

# MINIMUM WAGES 2021

## Summary

Minimum Wages	Province		City		District	
	IDR	USD	IDR	USD	IDR	USD
<b>DKI Jakarta</b>						
DKI Jakarta	4.416.186,55	315,4				
<b>West Java</b>						
Karawang					4.798.312,00	343
Bekasi			4.782.935,64	341,6	4.791.843,90	342,2
Depok			4.339.514,73	309,9		
Bogor			4.306.159,25	307,5	4.217.206,00	301,2
Purwakarta					4.173.568,61	298,1
Bandung			3.742.276,48	267,3	3.241.929,67	231,5
West Bandung					3.248.283,28	232
Sumedang					3.241.929,67	231,5
Cimahi			3.241.929,00	231,5		
Sukabumi			2.530.182,63	180,7	3.125.444,72	223,2
Subang	1.810.351,36	129,3			3.064.218,08	218,8
Cianjur					2.699.814,40	192,8
Indramayu					2.373.073,46	169,5
Tasikmalaya			2.339.487,59	167,1	2.326.772,46	166,1
Cirebon			2.271.201,73	162,2	2.269.556,75	162,1
Garut					1.961.085,70	140
Majalengka					2.009.000,00	143,5
Kuningan					1.882.642,36	134,4
Ciamis					1.880.654,54	134,3
Pangandaran					1.860.591,33	132,8
Banjar					1.831.884,83	130,8

Minimum Wages	Province		City		District	
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<b>Central Java</b>						
Semarang			2.810.025,00	200,7	2.302.797,59	164,4
Demak					2.511.526,00	179,3
Kendal					2.335.735,00	166,8
Salatiga					2.101.457,14	150,1
Grobogan					1.890.000,00	135
Blora					1.894.000,00	135,2
Kudus					2.290.995,33	163,6
Jepara					2.107.000,00	150,5
Pati					1.953.000,00	139,5
Rembang					1.861.000,00	132,9
Boyolali					2.000.000,00	142,8
Surakarta			2.013.810,00	143,8		
Sukoharjo					1.986.450,00	141,8
Sragen					1.829.500,00	130,6
Karanganyar					2.054.040,00	146,7
Wonogiri	1.798.979,12	128,4			1.827.000,00	130,5
Klaten					2.011.514,91	143,6
Magelang			1.914.000,00	136,7	2.075.000,00	148,2
Purworejo					1.905.400,00	136,1
Temanggung					1.885.000,00	134,6
Wonosobo					1.920.000,00	137,1
Kebumen					1.895.000,00	135,32
Banyumas					1.970.000,00	140,7
Cilacap					2.228.904,00	159,2
Banjarnegara					1.805.000,00	128,9
Purbalingga					1.988.000,00	142
Batang					2.129.117,00	152
Pekalongan			2.139.754,00	152,8	2.084.155,14	148,8
Pemalang					1.926.000,00	137,5
Tegal			1.982.750,00	141,6	1.958.000,00	139,8
Brebes					1.866.722,90	133,3

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<b>Yogyakarta</b>						
Yogyakarta			2.069.530	147,8		
Sleman					1.903.500	135,9
Bantul	1.765.000,00	137,5			1.842.460	131,6
Kulon Progo					1.805.000	128,9
Gunung Kidul					1.770.000	126,4
<b>Banten</b>						
Tangerang			4.262.015,37	304,4	4.230.792,65	302,1
South Tangerang					4.230.792,65	302,1
Serang	2.460.996,54	175,7	3.830.549,10	273,6	4.215.180,86	303,6
Cilegon			4.309.772,64	307,8		
Pandeglang					2.800.292,64	200
Lebak					2.751.313,81	196,5

USD 1 = IDR 14,000

### The Ministry Of Manpower issued Circular letter No. M/11/HK.04/X/2020

regarding minimum wages (MW) 2021 amid Covid-19 Pandemic. The circular asks Governors to, in the face of the current economic situation and the need for national economic recovery, maintain MW in 2021 equal to MW in 2020. Nevertheless, the provinces of DKI Jakarta, Central Java, Jogjakarta and Banten decided to increase MW under certain conditions.

### DKI Jakarta

MW has been increased for 2021 but factories affected by Covid-19 can request to adopt the 2020 MW through a special procedure; factories can only apply to this special procedure if they have not paid the sectoral wage in 2020.

### Banten

The increment is only valid for companies that are not affected by COVID-19 Pandemic. Factories can request to the Governor of Banten (through the Banten Province) to be dismissed from adopting the 2021 MW through a due diligence and field verification process. The factories will then get an approval or rejection letter, officially.

### West Java

On 11th Dec 2020 the Governor of WJ increased MW for 2021 for several cities and districts in West Java (WJ) including all the districts covered by ILO BWI. On 11th January 2021, the WJ Manpower office issued a letter to all districts/cities and social partners in the province referring to a mechanism for factories that cannot afford MW in West Java. In this letter, the Province delegates authority to districts/cities to monitor the mechanism for factories that cannot afford MW in West Java.