number 005/197-DPP/XII/2018 dated 18 December 2018 concerning Consideration/Advices for the Setting of District/City Sectoral Minimum Wages Year 2019;
10. Head of Manpower Office of Banten Province Official Note Number 561/2175-DTKT/XII/2018 dated 20 December 2018 concerning Draft Finalization and Coordination Signatures for the Governor of Banten Decree concerning the Sectoral Minimum Wages for Cilegon City, Serang District, Tangerang District, Tangerang City, and South Tangerang City Year 2019;

**HAS DECIDED**

To stipulate :

- FIRST** : Setting the Sectoral Minimum Wages for Cilegon City, Serang District, Tangerang District, Tangerang City, and South Tangerang City Year 2019.
- SECOND** : The Sectoral Minimum Wages as referred to in the **FIRST** dictum are set by groupings and rates as included in the Appendices I to V which are integral parts of this Decree.
- THIRD** : The Sectoral Minimum Wages for Cilegon City, Serang District, Tangerang District, Tangerang City, and South Tangerang City as referred to in the **FIRST** dictum are applied for workers/labourers with service period of less than 1 (one) year.
- FOURTH** : Rate of wage for workers/labourers with service period of more than 1 (one) year is set based on written agreements between workers/labourers and/or trade unions/labour union and the employer.
- FIFTH** : This Governor Decree shall come into force at the date of enactment.

Enacted in Serang  
At 31 December 2018  
**GOVERNOR OF BANTEN**

WAHIDIN HALIM

Copies:

1. Minister of Internal Affairs of the Republic of Indonesia
2. Minister of Manpower of the Republic of Indonesia
3. Minister of Industry of the Republic of Indonesia
4. Minister of Trade of the Republic of Indonesia
5. Mayor of Cilegon City
6. Regent of Serang District
7. Regent of Tangerang District
8. Mayor of Tangerang City
9. Mayor of South Tangerang City
10. Chairperson of Indonesian Employer Association of Banten Province
11. Chairpersons of Trade Unions/Labor Unions of Banten Province

Appendix I of the Governor of Banten Decree

Number : 561/Kep.353-Huk/2018

Date : 31 December 2018

RATE OF CILEGON CITY SECTORAL MINIMUM WAGES YEAR 2019

NO	CLASSIFICATION GROUP	SECTOR/BUSINESS & KBLI 5 DIGIT	DESCRIPTION OF KBLI 5 DIGIT	SMW RATE	
(1)	(2)	(3)	(4)	(5)	
<b>GROUP IA</b>					
1	20		Industry of chemical substance and products of chemical substance	2019 CMW plus IDR 370,000.00, accounting to IDR 4,283,078.44	
	201 =	Chemical substances industry	20111		Inorganic basic chemical industry of chlorine and alkali
			20112		Inorganic basic chemical industry of Industrial Gas
			20114		Other Inorganic Basic Chemical Industry
			20117		Industry of Organic Basic Chemical, sourced from Natural Oil, Natural Gas and Coal.
			20131		Synthetic Resin and Plastik Raw Materials Industry
			20132		Synthetic Rubber Industry
202 =	Other chemical products industry	20231	Industry of soaps and cleaning materials for household purposes		
		20291	Adhesive/ glue Industry		
<b>GROUP IB</b>					
2	19		Products of Coal and Oil Refinery Industry	2019 CMW plus IDR 355,000.00, accounting to IDR 4,268,078.44	
	192 =	Oil Refinery Products Industry	19212		Lubricant Oil Manufacturing Industry
3	22		Rubber, Rubber and Plastic Products		
	222 =	Plastic Products Industry	22220		Industry of Plastic Products for Packaging

4	23		Non-Metal Quarry Products Industry	
	239=	Other Non-Metal Quarry Products Industry	23942	Lime Industry
			23954	Industry of Gypsum Products for Construction
			23957	Ready-to-Use Mortar or concrete Industry
5	24		Base Metal Industry	
	241=	Base Metal Industry, Iron and Steel	24101	Base Iron and Steel Industry
			24102	Steel Milling Industry
			24103	Iron and steel Pipe and Pipe Joint Industry
	242=	Precious Base Metal and Non-Iron Base Metal Industry	24202	Base Metal Making Industry, other than Iron
			24203	Metal Milling Industry, Other than Iron
			24205	Metal Pipe and Pipe Joint Industry, Other than Iron and Steel
	243=	Metal Casting Industry	24310	Iron and Steel Casting Industry
			24320	Metal Casting Industry, Other than Iron and steel
	6	25		Metal Product Industry Other Than Machinery and Its Components
251=		Industry of Ready-to-Install Metal Products for Building, Tank, Water Tank and Steam generator	25111	Industry of Ready-to-Install Metal Products For Building, other than Aluminum
			25113	Industry of Ready-to-Install, Steel-based Heavy Construction For Building
			25119	Industry of Other Ready-to-Install Metal Products for Construction
7	27		Electrical Component Industry	
	273=	Wire and Its Components Industry	27310	Fiber Optic Wire Industry
8	28		Machinery and Its Components Industry	

	282=	Machinery Industry for Special Purposes	28201	Lifting and Moving Equipment Industry	
9	35		Electrical, Gas, Steam/Hot Spring and Cool Air Provision Industry		
	351=	Electrical Power	35101	Electrical Power Generation	
			35102	Electrical Power Transmission	
			35103	Electrical Power Distribution	
			35104	Electricity Supporting Activities	
	352=	Natural and Synthetic Gas Provision and Distribution	35201	Natural and Synthetic Gas Provision	
35202			Natural and Synthetic Gas Distribution		
10	43		Special Construction		
	431=	Land Demolition and Preparation	43110	Demolition	
			43120	Land Preparation	
	432=	Installation of Electrical System, Water (Pipe) and Other Construction Installation	43211	Electrical Installation	
			43212	Telecommunication Installation	
			43213	Nautical and River Navigation Installation	
			43214	Air Navigation Installation	
			43215	Train Signal and Telecommunication Installation	
			43216	Highway signal and traffic signs Installation	
			43217	Electronic Installation	
			43221	Waterline (Plumbing) Installation	
			43223	Oil and gas Installation	
			43224	Air Cooler and ventilation Installation	
			43291	Mechanical Installation	
43299			Other Construction Installation		

	433=	Building Construction Finishing	43301	Glass and Aluminum Processing and Installation	
			43302	Floor, Wall, Sanitary Equipment and ceiling Processing	
			43303	Painting	
			43304	Interior Decoration	
			43305	Exterior Decoration	
			43309	Other Building Construction Finishing	
	439=	Other Special Construction	43901	Foundation and Pile Installation	
			43902	Scaffolding Installation	
			43903	Roof Covering	
			43904	Steel frame Installation	
			43905	Renting of Construction Equipment with the Operators	
			43909	Other Special Construction	
11	49		Land Transport and Transport Through Pipeline		
	491=	Railway Transport	49120	Railway Transport for Goods	
	493=	Transport Through Pipeline	49300	Transport Through Pipeline	
			49432	Motor Transport for Special Goods	
<b>GROUP II</b>					
12	10		Foods Industry		2019 CMW plus IDR 275,000.00, accounting to IDR 4,188,078.44
	104=	Oil and Vegetable and Animal Fat Industry	10415	Cooking Oil Industry, Other Than Coconut Oil and Palm Oil	
	106=	Cereal Milling, Flour and Starch Industry	10611	Wheat and Other Cereal Milling Industry	
			10612	Various Nuts Milling Industry, Including Leguminous	
			10616	Wheat Flour Industry	
10623			Glucose and the Like Industry		



			10632	Corn Milling and Cleansing Industry	
			10633	Rice and Corn Flour Industry	
			10634	Rice and Corn Starch Industry	
	107=	Other Foods Industry	10710	Bread and Cake Products Industry	
			10721	Sugar Industry	
			10774	Salt Processing Industry	
	13	52		Warehousing and Transport Supporting Activities	
		521=	Warehousing and Storage	52101	Warehousing and Storage
				52102	Cold Storage Activities
				52103	Bounded Warehousing or Bounded Area Activities
52109				Other Warehousing and Storage	
522=		Transport Supporting Activities	52211	Bus Station Activities	
			52212	Railway Station Activities	
			52213	Toll Road Activities	
			52221	Sea Port Service Activities	
			52222	River and Lake Port Service Activities	
			52223	Ferriage Port Service Activities	
			52224	Fishery Port Activities	
			52229	Other Water Transport Supporting Activities	
			52240	Cargo Handling (Goods Loading and Unloading)	
			52291	Transportation Arrangement Service	
			52292	Train and Land Transport Cargo Expedition Activities	
			52293	Ship cargo Expedition Activities	
52294		Plane Cargo Expedition Activities			
52295		Multi-Modes Transport			

			52299	Other Transport Supporting Activities
14	64		Financial Service Activities, Other Than Insurance and Pension Fund	
	641=	Financial Intermediary	64121	Government-owned Public Bank (BUMN, Persero)
			64122	Local Government-Owned Public Foreign Exchange Bank
			64123	Local Government-Owned Public Non-Foreign Exchange Bank
			64124	Branch of Foreign Bank
			64125	Private Public Foreign Exchange Bank
			64126	Private Public Non-Foreign Exchange Bank
			64127	People Credit Bank
			64131	Sharia Public Foreign Exchange Bank
	642=	Holding Enterprise Activities	64200	Holding Enterprise Activities
	643=	Trust, Finance and Similar Financial Entities	64300	Trust, Finance and Similar Financial Entities
	649=	Other Financial Service Activities, Other Than Insurance and Pension Fund	64910	Leasing with Optional Rights
			64921	Pawn shops
			64922	Consumers credit
64923			Credit Card	
64929			Other Non-Leasing Credit	
64991			Ventura Capital	
64992			Factoring Finance	
64993	Assurance Institution			

			64999	Other Financial Service YTDL Activities, Other Than Insurance and Pension Fund	
15	36		Water Management		
	360=	Water management	36001	Drinking water collection, purification and distribution	
			36002	Raw water collection and distribution	
			36003	Water management Supporting Activities	
16	37		Waste Water Management		
	370=	Waste Water Management	37011	Non-Hazardous Waste Water Collection	
			37012	Hazardous Waste Water Collection	
			37021	Non-Hazardous Waste Water Management and Disposal	
			37022	Hazardous Waste Water Management and Disposal	
<b>GROUP III</b>					
17	61		Telecommunication		2019 CMW plus IDR 197,000.00, accounting to IDR 4,110,078.44
	611=	Wired Communication Activities	61100	Wired Communication Activities	
	612=	Wireless Communication Activities	61200	Wireless Communication Activities	
	613=	Satellite Communication Activities	61300	Satellite Communication Activities	
18	65		Insurance, Re-insurance and Pension Fund, Other than Mandatory Social Security		
	653=	Pension Fund	65301	Employers' Pension Fund	
			65302	Financial Agency Pension Fund	
19	68		Real Estate		

	681=	Personally-Owned or Rented Real Estate and Tourism Area	68130	Industrial Area
20	78		Manpower-Related Activities	
	781=	Manpower Placement Activities	78101	Domestic Manpower Selection and Placement Activities
			78102	Overseas Manpower Selection and Placement Activities
	782=	Activities of Provision of Manpower for Specified Period of Time	78200	Activities of Provision of Manpower for Specified Period of Time
	783=	Human Resource Provision and Human Resource Function Management	78300	Human Resource Provision and Human Resource Function Management
21	79		Activities of Travel Agents, Tour Organizer and Other Reservation Services	
	791=	Activities of Travel Agents and Tour Organizing	79111	Tour Travel Agent Activities
			79112	Non-Tour Travel Agent Activities
			79120	Tour Travel Bureau Activities
	799=	Other Reservation Services and Tour Activities	79911	Tourist Information Services
			79912	Natural Tour Information Services
			79921	Tour Guide Services
			79922	Tour Interpreting Services
			79990	Other Reservation Services YBDI YTDL
	22	86		Human Health Activities
861=		Hospital Activities	86103	Private Hospital Activities
			86104	Private Polyclinics Activities
			86109	Other Hospital Activities

	862=	Doctor's and Dentist's Practice Activities	86201	General Doctor's Practice Activities
			86202	Specialist Doctor's Practice Activities
			86203	Dentist's Practice Activities
	869=	Other Human Health Service Activities	86901	Health Service Activities Conducted by Paramedics
			86902	Traditional Health Service Activities
			86903	Health Supporting Service Activities
			86904	Activities of special transport for Sick person (medical evacuation)
23	41		Building Construction	
	410=	Building Construction	41011	Residential Building Construction
			41012	Office Building Construction
			41013	Industrial Building Construction
			41014	Shopping Building Construction
			41015	Health Building Construction
			41016	Educational Building Construction
			41017	Lodge Building Construction
			41018	Entertainment and Sport Building Construction
			41019	Other Building Construction
			41020	Installation of Pre-fabricated building for building
24	47		Retail Trade, Other Than Car and Motorcycle	
	471=	Retail Trade of Various Products in Shops	47111	Retail Trade of Various Products, mainly Foods, Beverages or Tobacco in Supermarket/minimarket (special for PT. Hero Supermarket, TBK/Giant Supermarket)

WAHIDIN HALIM

Appendix II of the Governor of Banten Decree

Number : 561/Kep.353-Huk/2018

Date : 31 December 2018

RATE OF SERANG DISTRICT SECTORAL MINIMUM WAGES YEAR 2019

NO	BUSINESS TYPE GROUP	TITLE/DESCRIPTION / SUB-SECTOR	SMW RATE	RATE
1	2	3	4	5
<b>MINIMUM WAGE SECTOR I</b>				
1	CHEMICAL	Industry producing chemical substances and products of chemical substances	Industry of sulfate, polyester, pesticides, paints, dyes, glass (glass materials), lacquer, household cleaning materials, carbon cosmetics, processors of silicone, plastic and the like, synthetic resins, leather tanners	2019 DMW plus IDR 155,000.00, accounting to IDR 3,982,193.39
2	MINING	Industry producing mineral products	Ceramics, split stone, natural stone industry	
3	ENERGY	Industry producing and/or managing energy sources	Electrical power, gas and geothermal industry	
4	METAL	Industry producing iron, steel, and non-iron base metal	Iron, steel, Aluminum, copper and tin casting, fabrication industry	
5	ELECTRONIC	Industry producing communication tools and equipment	Radio, TV, LCD, IC, Dynamo, Transformer industry	
6	AUTOMOTIVE	Industry producing automotive products and automotive parts		
<b>MINIMUM WAGE SECTOR II</b>				
1	FOOD AND BEVERAGES	Industry of Food Processing and Preserving	Food and beverages, and non-consumption industry	2019 DMW plus IDR 105,000.00, accounting to IDR 3,932,193.39
2	WOOD	Industry producing and processing woods	Furniture, pencil and plywood industry	
3	TEXTILE	Industry producing textiles or textile products	Industry of yarn spinning, fabric, clothes and the like	

4	LEATHER	Industry producing leather and leather products	Industry of Shoes, bags and the like	
5	PAPER	Industry producing paper and paper products		

THE GOVERNOR OF BANTEN

WAHIDIN HALIM



Appendix III of the Governor of Banten Decree

Number : 561/Kep.353-Huk/2018

Date : 31 December 2018

LIST OF EXCELLENT INDUSTRIAL SECTORS AND  
RATE OF TANGERANG DISTRICT SECTORAL MINIMUM WAGES YEAR 2019

NO	MAIN CATEGORY		SUB CATEGORY		SMW RATE
	CODE	TITLE	CODE	TITLE	
1	2	3	4	5	6
I		<u>SECTOR : I.A</u>			Added
I.1	11	Beverages Industry	1101	Liquor Industry	15% of the rate of
I.2	17	Paper and Paper Products Industry	1701	Pulp, Paper and Paper Board Industry	2019 DMW accounting to
I.3	20	Chemical and Chemical Products Industry	2011	Basic Chemical Industry	IDR 4,417,573.41
			2013	Industry of Synthetic Plastics and Rubber in Basic Forms	
			2022	Industry of Printing Paints and Inks, Varnishes and Similar Coating and Lacquer Materials	
			2023	Industry of soaps and detergents, cleaning and polishing materials, perfumes and cosmetics  <i>Multinational and/or large-scale enterprises (with more than 1000 employees)</i>	
I.4	21	Pharmaceutical, Chemical Products and Traditional Medicine Industry	2101	Pharmaceutical, Chemical Medicine Products  <i>Large-Scale Enterprises</i>	
I.5	22	Rubber, Rubber Products and Plastics Industry	2219	Other Rubber Product Industry  <i>Except Industries 22191 and 22199</i>	

			2222	Industry of Plastic Products for Packaging	
			2223	Industry of Plastic Pipe and its Components	
I.6	23	Non-Metal Quarry Products Industry	2311	Glass Industry <i>Except Plate and glass Industry</i>	
			2392	Clay/Ceramic Building Materials Industry <i>Except Industries 23921, 23922 and tile/wall ceramics Industry in Industry 23929</i>	
			2393	Industry of Clay/Ceramic and Porcelain Products, other than building materials	
			2394	Cement, Lime and Gypsum Industry	
I.7	24	Base Metal Industry	2410	Base Metal Industry of Iron and Steel	
			2420	Precious Base Metal and Other non-Iron Base Metal Industry	
			2431	Iron and Steel Casting Industry	
			2432	Metal Casting Industry, Other Than Iron and Steel	
I.8	25	Metal Products Industry, Other than Machinery and its Components	2511	Industry of Ready-to-Install Metal for Building	
I.9	28	Machinery and Its Components Industry	2811	Industry of Machinery and Turbine, other than Airplane and Motor Vehicle	
			2819	Other Machines for General Purposes Industry	
			2822	Industry of machinery and machine tools for metal, wood and other materials	
			2824	Mining, Quarrying, and Construction Machinery Industry	

			2829	Machinery for Other Purposes Industry	
I.10	29	Motor vehicle, Trailer and Semi-Trailer Industry	2910	Four Wheel or More Motor Vehicle Industry	
			2920	Four Wheel or More Motor Vehicle Body Industry	
I.11	30	Other Transport equipment Industry	3091	Motorcycle Industry <i>Except air/oil filter Industry in Industry 30912 and two wheel motorcycle spare parts and accessories Industry</i>	
I.12	35	Electricity, Gas, Hot Water Steam and Cool Air Provision	3510	Electrical Power	
I.13	41	Building construction	4101	Building Construction	
			4102	Installation of Prefabricated construction building for building construction	
I.14	42	Civil Building Construction	4211	Road and Railway Construction	
			4212	Installation of Prefabricated construction building for road and railway construction	
			4221	Construction of waterline for irrigation, communication and waste	
			4222	Installation of Prefabricated construction building for irrigation, communication and waste Network	
			4291	Other Civil Building Construction	
			4292	Installation of Prefabricated construction building for Other Civil Building Construction	
I.15	65	Insurance, Re-insurance and non-mandatory Social security pension	6511	Life Insurance	
			6512	Non-Life Insurance	
			6520	Re-insurance	

II		<u>SECTOR : I.B</u>			Added 11% of the rate of 2019 DMW accounting to  IDR 4,263,918.69
II.1	22	Rubber, Products of Rubber and Plastics Industry	2211	Tire and Tire Retreading Industry  <i>Except Industry 22112</i>	
			2212	Fumigation, remilling and crumb rubber industry	
			2229	Other Plastic Products Industry  <i>Except Industry 22292</i>	
II.2	26	Computer, electronic and Optical Products Industry	2621	Computer and/or Computer Assembling Industry	
			2622	Computer Components Industry	
			2631	Telephone and Facsimile Machinery Industry	
			2632	Wireless Communication tools industry	
			2639	Other Communication Tools Industry	
			2641	Television and/or Television Assembling Industry	
			2642	Audio and Video Recorder, Receiver and Duplicator Industry, Other than Television Industry	
			2649	Other Electronic Audio and Video Tools Industry	
II.3	27	Electrical Component Industry	2731	Fiber Optic Wire Industry	
			2732	Electrical and Other Electronic Wire Industry	
			2751	Household Electrical Component Industry	
II.4	29	Motor vehicle, Trailer and Semi-Trailer Industry	2930	Industry of Spare Parts and accessories for Four Wheel or More Motor Vehicle  <i>Except air/oil filter Industry</i>	

II.5	30	Other Transport Equipment Industry	3091	Motorcycle Industry  Special for Industry of Spare Parts and accessories for two wheeled Motor Vehicle	
II.6	43	Special Construction	4311	Demolition	
			4312	Land Preparation	
			4321	Electricity System Installation	
			4322	Water (Pipeline), Heater and Cooler Installation	
			4329	Other Construction Installation	
			4330	Building Construction Finishing	
			4390	Other Special Construction	
II.7	64	Financial Services, Other Than Insurance and Pension	6412	Conventional Banking	
			6413	Sharia Banking	
III		<u>SECTOR : II</u>			Added 10% of the rate of 2019 DMW accounting to
III.1	10	Food Industry	1013	Meat and Fowl Meat Processing and Preserving Industry  <i>Non-micro and small enterprises</i>	IDR 4,225,505.00
			1071	Bread and Cake Industry  <i>Non-micro and small enterprises</i>	
			1073	Cocoa, Chocolate and Candy Industry  <i>Non-micro and small enterprises</i>	
			1074	Industry of Macaroni, Noodle and Similar Products  <i>Non-micro and small enterprises</i>	
			1080	Animal Food Industry  <i>Except Industry 10801</i>	

III.2	11	Beverages Industry	1102	Wine Industry	
			1103	Liquor and Malt Industry	
			1104	Soft Drinks Industry <i>Large-scale Enterprises</i>	
			1105	Mineral drinks Industry <i>Large-scale Enterprises</i>	
			1109	Other Beverages Industry <i>Large-scale Enterprises</i>	
III.3	18	Printing and Recording Media Reproduction Industry	1811	Printing Industry <i>Large-scale Enterprises</i>	
III.4	21	Pharmaceutical, Chemical Products and Traditional Medicine Industry	2102	Traditional Medicine Industry <i>Large-scale Enterprises</i>	
III.5	22	Rubber, Products of Rubber and Plastics Industry	2229	Other Plastic Product Industry <i>Special for Industry 22292</i>	
III.6	25	Metal Products Industry, Other than Machinery and its Components	2512	Metal tank, water tank and container industry	
			2591	Metal Forging, Pressing, Casting and Shaping Industry, Powder Metallurgy	
			2592	Industrial Services for Various Special Processing Metal and Metal Products	
			2593	Cutter, Hand Tools, and General Tools Industry	
			2599	Other Metal Products Industry	
III.7	26	Computer, electronic Products and Optical Industry	2611	Electron Cylinder and Electronic Connector Industry	
			2679	Photography and other Optical Instruments Industry	

III.8	27	Electrical Equipment Industry	2711	Electrical Motor, Generator and Transformer Industry	
			2712	Electricity Controlling and Distributing Equipment Industry	
			2720	Battery and Electrical Accumulator Industry	
			2733	Wire Components Industry	
			2740	Electrical Lighting Industry  (Including non-electrical Lighting)	
			2790	Other Electrical Components	
III.9	28	Machinery and its Components Industry	2813	Other Pump Industry, Compressor, faucet and valve	
III.10	32	Other Processing Industry	3220	Musical Instrument Industry  <i>Except Industry 32201</i>	
			3240	Game Equipment and Toys for Children Industry  <i>Large-scale and export-oriented Enterprises</i>	
III.11	38	Garbage Management and Recycling	3830	Recycling  <i>Except Industries 38302 and 38303</i>	
III.12	52	Warehousing and Transport Supporting Services	5229	Other Transport Supporting Services  <i>Distributor</i>	
III.13	86	Human health Services	8610	Hospital Services Industry  <i>Except Industries 86101 and 86102</i>	
IV		<u>SECTOR : III.A</u>			Added 5% of the rate of 2019 DMW accounting to  IDR 4,033,436.59
IV.1	13	Textiles	1311	Textile Fiber Spinning Industry  <i>Large-scale and export-oriented Enterprises</i>	

			1312	Textile Mill Industry <i>Large-scale and export-oriented Enterprises</i>	
			1313	Textile Finishing Industry <i>Large-scale and export-oriented Enterprises</i>	
			1391	Knitted and Embroidered Fabric Industry <i>Large-scale and export-oriented Enterprises</i>	
			1392	Textile Product Making Industry (Other than Garment) <i>Large-scale and export-oriented Enterprises</i>	
			1393	Carpet Industry <i>Large-scale and export-oriented Enterprises</i>	
			1394	Rope and Rope Products Industry <i>Large-scale and export-oriented Enterprises</i>	
			1399	Other textile Industry <i>Large-scale and export-oriented Enterprises</i>	
IV.2	14	Garment	1411	Garment Industry (other than Sewing and cloth making) <i>Large-scale and export-oriented Enterprises</i>	
			1412	Sewing and cloth making by order <i>Large-scale and export-oriented Enterprises</i>	
			1413	Industry of clothing equipment mainly from textiles <i>Large-scale and export-oriented Enterprises</i>	



			1420	Industry of Garment and Products made from Furred Leather  <i>Large-scale and export-oriented Enterprises</i>	
			1430	Knitted and Embroidered garment Industry  <i>Large-scale and export-oriented Enterprises</i>	
IV.3	15	Leather, Leather Products and Footwear Industry	1511	Leather and Synthetic Leather Industry, including furred-leather dyeing  <i>Large-scale and export-oriented Enterprises</i>	
			1512	Industry of Leather and Synthetic Leather Products, suitcase, hand bag and the like, saddle and harness  <i>Large-scale and export-oriented Enterprises</i>	
IV.4	23	Non-Metal Quarry Products Industry	2392	Industry of Clay/Ceramics Building Materials	
			2395	Cement, lime, gypsum, and asbestos Products Industry  <i>Except small-scale enterprises and Home Industry</i>	
IV.5	29	Motor vehicle, Trailer and Semi-Trailer Industry	2930	Industry of Spare Parts and accessories for Four Wheel or More Motor Vehicle  <i>Special for air/oil filter Industry</i>	
IV.6	30	Other Transport equipment Industry	3091	Motorcycle Industry  <i>Special for air/oil filter Industry in Industry 30912</i>	
V		<u>SECTOR : III.B</u>			Added 2.5% of the rate of 2019 DMW accounting to
V.1	02	Forestry and tree felling	0211	Plantation forest entrepreneur  <i>Tree nursery enterprises</i>	IDR 3,937,402.39

V.2	15	Leather, Leather Products and Footwear Industry	1520	Footwear Industry <i>Large-scale and export-oriented Enterprises</i>	
V.3	47	Retail, excluding Cars and Motorcycles	4711	Retail which mainly is foods, beverages or tobacco in shops <i>Except Industry 47112</i>	
V.4	52	Warehousing and transport supporting services	5210	Warehousing	

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## Appendix IV of the Governor of Banten Decree

Number : 561/Kep.353-Huk/2018

Date : 31 December 2018

GROUPING AND RATE OF TANGERANG CITY SECTORAL MINIMUM WAGES  
YEAR 2019

NO	BUSINESS TYPE GROUP	TITLE/DESCRIPTION/ SUB-SECTOR	SMW RATE
1	2	3	4
SECTORAL MINIMUM WAGE 1			Added 15% of the rate of 2019 CMW accounting to IDR 4,450,174.55
1	Special Beverages Industry	Liquor Industry	
2	Paper, Paper products Industry	Pulp, Paper and Paper Board Industry	
3	Chemical and Products of Chemical Substances Industry	Basic Chemical Industry	
		Pharmaceutical Industry (Non-MSE)	
		Paints, Varnishes and Lacquer Industry	
		Industry of soaps and cleaning agents for household, cosmetic and the like (non-SME)	
4	Rubber and Rubber Product Industry	Rubber V-fan belt Industry	
		Industry of Other Rubber Products for automotive and Mechanical Industry	
5	Base Metal Industry	Base Metal Industry of Iron and Steel	
		Non-Iron Base Metal Industry	
		Iron and Steel Casting Industry	
		Non-Iron and Steel Casting Industry	
6	Metal Product Industry Other than Machinery and its Components	Industry of Ready-to-Install, Massively Produced Metal Products for Building	
7	Machinery and Its Components	Machine/Tools for Processing/Treating Metal, Woods and Other Materials	
		Industry for Mining, Quarrying, Construction Machines	
		Other Special Machinery Industry	
		Industry of Household Appliances which are not classified elsewhere	
8	Industry of Machines and Equipment of accounting and data processing office	Industry of Machines and Equipment of accounting and data processing office (such as Computer, Printers etc.), non-SME	
9	Radio, TV, communication tools and equipment Industry	Transmission and Communication Tools Industry	
		Industry of Radio, TV, Audio and Video Recorders and the Like.	
10	Motor Vehicle Industry	Four Wheel or More Vehicle Industry	
		Four Wheel or More Motor Vehicle Body Industry	

		Four Wheel or More Motor Vehicle Spare Parts Industry	
11	Transport Tools Industry, excluding Four Wheel or More Motor Vehicle	Two and Three Wheeled Vehicle Spare Parts Industry, Including the Ones made of Plastics	
12	Electricity, gas, steam and hot springs	Electrical Power	
13	Wholesaling, except cars and motorcycle	Wholesaling and Building Equipment, clay roof tile, brick, tile and the like, lime, cement, or glass	
14	Plastic Industry, other than Household Appliances	Plastic pipe and Hose Industry, with PVC Production, Plastic PVC Hose, and Plastic PP Hose	
15	Banking	Non-Foreign Exchange Bank	
		Foreign Exchange Bank	
		Sharia Bank	
16	Wire and its Components Industry	Optic Fiber and Telephone Wire Industry	
		Electrical and Other Electronic Wire Industry	
17	Non-Metal Mineral Product Industry	Glass Industry	
		Other Cement, Lime, Gypsum, and Asbestos Products Industry	
18	Other Electrical Machinery and its Components Industry	Electrical Accumulator and Battery Industry	
19	Synthetic Fiber and Filament, Plastic Pellets/chips Industry	Plastic Pellets/chips	
20	Other Plastic Product Industry	Plastic sheets Product Industry	
21	Metal Product Industry, except Machinery and its Components	Industry of Ready-to-Install Metal Products for Building, Produced by Order	

NO	BUSINESS TYPE GROUP	TITLE/DESCRIPTION/ SUB-SECTOR	SMW RATE
1	2	3	4
SECTORAL MINIMUM WAGE 2			Added 10% of the rate of 2019 CMW accounting to IDR 4,256,688.70
1	Publishing, Printing and Recording Media Reproduction Industry	Printing Industry (Non-SME)	
2	Chemical and Chemical Products Industry	Herbal Industry	
		Pesticide Industry	
3	Non-Metal Mineral Product Industry	Clay/Ceramic/Porcelain Building Materials Industry	
4	Metal Product Industry, except Machinery and its Components	Metal-based Tank, liquid tank, and Container Industry	
		Metal Forging, Pressing, and Rolling Industry	
		Industry for Various Special Processing Metal and Metal Products	
		Industry of Ready-to-Install, Massively Produced Metal Products for Building	

		Industry of Metal products, which are not classified Elsewhere	
		Metal Cutting and Other Tools Industry	
5	Machinery and its Components Industry	Pump and Compressor Industry	
		Mechanical Transmission (Bearing) Industry	
		Other General Machinery Industry	
		Industry for Other General Machinery	
6	Other Electrical Machinery and its Components Industry	Electrical Motor, Generator and Transformer Industry	
		Electricity Controlling and Distributing Equipment Industry	
		Industry of Electrical Components, which are not classified Elsewhere	
7	Radio, TV, and Communication Tools and Their Components Industry	Electronic Cylinder and Valve and Other Electronic Components Industry	
8	Industry of medical, navigation, measuring instruments, optics, clocks and bells	Optical Instruments and Photographic Equipment Industry	
9	Other Processing Industry	Musical Instruments Industry (non-SME)	
		Large Scale and Export-Oriented Game Equipment and Toys for Children Industry	
10	Textile Industry	Yarn Spinning Industry	
		Fabric Finishing Industry	
		Textile Mill Industry	
		Textile Final Processing Industry	
11	Services	Distributor	
12	Wood and Furniture Industry	Manufacturing of Table, Chair, Cupboard, Furniture for large-scale Export (non-SME)	
13	Synthetic Fiber and Filament Industry	Resin PET/the like Industry	
		Fiber/Yarn/Synthetic Strip Filament Industry	
		Synthetic Stapling Fiber Industry	
14	Leather and Leather Products Industry	Leather and Leather Products Industry, Including Synthetic Leather	

NO	BUSINESS TYPE GROUP	TITLE/DESCRIPTION/ SUB-SECTOR	SMW RATE
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1	2	3	4
SECTORAL MINIMUM WAGE 3			Added 5% of the rate of 2019 CMW accounting to IDR 4,063,202.85
1	Commerce	Supermarket Minimarket (Specially Distributor) Wholesaling of Foods and Beverages of Farming Products Wholesaling of Products for Household Purposes Wholesaling of Other Foods and Beverages	
2	Other Electrical Machinery and its Components Industry	Small-Scale Electrical Wire Industry Fluorescent and Lighting Lamps Industry	
3	Rubber and Rubber Products Industry	Retreading and Bike Tire	
4	Banking	Insurance	
5	Services	Warehousing	
6	Industry of Paper, Paper Products and the Like	Carton Industry Carton Packaging and Box Industry (Non-Small Industry and Non-SME) Sanitary Napkins and the Like	
7	Other Processing Industry	Stationary and Drawing Tools Industry, Including their Components	
8	Plastic Products Industry	Plastic Products Industry	
9	Hospital and Pharmaceutical	Type-B Hospital Services Drugstore	
10	Rubber and Rubber Products Industry	Car and Motorcycle Tire Industry	
11	Food and Beverages Industry	Meat Processing and Preserving Industry (Non-SME) Bread and the Like Industry (Non-SME) Chocolate Foods and Candy Industry	

		Foods, Noodles, Spaghetti, Vermicelli, Angel hair Noodles, and the Like Industry (Non-SME)	
		Packaged Drinks Industry (Non-SME)	
12	Food and Beverages Provision	Catering for a Particular Event (Catering for an International Airline Event)	
13	Accommodation Provision	3, 4 and 5 stars Hotel	
14	Radio, TV, and Communication Tools and Their Components Industry	Wireless Communication Tools Industry (Cell Phone)	
15	Garment Industry	Garment Industry (other than Convection)	
16	Plastic Technical/Industrial Products and Tools Industry	Manufacturing of Plastic Technical/Industrial Products and Tools, such as Parts of Machinery made of Plastics, for Technical/Industrial Purposes	

NO	BUSINESS TYPE GROUP	TITLE/DESCRIPTION/ SUB-SECTOR	SMW RATE
1	2	3	4
SECTORAL MINIMUM WAGE 4			Added 3.1% of the rate of 2019 CMW accounting to IDR 3,989,678.22
1	Leather, Leather Products and Footwear Industry	Footwear Industry for Everyday Needs, Sport and Technical Shoes,	

NO	BUSINESS TYPE GROUP	TITLE/DESCRIPTION/ SUB-SECTOR	SMW RATE
1	2	3	4
SECTORAL MINIMUM WAGE 5		PT	
1	For Enterprises which have Concluded agreements with Trade Union/Labour Union concerning the Sectoral Minimum Wage, Applicable Wage is the agreed wage (agreement)	1. SANDRAFINE GARMENT 2. SANGGAR ELEGANCE INDAH 3. TUNAS ALFIN 4. COLORPARK INDONESIA TBK 5. MEGAH SEMBADA INDUSTRIES 6. PRESINDE CENTRAL 7. STRETCHLINE 8. INDO TAICEN TEXTILE INDUSTRY 9. GUNA CIPTA MULTI RASA 10. INTERWORLD STEEL MILLS INDONESIA 11. PANCA PRIMA EKABROTHERS 12. PAN BROTHERS 13. GAYA INDAH KHARISMA 14. DUTA NICHIRINDO PRATAMA 15. PERMATA ERA DUA SATU	

		16. FOSTA UNGGUL PERDANA	
		17. DWUI NAGA SAKTI ABADI	
		18. BINTANG HARU INDONESIA	
		19. FURNILAC PRIMAGUNA	
		20. SINAR RAYA KENCANA	
		21. ARGO PANTES TBK	
		22. INDAH JAYA TEXTILE INDUSTRY	
		23. SELALU BAHAGIA BERSAMA	
		24. BRIGHT MOBILE TELECOMMUNICATIONS	
		25. BANDO INDONESIA	

THE GOVERNOR OF BANTEN

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Appendix II of the Governor of Banten Decree

Number : 561/Kep.353-Huk/2018

Date : 31 December 2018

RATE OF SERANG DISTRICT SECTORAL MINIMUM WAGES YEAR 2019

NO	MAIN CATEGORY		SUB CATEGORY		SMW RATE
	CODE	TITLE	CODE	TITLE	
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>
SOUTH TANGERANG CITY MINIMUM WAGE 2019					
Sectoral Minimum wage, Group I					Added 15% of the rate of 2019 CMW accounting to IDR 4,417,573.41
a	11	Beverages Industry	1101	Liquor Industry	
b	20	Chemical and Chemical Products Industry	2011	Basic Chemical Industry, Including dye/Pigment Industry (Except Fertilizer)	
			2022	Industry of Printing Paints and Inks, Varnishes and Similar Coating and Lacquer Materials	
			2023	Industry of soaps and detergents, cleaning and polishing materials, perfumes and cosmetics (Except Perfume Industry)	
c	21	Pharmaceutical, Chemical and Traditional Medicine Products Industry	2101	Pharmaceutical, Chemical Medicine Products	
d	22	Rubber, Rubber Products and Plastics Industry	2211	Tire and Tire Retreading Industry*	
			2212	Fumigation, remilling and crumb rubber industry (Including Foam Industry)	
			2219	Other Rubber Product Industry	
			2223	Industry of Plastic Pipe and its Components (PVC Pipe, Plastic PVC Hose, and Plastic PP Hose)	
			2229	Other Plastic Products Industry (Non-Household Appliances)	

e	23	Non-Metal Mineral Industry	2311	Glass Industry*
			2392	Clay/Ceramic Building Materials Industry (Except Brick, Hebel, and Roof Tile/Concrete)
			2395	Cement, lime, gypsum, and asbestos Products Industry
f	24	Base Metal Industry	2410	Base Metal Industry of Iron and Steel
			2420	Precious Base Metal and Other non-Iron Base Metal Industry
			2431	Iron and Steel Casting Industry
			2432	Non-iron and steel Metal Casting Industry
g	25	Metal Products Industry, Other than Machinery and its Components	2511	Industry of Ready-to-Install Metal for Building
h	26	Computer, electronic Products and Optical Industry	2632	Wireless Communication tools industry
			2641	Television and/or Television Assembling Industry
			2642	Audio and Video Recorder, Receiver and Duplicator Industry, Other than Television Industry
i	27	Electrical Component Industry	2751	Household Electrical Components Industry (Including AC, Refrigerator, Washing Machinery etc.)
j	28	Machinery and Its Components Industry (Which Are Not Included in Others)	2811	Industry of Machinery and Turbine, other than Airplane and Motor Vehicle Engine
			2814	Gears, Bearing and Machine Moving Parts Industry
			2819	Industry for Other General Purposes
			2822	MACHINERY AND MACHINE

				COMPONENTS INDUSTRY FOR PROCESSING OF METAL, WOOD AND OTHERS	
			2824	Mining, Quarrying and Construction Machinery Industry	
			2829	Industry of Machinery for Other Special Purposes	
			2817	Office Machinery and Equipment (Other than Computer and Its Equipment)	
k	41	Building construction	4101	Building Construction (More Than Three Floors)	
l	42	Civil Building Construction	4211	Road and Railway Construction (Including Industry of Road and Bridge Building Concrete Casting and the like)	
			4291	Other Civil Building Construction (Clusters with more than 100 units)	
m	29	Motor vehicle, Trailer and Semi-Trailer Industry	2910	Four Wheel or More Motor Vehicle Industry	
			2920	Four Wheel or More Motor Vehicle Body Industry and Trailer and Semi-Trailer Industry	
			2930	Industry of Spare Parts and accessories for Four Wheel or More Motor Vehicle (Except SME)	
n	30	Other Transport Equipment Industry	3091	Motorcycle Industry (Including Its Components, Except SME)	
o	35	Electricity, Gas, Hot Water Steam and Cool Air Provision	3510	Electrical Power	
P	64	Financial Services, Other Than Insurance and Pension	6412	Conventional Banking	
			6413	Sharia Banking	

Sectoral Minimum wage, Group II					Added 10% of the rate of 2019 CMW accounting to IDR 4,225,050.00
a	10	Food Industry	1013	Fowl Meat Processing and Preserving Industry (Non-micro and small enterprises)	
			1021	Fish and Fish Products Processing and Preserving Industry (Non-micro and small enterprises)	
			1071	Bread and Cake Products Industry (Non-micro and small enterprises)	
			1073	Cocoa, Chocolate and Candy Industry (micro and small enterprises)	
			1074	Industry of Macaroni, Noodle and Similar Products (Non-micro and small enterprises)	
b	11	Beverages Industry	1109	Other Beverages Industry (Large-scale)	
c	18	Printing and Recording Media Reproduction Industry	1811	Printing Industry (Large-scale)	
d	20	Chemical and Chemical Products Industry	2011	Basic Chemical Industry (Including Chemical Substance Processing and Storage)	
			2023	Perfume Industry (Large-Scale)	
e	21	Pharmaceutical, Chemical and Traditional Medicine Products Industry	2102	Traditional Medicine Industry (Large-scale)	
f	22	Rubber, Products of Rubber and Plastics Industry	2229	Other Plastic Product Industry (Special for Industry 22299)	
			2219	Other Plastic Product Industry (Special for Industry 22199)	
g	25	Metal Products Industry, Other than Machinery and its Components	2512	Metal tank, water tank and container industry	
			2591	Metal Forging, Pressing, Casting and Shaping	

				Industry, Powder Metallurgy	
			2592	Industry for Various Special Processing Metal and Metal Products	
			2593	Industry of Cutter, Hand Tools, and General Tools of metal smelting and Other Metal Tools.	
			2599	Other Metal Products Industry YTDL	
h	28	Machinery and its Components Industry	2813	Other Pump, Compressor, faucet and valve Industry	
i	27	Electrical Equipment Industry	2711	Electrical Motor, Generator and Transformer Industry	
			2732	Electrical and Other Electronic Wire Industry	
			2720	Battery and Electrical Accumulator Industry	
			2740	Electrical Lighting Industry (Including non-electrical Lighting)	
			2790	Other Electrical Components Industry	
j	26	Computer, electronic Products and Optical Industry	2611	Electron Cylinder and Electronic Connector Industry	
			2679	Photography and other Optical Instruments Industry	
			2652	Time Measurement Instrument Industry (large-Scale)	
k	32	Other Processing Industry	3220	Musical Instrument Industry (Except Traditional Musical Instruments)	
			3240	Game Equipment and Toys for Children Industry (Large-scale and export-oriented)	
l	17	Paper and Paper Products Industry	1701	Pulp, Paper and Paper Board Industry	

			1702	Industry of Paper and Corrugated Paper Board and paper-Based Container and Paper Board (Including Paper-Based Packaging)	
m	38	Garbage Management and Recycling	3830	Recycling (Metal Goods Recycling)	
n	45	Car and Motorcycle Trade, Repairing, and Maintenance	4520	Car Repairing, and Maintenance	
o	86	Human health Services	8610	Hospital Services (Type-A Hospital, National and International Private Hospital)	
p	46	Wholesaling, Other Than Car and Motorcycle	4649	Other Wholesaling of Products for Household Purposes (Pharmaceutical Wholesaling)	
q	01	Plantation Farming, Husbandry, Hunting and Activities Related to Them (YBDL)	0130	Agriculture for Ornamental Plants and Plantation Breeding (Non-SME)	
Sectoral Minimum wage, Group III					Added 5% of the rate of 2019 CMW accounting to IDR 4,033,436.59
a	46	Wholesaling, Other Than Car and Motorcycle	4690	Other Wholesaling of Various Products (Including Supermarket, Carrefour, Transmart, Hypermarket, Giant, Lotte Mart, Hero/ and The Like Which Are Not Personally-Owned)	
b	55	Accommodation Provision	5511	Starred Hotel (4 stars and above)	
c	56	Foods and Beverages Provision	5610	Restaurant (Large-Scale)	
d	52	Warehousing and transport supporting services	5210	Warehousing and Storage	
e	65	Insurance, Re-insurance and non-mandatory Social security pension	6511	Life Insurance	
			6512	Non-Life Insurance	

			6520	Re-insurance	
f	13	Textiles	1311	Textile Fiber Processing and Spinning Industry (Large-scale and export-oriented) Except: _(PT Sandrateks Rempoa)	
			1399	Other textile Industry (Large-scale and export-oriented)	
g	14	Garment	1411	Garment Industry (other than Sewing and cloth making) Large-scale and export-oriented, Except: _(PT Lestari Busana Anggun Mahkota)	
			1413	Industry of clothing equipment mainly from textiles (Large-scale and export-oriented)	

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