

2025 年各縣市最低工資標準(單位：印尼盾)

	省 份 / 縣 市	2023 年	增幅 (%)	2024 年	增幅 (%)	2025 年	增幅 (%)
1.	亞齊省/ Aceh Province	3,413,666	7.81	3,460,672	1.38	3,685,616	6.50
2	北蘇門達臘省/North Sumatera Province	2,710,493	6.19	2,809,915	3.67	2,992,559	6.50
	1. Mandailing Natal County	2,874,312		2,911,736	1.30	3,100,998	6.50
	2. South Tapanuli County	3,090,695		3,105,469	0.48	3,307,324	6.50
	3. Central Tapanuli County	3,019,194		3,044,435	0.84	3,242,323	6.50
	4. North Tapanuli County	2,739,641		2,833,474	3.43	3,017,649	6.50
	5. Toba County	2,882,740		2,959,020	2.65	3,151,356	6.50
	6. Labuhanbatu County	3,116,458		3,228,339	3.59	3,438,181	6.50
	7. Asahan County	3,024,300		3,066,580	1.40	3,265,908	6.50
	8. Simalungun County	2,800,790		2,900,330	3.55	3,088,851	6.50
	9. Karo County	3,274,725		3,358,951	2.57	3,577,282	6.50
	10. Deli Serdang County	3,400,015		3,505,076	3.09	3,732,906	6.50
	11. Langkat County	2,902,505		2,943,343	1.41	3,134,660	6.50
	12. Serdang Bedagai County	3,070,171		3,111,250	1.34	3,313,500	6.50
	13. Batu Bara County	3,410,034		3,451,671	1.22	3,676,000	6.50
	14. Padang Lawas County	2,959,919		3,000,855	1.38	3,195,910	6.50
	15. South Labuhanbatu County	3,152,341		3,197,168	1.42	3,404,984	6.50
	16. North Labuhanbatu County	3,081,813		3,124,527	1.39	3,327,621	6.50
	17. Sibolga City	3,197,759		3,211,031	0.42	3,419,748	6.50
	18. Tanjung Balai City	3,022,759		3,046,579	0.79	3,244,606	6.50
	19. Tebing Tinggi City	2,731,150		2,822,726	3.35	3,006,203	6.50
	20. Medan City	3,624,117		3,769,082	4.00	4,014,072	6.50
	21. Binjai City	2,803,941		2,887,667	2.99	3,075,365	6.50
	22. Padang sidimpuan City	2,885,309		2,974,869	3.10	3,168,235	6.50
	23. Dairi County	2,710,493		2,809,915	3.67	2,992,559	6.50
	24. Hubang Hasundutan County	2,710,493		2,809,915	3.67	2,992,559	6.50
	25. Gunungsitoli City	2,776,496		2,809,915	1.20	2,992,559	6.50

2025 年各縣市最低工資標準(單位：印尼盾)

	26. North Padang Lawas County	2,965,127		2,809,915	-5.23	2,992,559	6.50
	27. Nias County	2,723,199		2,809,915	3.18	2,992,559	6.50
	28. Bharat PakPak County	2,716,161		2,809,915	3.45	2,992,559	6.50
	29. South Nias County	2,710,493		2,809,915	3.67	2,992,559	6.50
	30. Samosir County	2,710,493		2,809,915	3.67	2,992,559	6.50
	31. North Nias County	2,710,493		2,809,915	3.67	2,992,559	6.50
	32. West Nias County	2,710,493		2,809,915	3.67	2,992,559	6.50
	33. Pematang Siantar City	2,710,493		2,809,915	3.67	2,992,559	6.50
3.	西蘇門達臘省/ West Sumatera Province	2,742,476	9.15	2,811,449	2.51	2,994,193	6.50
4.	南蘇門達臘省/ South Sumatera Province	3,404,177	8.26	3,456,874	1.55	3,681,571	6.50
5.	廖省/Riau Province	3,191,662	8.61	3,294,625	3.23	3,508,776	6.50
	1. Pekanbaru City	3,319,023	8.83	3,451,584	3.99	3,675,937	6.50
	2. Bengkalis County	3,599,029	7.41	3,693,540	2.63	3,933,620	6.50
	3. Kuantan Singigi County	3,354,275	7.79	3,467,414	3.37	3,692,796	6.50
	4. Palalawan County	3,287,623	8.48	3,395,359	3.28	3,616,057	6.50
	5. Indragiri Hulu County	3,364,511	8.61	3,477,188	3.35	3,703,206	6.50
	6. Indragiri Hilir County	3,241,141	8.59	3,294,625	1.65	3,508,776	6.50
	7. Dumai City	3,723,278	9.05	3,867,295	3.87	4,118,659	6.50
	8. Rokan Hulu County	3,248,333	8.75	3,360,920	3.47	3,579,380	6.50
	9. Rokan Hilir County	3,242,977	7.76	3,332,223	2.75	3,548,818	6.50
	10. Siak County	3,361,913	7.95	3,465,930	3.09	3,691,216	6.50
	11. Kampar County	3,300,258	8.30	3,412,764	3.41	3,634,593	6.50
	12. Kep. Meranti County	3,224,635	8.03	3,294,625	2.17	3,508,776	6.50
6.	廖群島省/ Riau Islands Province	3,279,194	4.28	3,402,492	3.76	3,623,654	6.50
	1. Batam City	4,500,400	7.50	4,685,050	4.10	4,989,600	6.50
	2. Natuna County	3,337,603	6.79	3,406,575	2.07	3,628,002	6.50
	3. Tanjung Pinang City	3,279,194	7.42	3,402,492	3.76	3,623,654	6.50
	4. Lingga County	3,279,194	7.51	3,402,492	3.76	3,623,654	6.50
	5. Karimun County	3,592,019	7.26	3,715,000	3.42	3,956,475	6.50
	6. Bintan County	3,889,015	6.59	3,950,950	1.59	4,207,762	6.50
	7. Anambas County	3,757,560		3,835,605	2.08	4,084,919	6.50
7.	邦加勿里洞省/ Bangka Belitung Province	3,498,479	7.15	3,640,000	4.05	3,876,600	6.50

2025 年各縣市最低工資標準(單位：印尼盾)

	1. Pangkal Pinang City*	3,510,076	7.51			3,876,600	
	2. Bangka County*	3,510,076	7.51			3,876,600	
	3. Central Bangka County	3,510,076	7.51			3,876,600	
	4. South Bangka County	3,510,076	7.51			3,876,600	
	5. West Bangka County	3,510,076	7.51			3,876,600	
	6. Belitung County*	3,510,076	7.51			3,876,600	
	7. East Belitung County	3,510,076	7.51			3,876,600	
8.	朋古魯省/ Bengkulu Province	2,418,280	8.05	2,507,079	3.67	2,670,039	6.50
9.	占碑省/ Jambi Province	2,943,033	11.10	3,037,121	3.20	3,234,535	6.50
10.	楠榜省/ Lampung Province	2,633,284	7.90	2,716,497	3.16	2,893,070	6.50
11.	雅加達省/ Jakarta Province*	4,901,798	7.17	5,067,381	3.38	5,396,761	6.50
12.	萬丹省/ Banten Province	2,661,280	6.40	2,727,812	2.50	2,905,119	6.50
	1. Tangerang City	4,584,519	6.97	4,760,289	3.83	5,069,708	6.50
	2. Tangerang County	4,527,688	7.02	4,601,988	1.64	4,901,117	6.50
	3. Serang City	4,090,799	6.24	4,148,602	1.41	4,418,261	6.50
	4. Serang County	4,492,961	6.59	4,560,894	1.51	4,857,353	6.50
	5. Cilegon County	4,657,222	7.30	4,815,102	3.39	5,128,084	6.50
	6. Lebak County	2,944,665	6.17	2,978,764	1.16	3,172,384	6.50
	7. Pandeglang County	2,980,351	6.43	3,010,929	1.03	3,206,640	6.50
	8. South Tangerang City	4,551,451	6.27	4,670,791	2.62	4,974,392	6.50
13.	西爪哇省/ West Java Province	1,986,670	7.88	2,057,495	3.57	2,191,238	6.50
	1. Bandung City (萬隆市)	4,048,462	7.25	4,209,309	3.97	4,482,914	6.50
	2. Bandung County (萬隆縣)	3,492,465	7.73	3,527,967	1.02	3,757,284	6.50
	3. West Bandung County	3,480,795	7.16	3,508,677	0.80	3,736,741	6.50
	4. Depok City	4,694,493	7.25	4,878,612	3.92	5,195,721	6.50
	5. Bogor City (茂物市)	4,639,429	7.14	4,813,988	3.76	5,126,897	6.50
	6. Bogor County (茂物縣)	4,520,212	7.18	4,579,541	1.31	4,877,211	6.50
	7. Bekasi City	5,158,248	7.09	5,343,430	3.59	5,690,752	6.50
	8. Bekasi County	5,137,575	7.22	5,219,263	1.59	5,558,515	6.50
	9. Karawang County	5,176,179	7.87	5,257,834	1.58	5,599,593	6.50
	10. Purwakarta County	4,464,675	6.98	4,499,768	0.79	4,792,252	6.50
	11. Sukabumi City	2,747,774	7.23	2,834,399	3.15	3,018,634	6.50
	12. Sukabumi County	3,351,883	7.25	3,384,491	0.97	3,604,482	6.50

2025 年各縣市最低工資標準(單位：印尼盾)

	13. Cimahi City	3,514,093	7.38	3,627,880	3.24	3,863,692	6.50
	14. Sumedang County	3,471,134	7.07	3,504,308	0.96	3,732,088	6.50
	15. Cianjur County	2,893,229	7.16	2,915,102	0.76	3,104,583	6.50
	16. Banjar City	1,998,119	7.88	2,070,192	3.61	2,204,754	6.50
	17. Ciamis County	2,021,657	6.52	2,089,464	3.35	2,225,279	6.50
	18. Tasikmalaya City	2,533,341	7.19	2,630,951	3.85	2,801,962	6.50
	19. Tasikmalaya County	2,499,954	7.44	2,535,204	1.41	2,699,992	6.50
	20. Garut County	2,117,318	7.19	2,186,437	3.26	2,328,555	6.50
	21. Subang County	3,273,810	6.84	3,294,485	0.63	3,508,626	6.50
	22. Majalengka County	2,180,602	7.54	2,257,871	3.54	2,404,632	6.50
	23. Cirebon City	2,456,516	6.58	2,533,038	3.12	2,697,685	6.50
	24. Cirebon County	2,430,780	6.61	2,517,730	3.58	2,681,382	6.50
	25. Indramayu County	2,541,996	6.29	2,623,697	3.21	2,794,237	6.50
	26. Kuningan County	2,010,734	5.38	2,074,666	3.18	2,209,519	6.50
	27. Pangandaran County	2,018,389		2,086,126	3.36	2,221,724	6.50
14.	中爪哇省/ Central Java Province	1,959,169	8.06	2,036,947	3.97	2,169,349	6.50
	1. Semarang City	3,060,348	7.95	3,243,969	6.00	3,454,827	6.50
	2. Semarang County	2,480,988	7.34	2,582,287	4.08	2,750,136	6.50
	3. Demak County	2,680,421	6.66	2,761,236	3.02	2,940,716	6.50
	4. Kendal County	2,508,299	7.18	2,613,573	4.20	2,783,455	6.50
	5. Salatiga City	2,284,179	7.41	2,378,951	4.15	2,533,583	6.50
	6. Grobogan County	2,029,569	7.16	2,116,516	4.28	2,254,090	6.50
	7. Blora County	2,040,080	7.14	2,101,813	3.03	2,238,430	6.50
	8. Kudus County	2,439,813	6.40	2,516,888	3.16	2,680,485	6.50
	9. Jepara County	2,272,626	7.79	2,450,915	7.85	2,680,485	9.37
	10. Pati County	2,107,697	7.08	2,190,000	3.90	2,332,350	6.50
	11. Rembang County	2,015,927	7.55	2,099,689	4.16	2,236,168	6.50
	12. Boyolali County	2,155,712	7.23	2,250,327	4.39	2,396,598	6.50
	13. Surakarta County	2,174,169	6.80	2,269,070	4.36	2,416,560	6.50
	14. Sukoharjo County	2,138,247	7.01	2,215,482	3.61	2,359,488	6.50
	15. Sragen County	1,969,569	7.08	2,049,000	4.03	2,182,200	6.50
	16. Karang Anyar County	2,207,483	6.94	2,288,366	3.66	2,437,110	6.50
	17. Wonogiri County	1,968,448	7.04	2,047,500	4.02	2,180,587	6.50
	18. Magelang City	2,066,006	6.72	2,142,000	3.68	2,281,230	6.50
	19. Magelang County	2,236,776	7.44	2,316,890	3.58	2,467,488	6.50
	20. Klaten County	2,152,322	6.78	2,244,012	4.26	2,389,872	6.50

2025 年各縣市最低工資標準(單位：印尼盾)

	21. Purworejo County	2,043,902	6.91	2,127,641	4.10	2,265,937	6.50
	22. Temanggung County	2,027,569	7.40	2,109,690	4.05	2,246,850	6.50
	23. Wonosobo County	2,076,208	7.50	2,159,175	4.00	2,299,521	6.50
	24. Kebumen County	2,035,890	6.77	2,121,947	4.23	2,259,873	6.50
	25. Banyumas County	2,118,123	6.80	2,195,690	3.66	2,338,410	6.50
	26. Cilacap County	2,383,090	6.83	2,479,106	4.03	2,640,248	6.50
	27. Banjarnegara County	1,958,169	7.60	2,038,005	4.08	2,170,475	6.50
	28. Purbalingga County	2,130,980	6.72	2,195,571	3.03	2,338,283	6.50
	29. Batang County	2,282,025	7.01	2,379,702	4.28	2,534,383	6.50
	30. Pekalongan City	2,305,822	6.94	2,389,801	3.64	2,545,138	6.50
	31. Pekalongan County	2,094,646	0.00	2,334,886	11.47	2,486,653	6.50
	32. Pemalang County	2,081,783	7.26	2,156,000	3.57	2,296,140	6.50
	33. Tegal City	2,145,012	6.93	2,231,628	4.04	2,333,586	4.57
	34. Tegal County	2,106,237	7.00	2,191,161	4.03	2,333,586	6.50
	35. Brebes County	2,018,836	7.10	2,103,100	4.17	2,239,801	6.50
15	東爪哇省/ East Java Province	2,040,244	7.86	2,165,244	6.13	2,305,985	6.50
	1. Surabaya City (泗水)	4,525,479	3.43	4,725,479	4.42	4,961,753	5.00
	2. Malang City	3,194,143	6.68	3,309,144	3.60	3,507,693	6.00
	3. Malang County	3,268,275	6.52	3,368,275	3.06	3,553,530	5.50
	4. Mojokerto City	2,710,452	7.97	2,832,710	4.51	3,031,000	7.00
	5. Mojokerto County	4,504,787	3.44	4,624,787	2.66	4,856,026	5.00
	6. Gresik County	4,522,030	3.43	4,642,031	2.65	4,874,133	5.00
	7. Sidoarjo County	4,518,581	3.43	4,638,582	2.66	4,870,511	5.00
	8. Pasuruan City	3,038,837	7.05	3,138,838	3.29	3,358,557	7.00
	9. Pasuruan County	4,515,133	3.44	4,635,133	2.66	4,866,890	5.00
	10. Kediri City	2,318,116	9.44	2,415,362	4.20	2,572,361	6.50
	11. Kediri County	2,243,422	9.79	2,340,668	4.33	2,492,811	6.50
	12. Batu City	3,030,367	7.07	3,155,367	4.12	3,360,466	6.50
	13. Pamekasan County	2,133,655	10.00	2,221,135	4.10	2,376,614	7.00
	14. Lamongan County	2,701,977	7.99	2,828,323	4.68	3,012,164	6.50
	15. Tuban County	2,739,224	7.88	2,864,225	4.56	3,050,400	6.50
	16. Jember County	2,555,662	8.49	2,665,392	4.29	2,838,642	6.50
	17. Bojonegoro County	2,279,568	9.62	2,371,016	4.01	2,525,132	6.50
	18. Banyuwangi County	2,528,899	8.59	2,638,628	4.34	2,810,139	6.50
	19. Jombang County	2,854,095	7.54	2,945,544	3.20	3,137,004	6.50
	20. Bangkalan County	2,152,450	10.00	2,240,701	4.10	2,397,550	7.00

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	21. Probolinggo City	2,576,240	8.42	2,701,086	4.85	2,876,657	6.50
	22. Probolinggo County	2,753,265	7.83	2,806,955	1.95	2,989,407	6.50
	23. Blitar City	2,239,024	11.69	2,330,000	4.06	2,481,450	6.50
	24. Blitar County	2,215,071	9.93	2,256,050	1.85	2,413,974	7.00
	25. Sumenep County	2,176,819	10.00	2,249,113	3.32	2,406,551	7.00
	26. Sampang County	2,114,335	10.00	2,182,861	3.24	2,335,661	7.00
	27. Madiun City	2,190,216	10.00	2,274,277	3.84	2,422,105	6.50
	28. Madiun County	2,154,251	10.00	2,243,291	4.13	2,400,321	7.00
	29. Lumajang County	2,200,607	10.00	2,281,469	3.67	2,429,764	6.50
	30. Bondowoso County	2,154,504	10.00	2,183,590	1.35	2,347,359	7.50
	31. Ngawi County	2,158,844	10.00	2,241,054	3.81	2,397,928	7.00
	32. Situbondo County	2,137,025	10.00	2,172,287	1.65	2,335,209	7.50
	33. Nganjuk County	2,167,007	10.00	2,258,455	4.22	2,405,255	6.50
	34. Magetan County	2,153,062	10.00	2,238,808	3.98	2,406,719	7.50
	35. Tulung Agung County	2,229,358	9.86	2,320,000	4.07	2,470,800	6.50
	36. Ponorogo County	2,149,709	10.00	2,235,311	3.98	2,402,959	7.50
	37. Trenggalek County	2,139,426	10.00	2,223,163	3.91	2,378,784	7.00
	38. Pacitan County	2,157,270	10.00	2,199,337	1.95	2,364,287	7.50
16.	日惹省/Yogyakarta Province	1,981,782	7.65	2,125,897	7.27	2,264,080	6.50
17.	峇里島省/ Bali Province	2,713,672	7.81	2,813,672	3.69	2,996,500	6.50
	1. Denpasar City	2,994,646	6.84	3,096,823	3.41	3,298,116	6.50
	2. Badung County	3,163,837	6.84	3,318,628	4.89	3,534,338	6.50
	3. Giayar County	2,837,680	6.84	2,928,713	3.21	3,119,080	6.50
	4. Karang Asem County	2,730,264	6.84	2,813,672	3.05	2,996,561	6.50
	5. Jembrana County	2,738,698	6.84	2,813,672	2.74	2,996,561	6.50
	6. Tabanan County	2,824,613	6.84	2,913,164	3.13	3,102,520	6.50
	7. Klungkung County	2,714,642	6.84	2,813,672	3.65	2,996,561	6.50
	8. Buleleng County	2,716,206	6.84	2,813,672	3.59	2,996,561	6.50
	9. Bangli County	2,713,672	7.81	2,813,672	3.69	2,996,561	6.50
18.	西努沙鄧加拉省/ West Nusa Tenggara	2,371,333	7.44	2,444,067	3.07	2,602,931	6.50
19.	東努沙鄧加拉省/ East Nusa Tenggara	2,123,994	7.54	2,186,826	2.96	2,328,969	6.50
20.	西加里曼丹省/ West Kalimantan Province*	2,608,601	7.16	2,702,616	3.60	2,878,286	6.50

2025 年各縣市最低工資標準(單位：印尼盾)

21.	中加里曼丹省/Central Kalimantan Province*	3,181,013	8.85	3,261,616	2.53	3,473,621	6.50
22.	南加里曼丹省/ South Kalimantan Province*	3,149,977	8.38	3,282,812	4.22	3,496,195	6.50
23.	東加里曼丹省/East Kalimantan Province	3,201,396	6.20	3,360,858	4.98	3,579,314	6.50
24.	北蘇拉威西省/ North Sulawesi Province	3,485,000	5.26	3,545,000	1.72	3,775,425	6.50
25.	中蘇拉威西省/ Central Sulawesi Province	2,599,546	8.73	2,736,698	5.28	2,915,000	6.52
26.	南蘇拉威西省/ South Sulawesi Province	3,385,145	6.93	3,400,000	0.44	3,657,527	7.57
27.	東南蘇拉威西省/ South-East Sulawesi*	2,758,984	1.79	2,885,964	4.60	3,073,551	6.50
28.	柯倫大羅省/ Gorontalo Province	2,989,350	6.74	3,025,100	1.20	3,221,731	6.50
29.	西蘇拉威西省/ West Sulawesi Province	2,871,794	7.20	2,914,958	1.50	3,104,430	6.50
30.	馬露姑省/ Maluku Province*	2,812,827	7.43	2,949,953	4.88	3,141,700	6.50
31.	北馬露姑省/ North Maluku Province*	2,976,720	4.00	3,200,000	7.50	3,408,000	6.50
32.	巴布亞省/ Papua Province	3,864,700	8.50	4,024,270	4.13	4,285,850	6.50
33.	西巴布亞省/ West Papua Province*	3,280,000	2.50	3,393,000	3.45	3,615,000	6.54
34.	北加里曼丹省/North Kalimantan Province	3,251,702	7.79	3,361,653	3.38	3,580,160	6.50
35.	中巴布亞省/ Central Papua Province	2023 年基本薪資為 3,800,000 盾 (如下方註釋)		4,024,270		4,285,848	6.50
36.	山巴布亞省/ Mountain Papua Province						
37.	南巴布亞省/ South Papua Province			4,024,270		4,285,850	6.50
38.	西南巴布亞省/ Southwest Papua Province					3,614,000	

上述基本薪資資料為印尼政府 2022 年底時公告之資訊。相關公告發布後，巴布亞省才被印尼政府改劃分為中巴布亞、山巴布亞省、南巴布亞省及西南巴布亞省等四省，因此該四省尚未制定 2023 年最低工資，惟依據印尼勞工部 2022 年第 18 號部長令(Permenaker 18/2022)，該四省 2023 年度暫時比照巴布亞省最低薪資(即 3,800,000 盾)。