

SUMMARY MINIMUM WAGES 2022

Minimum Wages	Province		City		District	
	IDR	USD	IDR	USD	IDR	USD
DKI JAKARTA						
DKI Jakarta	4.453.935,536	310,5				
WEST JAVA						
Karawang					4.798.312,00	334,5
Bekasi			4.816.921,17	335,8	4.791.843,90	334
Depok			4.377.231,93	305,1		
Bogor			4.330.249,57	301,88	4.217.206,00	294
Purwakarta					4.173.568,61	290,96
Bandung			3.774.860,78		3.241.929,67	226
West Bandung					3.248.283,28	226,45
Sumedang					3.241.929,67	226
Cimahi			3.272.668,50	228,15		
Sukabumi			2.562.434,01	178,64	3.125.444,72	217,89
Subang	1.841.487,31	128,39			3.064.218,08	213,62
Cianjur					2.699.814,40	188,22
Indramayu					2.391.567,15	166,72
Tasikmalaya			2.363.389,67	164,76	2.326.772,46	162,21
Cirebon			2.304.943,51	160,69	2.279.982,77	158,95
Garut					1.975.220,92	137,7
Majalengka					2.027.619,04	141,35
Kuningan					1.908.102,17	133,02
Ciamis					1.897.867,14	132,31
Pangandaran					1.884.364,08	131,36
Banjar					1.852.009,52	129,11

Minimum Wages	Province		City		District	
	IDR	USD	IDR	USD	IDR	USD
CENTRAL JAVA						
Semarang			2.835.021,29	197,65	2.311.254,15	161,13
Demak					2.513.005,89	175,2
Kendal					2.340.312,28	163,15
Salatiga			2.128.523,19	148,4	2.101.457,14	146,5
Grobogan					1.894.032,10	132,04
Blora					1.904.196,69	132,78
Kudus					2.293.058,26	159,86
Jepara					2.108.403,11	146,99
Pati					1.968.339,04	137,22
Rembang					1.874.322,05	130,66
Boyolali					2.010.299,30	140,15
Surakarta			2.035.720,17	141,92		
Sukoharjo					1.998.153,18	139,3
Sragen					1.839.429,56	128,23
Karanganyar					2.064.313,20	143,91
Wonogiri	1.812.935,43	126,39			1.839.043,99	128,2
Klaten					2.015.623,36	140,52
Magelang			1.935.913,27	134,96	2.081.807,18	145,13
Purworejo					1.911.850,80	133,28
Temanggung					1.887.832,11	131,61
Wonosobo					1.931.285,33	134,64
Kebumen					1.906.781,84	132,93
Banyumas					1.983.261,84	138,26
Cilacap					2.230.731,50	155,51
Banjarnegara					1.819.835,17	126,87
Purbalingga					1.996.814,94	139,2
Batang					2.132.535,02	148,67
Pekalongan			2.156.213,77	150,32	2.094.646,19	146,03
Pemalang					1.940.890,41	135,31
Tegal			2.005.930,52	139,84	1.968.446,34	137,23
Brebes					1.885.019,39	131,41

Minimum Wages	Province		City		District			
	IDR	USD	IDR	USD	IDR	USD		
YOGYAKARTA								
Yogyakarta					2.153.970	150,16		
Sleman						2.001.000	139,5	
Bantul	1.840.915,53	128,34				1.916.848	133,6	
Kulon Progo						1.904.275	132,75	
Gunung Kidul						1.900.000	132,45	
BANTEN								
Tangerang					4.285.798,90	298,79	4.230.792,65	294,95
South Tangerang					4.280.214,51	298,4		
Serang	2.501.203,11	174,37			3.850.526,18	268,44	4.251.180,86	296,37
Cilegon					4.340.254,18	302,58		
Pandeglang							2.800.292,64	195,22
Lebak							2.773.590,40	193,36

USD 1 = IDR 14,344

Areas/districts where BWI factories located

Provincial Minimum Wages (UMP) and District/City Minimum Wages (UMK) are determined based on several terms & conditions:

- The district economic growth from the past 3 years is higher than the average provincial economic growth.
- The value of district/city economic growth minus district/city inflation is higher than the provincial value.

There are two types of Minimum Wage formulas: the "Minimum Wage Adjustment" & the "Minimum Wage Setting".

Minimum wages only applies to workers with less than one year of service. For those who work more than that, their wages should refer to the wage scale and structure applicable at workplace/factory level.

Sectoral Minimum Wage (UMSK) is no longer supposed to be issued by the governors. The UMSKs set before the enactment of the Job Creation

Law (before 2 November 2020) remain valid until the UMSK decree ends or the UMP/UMK in the area is higher. After that, the governor is obliged to revoke the UMSK. However, both workers and employers may enter into Collective Bargaining Agreements (CBA) or negotiation for factory or sectoral wages, if they so wish to do so.

The Job Creation Law and its derivate regulation PP36/2021 does not allow anymore for wage postponement. Thus, paying below the minimum wage is illegal and is subject to criminal sanctions.