

DECREE OF THE GOVERNOR OF WEST JAVA
NUMBER 561.7/Kep.798-Kesra/2024
CONCERNING
MINIMUM WAGES OF REGENCIES/CITIES
WITHIN THE PROVINCE OF WEST JAVA FOR THE YEAR 2025

GOVERNOR OF WEST JAVA,

- Considering : a. that based on Article 88C of Law Number 13 of 2003 concerning Manpower, as amended by Law Number 6 of 2023 concerning the Enactment of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into Law in conjunction with Article 4 paragraph (1) of the Regulation of the Minister of Manpower of the Republic of Indonesia Number 16 of 2024 concerning the Determination of the Minimum Wages for the Year 2025, the Governor is authorized to establish minimum wages for regencies/cities;
- b. that to determine the minimum wages of regencies/cities for the year 2025, the provisions of the Minister of Manpower Regulation Number 16 of 2024 concerning the Determination of Minimum Wages for the Year 2025 must be adhered to;
- c. that based on the considerations referred to in points a and b, it is necessary to stipulate a Governor's Decree concerning the Minimum Wages of Regencies/Cities within the Province of West Java for the Year 2025;
- Observing : 1. Law Number 13 of 2003 concerning Manpower (State Gazette of the Republic of Indonesia of 2003 Number 39, Supplement to the State Gazette of the Republic of Indonesia Number 4279), as amended by Law Number 6 of 2023 concerning the Enactment of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into Law (State Gazette of the Republic of Indonesia of 2023 Number 41, Supplement to the State Gazette of the Republic of Indonesia Number 6856);
2. Law Number 23 of 2014 concerning Regional Governance (State Gazette of the Republic of Indonesia of 2014 Number 244, Supplement to the State Gazette of the Republic of Indonesia Number 5587), as amended multiple times, most recently by Law Number 6 of 2023 concerning the Enactment of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into Law (State Gazette of the Republic of Indonesia of 2023 Number 41, Supplement to the State Gazette of the Republic of Indonesia Number 6856);
3. Law Number 6 of 2023 concerning the Enactment of Government Regulation in Lieu of Law Number 2 of 2022 concerning Job Creation into Law (State Gazette of the Republic of Indonesia of 2023 Number 41, Supplement to the State Gazette of the Republic of Indonesia Number 6856);
4. Law Number 10 of 2023 concerning the Province of West Java (State Gazette of the Republic of Indonesia of 2023 Number 57, Supplement to the State Gazette of the Republic of Indonesia

- Number 6866);
5. Government Regulation Number 12 of 2017 concerning Guidance and Supervision of Regional Governance Administration (State Gazette of the Republic of Indonesia of 2017 Number 73, Supplement to the State Gazette of the Republic of Indonesia Number 6041);
 6. Regulation of the Minister of Manpower of the Republic of Indonesia Number 16 of 2024 concerning the Determination of Minimum Wages for the Year 2025 (State Gazette of the Republic of Indonesia of 2024 Number 917);

Taking into Account :

1. The Governor's Decree of West Java Number 561/Kep.768-Kesra/2023 concerning the Minimum Wages of the Province of West Java for the Year 2024;
2. Recommendations from 27 Regional Wage Councils of Regencies/Cities in West Java regarding the Determination of Minimum Wages for Regencies/Cities for the Year 2025;

HAS DECIDED:

To Stipulate : DECREE OF THE GOVERNOR CONCERNING MINIMUM WAGES OF REGENCIES/CITIES WITHIN THE PROVINCE OF WEST JAVA FOR THE YEAR 2025

FIRST : The amount of the Minimum Wages for Regencies/Cities within the Province of West Java for the Year 2025 is as follows:

NO	REGENCY/CITY AREA	AMOUNT (Rp,00)
01	CITY OF BEKASI	5,690,752.95
02	REGENCY OF KARAWANG	5,599,593.21
03	REGENCY OF BEKASI	5,558,515.10
04	REGENCY OF PURWAKARTA	4,792,252.92
05	REGENCY OF SUBANG	3,508,626.53
06	CITY OF DEPOK	5,195,721.78
07	CITY OF BOGOR	5,126,897.22
08	REGENCY OF BOGOR	4,877,211.17
09	REGENCY OF SUKABUMI	3,604,482.92
10	REGENCY OF CIANJUR	3,104,583.63
11	CITY OF SUKABUMI	3,018,634.94
12	CITY OF BANDUNG	4,482,914.09

NO	REGENCY/CITY AREA	AMOUNT (Rp,00)
13	CITY OF CIMAHI	3,863,692.00
14	REGENCY OF BANDUNG BARAT	3,736,741.00
15	REGENCY OF SUMEDANG	3,732,088.02
16	REGENCY OF BANDUNG	3,757,284.86
17	REGENCY OF INDRAMAYU	2,794,237.00
18	CITY OF CIREBON	2,697,685.47
19	REGENCY OF CIREBON	2,681,382.45
20	REGENCY OF MAJALENGKA	2,404,632.62
21	REGENCY OF KUNINGAN	2,209,519.29
22	CITY OF TASIKMALAYA	2,801,962.82
23	REGENCY OF TASIKMALAYA	2,699,992.26
24	REGENCY OF GARUT	2,328,555.41
25	REGENCY OF CIAMIS	2,225,279.16
26	REGENCY OF PANGANDARAN	2,221,724.19
27	CITY OF BANJAR	2,204,754.48

- SECOND
- : The Minimum Wages of Regencies/Cities as referred to in the FIRST Dictum shall be payable starting January 1, 2025.
- THIRD
- : The Minimum Wages of Regencies/Cities as referred to in the FIRST Dictum shall only apply to workers with a tenure of less than one (1) year.
- FOURTH
- : Workers/Laborers with a tenure of less than one (1) year as referred to in the THIRD Dictum, who meet specific qualifications required for certain positions, may be paid wages higher than the minimum wage.
- FIFTH
- : Employers shall establish and enforce a wage structure and scale in determining the wage amounts to be paid to workers with a tenure of more than one (1) year.
- SIXTH
- : Employers are prohibited from paying wages lower than the Minimum Wages of Regencies/Cities as referred to in the FIRST Dictum, except for micro and small businesses as agreed upon between the employer and the workers/laborers within the company.
- SEVENTH
- : Employers who have paid wages higher than the stipulated Minimum Wages of Regencies/Cities as referred to in the FIRST

Dictum are prohibited from reducing and/or lowering the wages of their workers in accordance with the provisions of prevailing laws and regulations.

EIGHTH : This Governor’s Decree shall come into effect as of the date of its stipulation.

Stipulated in Bandung

On December 17, 2024

ACTING GOVERNOR OF WEST JAVA,

signed

BEY TRIADI MACHMUDIN



Disclaimer

This document is an unofficial English translation of the Indonesian language text of the legislation issued by the government of the Republic of Indonesia. This unofficial English translation is provided solely as a reference and for the convenience of English-speaking parties, and has been translated using artificial intelligence-assisted translation software. The Indonesian text is the only authoritative version. In the event of any conflict or discrepancy between the English and Indonesian versions, or in case of any ambiguity in the interpretation of the law, the original Indonesian version shall prevail.