Mixed picture for Indonesia's garment sector

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1. Introduction

This Bulletin provides a snapshot of the performance and progress of Indonesia's garment, textiles and footwear (GTF) industry, with a focus on employment, wages and working hours. It shows that GTF continues to be a major component of Indonesia's manufacturing industry, and is a significant source of employment, particularly for women. Despite this, the female share of employment in the industry is falling. At the same time, wages in the industry continue to rise, and more so for women than men. In addition, the GTF industry has higher levels of minimum-wage compliance than the manufacturing industry as a whole, although employment in the GTF industry has tended to be concentrated in provinces with the lowest minimum-wage levels.

The Bulletin draws from official data on economic, employment and wage data as provided by Indonesia's national statistics office, Badan Pusat Statistik (BPS) – unless otherwise stated.

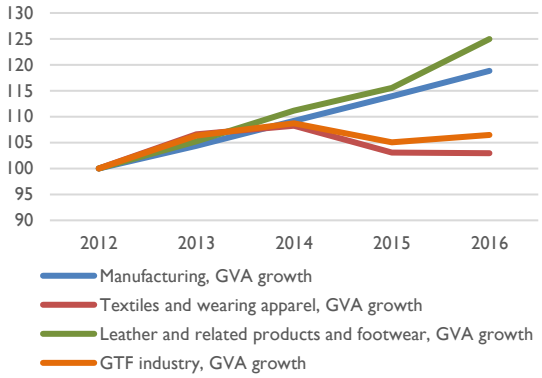
2. Industry characteristics

Economic output

The GTF industry accounted for around 7 per cent of Indonesia's total manufacturing gross value-added (GVA)[1] in 2016, according to provisional estimates, equivalent to around 1.4 per cent of total GDP.[2] This represents a slight decrease, by both measures, from 7.5 per cent and 1.6 per cent, respectively, in 2012.

This is consistent with a longer term decline in GTF output relative to manufacturing, where the GTF share has decreased from around 3 per cent of manufacturing GVA in 2005. This is partly the result of a large contraction in the industry in 2007 and 2008, which took until 2011 to recover to pre-contraction levels. In more recent years, namely, 2015 and 2016, GVA in the GTF industry has declined further in real terms (Figure 1).

Figure 1: Index of real gross value-added (GVA), by industry (constant prices), 2012-2016 (2012=100)



Note: Annual exchange rates applied.
Source: BPS, Statistical Yearbook of Indonesia, 2017

The slowing output performance of the GTF industry has been driven largely by the sub-industry of textiles and wearing apparel, which accounts for around 80 per cent of Indonesia's GTF output. GVA in the textiles and wearing apparel industry grew by around 0.7 per cent per annum between 2012 and 2016, once inflation is taken into account, compared to an increase of 5.7 per cent for leather and related products and footwear (Figure 1). It also compares poorly to annual average growth of 4.4 per cent for manufacturing as a whole during this period.

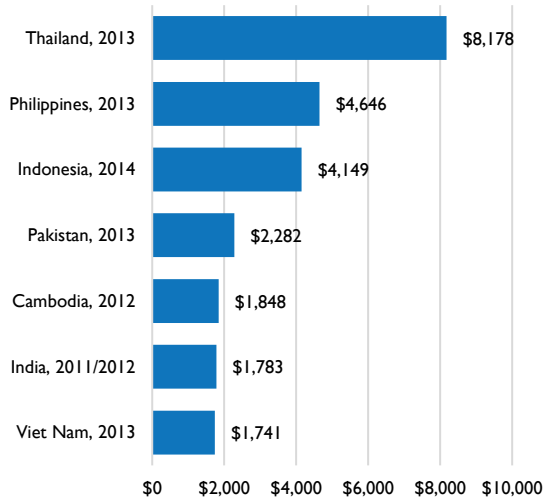
[1] GVA is GDP minus intermediate consumption. Contributions to GDP by industry usually refer to GVA, as they do not include taxes and subsidies.

[2] For national accounts data, GTF is defined as 'textiles and wearing apparel, leather and related products and footwear'

Labour productivity and firm size

Indonesia's labour productivity in the GTF industry – defined as gross value added per person employed – is estimated to be higher than a number of regional counterparts, including Vietnam and Cambodia, but lower than countries such as Thailand and the Philippines (Figure 2).

Figure 2: Labour productivity in GTF manufacturing (current $), latest available year

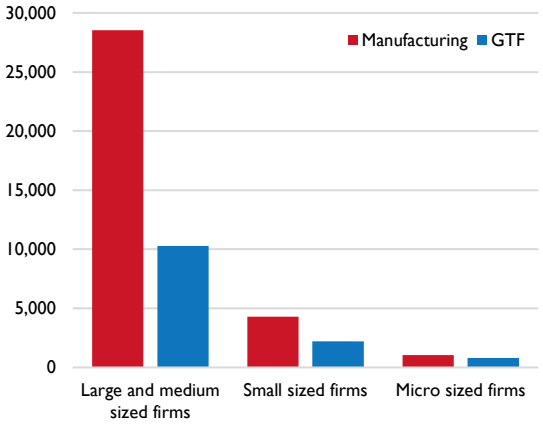


Note: Labour productivity defined as gross value added in current prices per person employed, with official nominal exchange rates applied;
Source: Estimates based on official data from national accounts and national labour force surveys (various years); World Bank: World Development Indicators (2014).

The plurality – around 37 per cent (2015) – of workers engaged in the GTF industry are in large and medium sized enterprises, according to establishment survey data.[3] Firms of this size are able to exhibit clear economies of scale, with higher levels of labour productivity relative to small and micro-sized firms, despite being lower than the manufacturing average (Figure 3).

Around 63 per cent of workers engaged in the GTF industry were in small and micro enterprises, according to establishment survey data.

Figure 3: Labour productivity by firm size, GTF industry and all manufacturing (US$), 2015



Note: Labour productivity defined as gross value-added per person employed.
Source: Author's estimates calculated from the Establishment Survey findings cited in the Statistical Yearbook of Indonesia, (various years).

On average, large and medium sized firms engaged around 260 workers per establishment. The majority of these were in the manufacture of textiles (45 per cent), with just under 40 per cent in the manufacture of wearing apparel and the remaining 16 per cent in leather and related products (predominately footwear).

Exports

Indonesia's GTF industry accounted for around 6.6 per cent of total merchandise exports (in current prices) in 2015.[4] This corresponded to around US$11.6 billion. Total exports of garments amounted to around $7.5 billion, slightly less than $7.8 billion exported in 2011. Meanwhile, exports of footwear rose steadily, from $3.3 billion in 2011 to $4.1 billion in 2015.

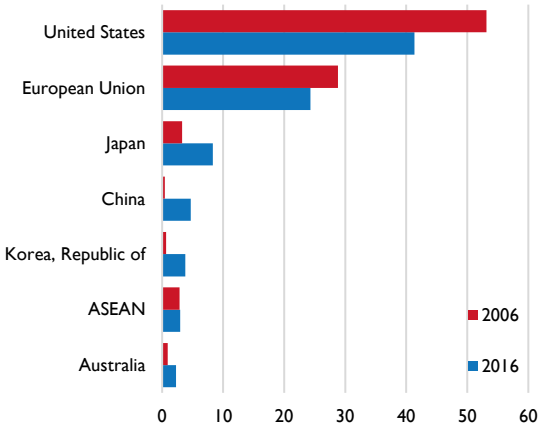
The United States is the main destination for GTF exports, accounting for around 41 per cent of exports in 2016 (down from around 53 per cent in 2006) (Figure 4). The European Union is Indonesia's second largest export partner, accounting for around 24 per cent of Indonesia's GTF exports (down from 29 per cent in 2006), and Japan, accounting for 8.3 per cent of GTF exports in 2016 (up from 3.3 per cent in 2006).

[3] Statistical yearbook (various years). Firm size defined as followed: large scale manufacturing (100 employees or more), medium-scale manufacturing (20-99 employees), small-scale manufacturing (5-19 employees) and micro industry (1-4 employees)

[4] For exports, GTF refers to the category labelled 'garments and footwear'

China has also been accounting for a greater share of Indonesia's GTF exports, at 4.7 per cent in 2016, up from 0.5 per cent in 2006.

Figure 4: Share of GTF exports (%), by major export partners, 2006 and 2016



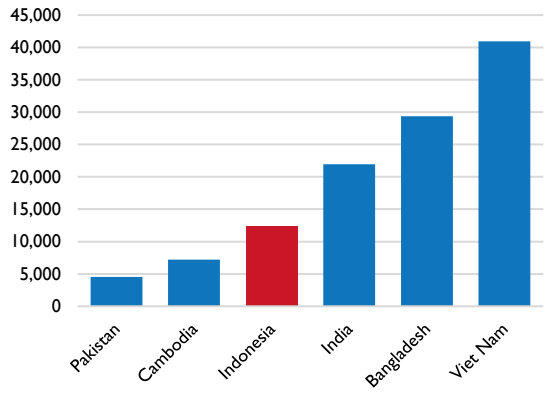
Source: Estimates from UNCTAD: UNCTADstat Database.

Reflective of the contraction experienced by the GTF industry in 2007 and 2008, GTF exports shrunk by around 6 per cent for garments and 8 per cent for footwear in 2009. As a share of merchandise exports, this shrinkage lasted until 2013 and was likely due to reduced demand from major export partners and a disproportionately slow recovery relative to other merchandise exports products.

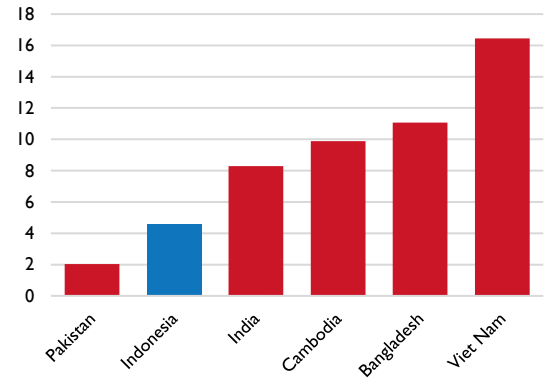
In relation to the region, export growth in Indonesia's GTF industry has been expanding at a relatively slow rate, behind Vietnam, Cambodia, India and Bangladesh (Figure 5, panel B). Despite this, Indonesia still exports more GTF products than Cambodia and Pakistan, but remains behind Vietnam, India and Bangladesh (Figure 5, panel A).

Figure 5: GTF exports and export growth

Panel A: Exports (million US$), 2016



Panel B: Export growth (annual average growth rate, %), 2010-2016



Source: Estimates from UNCTAD: UNCTADstat Database.

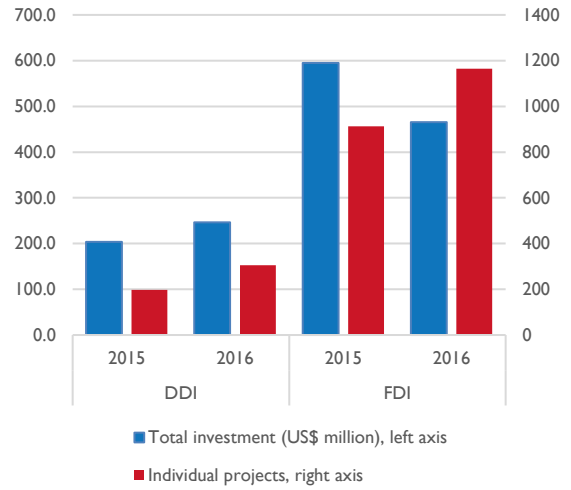
Domestic and foreign investment[5]

In terms of domestic direct investment (DDI), a total of US$ 241 million was invested into 284 different projects in the textile industry and $5.1 million into 21 projects in the leather goods and footwear industry in 2016 (Figure 6).

DDI was equivalent to around $0.8 million per project in the textile industry and $0.2 million per project in the leather goods and footwear industry, representing decreases from $1.1 million and $0.03 million per project, respectively, in 2015. It compared to an average of $2.6 million per project in 2015 and $2.2 million per project in 2016, for DDI in all industries. As a share of total DDI investment, GTF investment accounted for around 1.5 per cent in both 2015 and 2016.

[5] Domestic and foreign investment data is taken from Badan Koordinasi Penanaman Modal / The Investment Coordinating Board; Domestic and Foreign Direct Investment Realization in Quarter IV and January-December 2016

Figure 6: Domestic and foreign investment in garments and footwear, 2015 and 2016



Source: Badan Koordinasi Penanaman Modal / The Investment Coordinating Board; Domestic and Foreign Direct Investment Realization in Quarter IV and January-December 2016

In terms of foreign direct investment (FDI), a total of $321 million was invested into 886 textile industry projects and $144 million into 279 leather goods and footwear industry projects in 2016. This was equivalent to $0.4 million per textiles industry project and $0.5 million per leather goods and footwear project, representing a decrease from $1.5 million per textile project and $1.5 million per leather goods and footwear project in 2015. This compared to $0.6 million per project in 2015 and $1.1 million per project in 2016 for FDI in all industries. As a share of total FDI, textiles, leather and footwear investment accounted for 2 per cent in 2015, decreasing to 1.6 per cent in 2016.

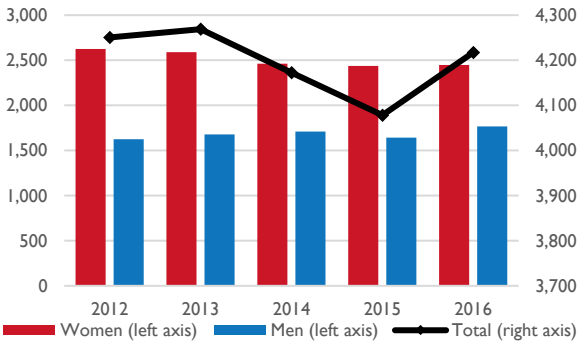
Despite the decrease in dollar-per-project investment for both DDI and FDI, the total number of individual textiles, leather and footwear projects invested in increased substantially. For domestic investment, the number of individual textiles, leather and footwear projects invested in rose from 198 to 305 between 2015 and 2016 (54 per cent increase), and for foreign investment, the number of projects invested in increased from 913 to 1165 (27 per cent increase).

3. Employment[6]

In 2016, around 4.2 million people were employed in the GTF industry in Indonesia, accounting for 26.6 per cent of all manufacturing jobs.[7] This represents a marginal decline from around 4.3 million in 2012, but also reflects an improvement in 2016 (Figure 7). Women make up the majority (around 58 per cent) of those employed in this industry, which compares to around 38 per cent of non-GTF manufacturing.

In 2016, the GTF industry employed 35.3 per cent of all female manufacturing workers, this compares to 19.8 per cent of all male manufacturing workers. The majority (92.5 per cent) of GTF workers in 2016 were in the occupational category 'Production, transportation and hiring equipment operators, production and related workers, transport equipment operators and labourers', however this is slightly higher for females, accounting for 95 per cent, compared to 89 per cent for males. Men also tended to occupy more senior management positions.

Figure 7: Employment in GTF industry by sex (thousands), 2012-2016



Source: Author's estimates based on BPS Sakernas

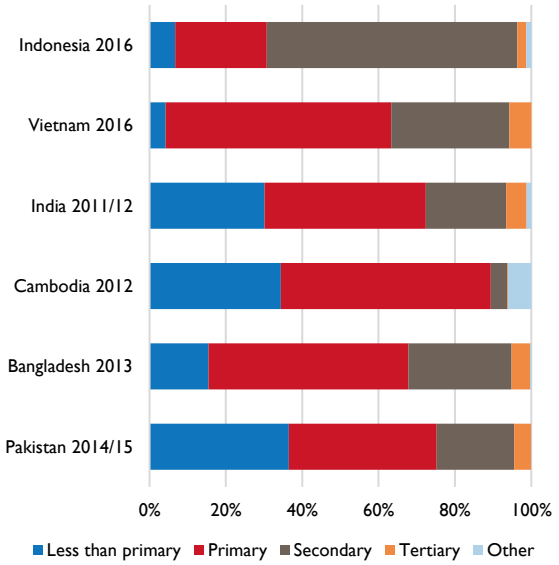
Notably, women made up the majority of the decrease in total GTF jobs between 2012 and 2015 (Figure 6). Over this period, male GTF employment increased marginally by 0.3 per cent per annum as female GTF employment decreased by 2.5 per cent per annum. The majority (90 per cent) of the recovery between 2015 and 2016 was also accountable by employment of men.

[6] Data in this section are from Sakernas.

Education and skills

A significant difference with the rest of developing Asia is the higher level of educational attainment of GTF workers in Indonesia. Around 70 per cent of workers had reached secondary education or higher, compared to 37 per cent in Viet Nam, 25 per cent in Pakistan, and 5 per cent in Cambodia (Figure 8).

Figure 8: Educational composition of GTF employment, Indonesia and selected countries (%), latest year of available data



Source: Author's estimates based on national sources.

The majority of Indonesia's GTF workers had secondary levels of education (66.6 per cent of females, 64.3 per cent of males) in 2016. There was a slightly higher proportion of females with less than primary (7.3 per cent for females, 5.9 per cent for males) and a slightly higher proportion of males with tertiary education (1.7 per cent of females, 3.3 per cent of males). Between the different GTF sectors, footwear and leather tended to have higher levels of education than both garments and textiles.

[7] Numbers in the LFS differ from the establishment surveys, owing to differences in scope of respective surveys.

Status in employment

Wage and salaried employees represented around 72 per cent of those employed in the GTF industry in 2016. This was higher than for manufacturing as a whole (around 65 per cent). The majority of employees are likely to be engaged in large and medium sized enterprises, according to records in manufacturing surveys.

Meanwhile, 20.3 per cent were classified as own-account workers and around 3.5 per cent as unpaid family workers (the remaining 4.2 per cent being employers). This translates to a relatively low share of vulnerable employment – defined as the share of own-account workers and unpaid family workers – in the GTF industry at 23.7 per cent, up slightly from 19 per cent in 2012. This also compares to a vulnerable employment rate of 30.3 per cent in Indonesia's manufacturing as a whole.

There were disparities between the employee shares of men and women, with 78.1 per cent of men classified as employees compared to 73.3 per cent of women. The gap extends to 7.5 percentage points when limited only to non-casual employees, (75.9 per cent of males against 68.4 per cent of females), suggesting that women in the industry are still less likely to be in regular positions than men.

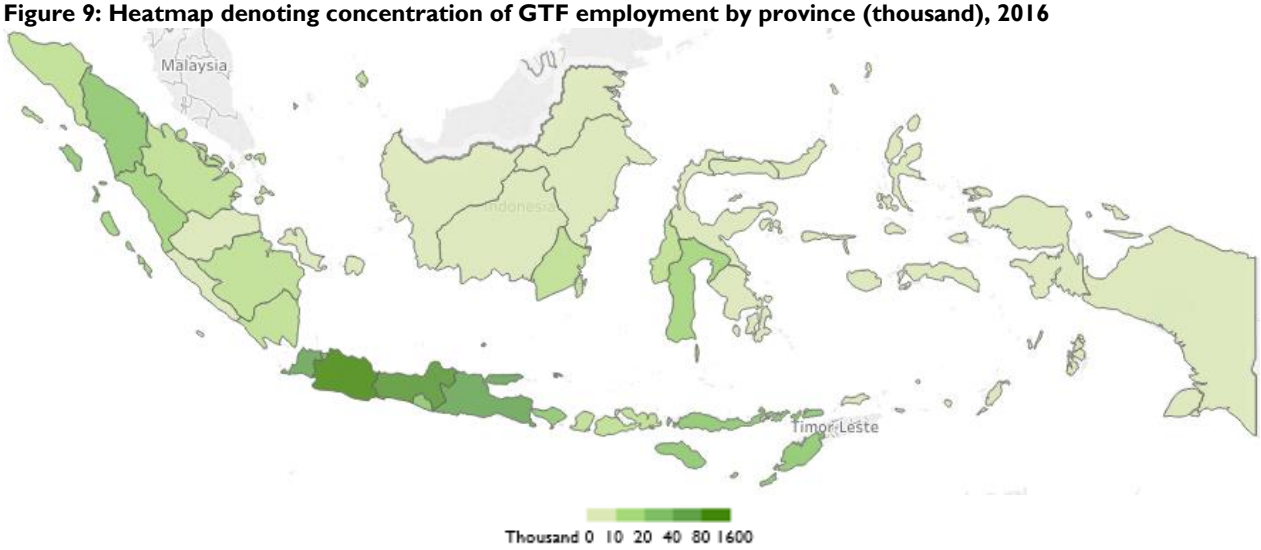
At the same time, casual employees as a share of all employees was marginally lower (at 6 per cent) than the average for manufacturing as a whole (7.1 per cent). The casualization rate was, however, higher for female GTF employees (8.1 per cent) than male (3.5 per cent) in 2016.

Geographic distribution of employment

The main locations for GTF employment are provinces on the island of Java. A total of 1.6 million people were employed in the industry in Jawa Barat (West Java), 1.1 million in Jawa Tengah (Central Java), around 470,000 in Jawa Timur (East Java), 360,000 in Banten and around 110,000 in DKI Jakarta (Figure 9). Together these provinces accounted for more than 85 per cent of all GTF employment in 2016.

There have been some shifts over the last few years, with a net reduction of around 113,000 GTF workers in these top five locations since 2012. Further, between 2015 and 2016, the most notable changes in total employment in these provinces was a decline of 40 per cent in DKI Jakarta and 15 per cent in Banten. At the same time, there were increases in Jawa Barat (7 per cent) and Jawa Tengah (8 per cent).

Figure 9: Heatmap denoting concentration of GTF employment by province (thousand), 2016

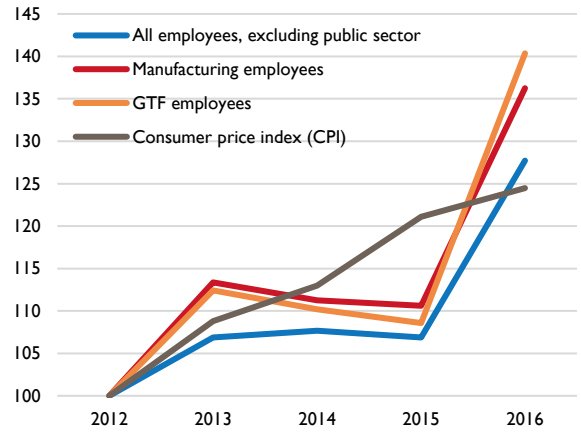


Source: Author's estimates based on BPS Sakernas.

4. Wage trends

Real average wages for employees in the GTF industry increased significantly between 2012 and 2016, following a dip in 2014 and 2015. In 2016, monthly nominal wages per GTF worker were around Rp. 2.0 million per month (equivalent to around 154 USD).[8] This represents growth of around 8.8 per cent per annum since 2012, which compares to average nominal wages of Rp. 2.4 million in manufacturing (which grew by 8 per cent per annum between 2012 and 2016; Figure 10).

Figure 10. Real monthly wage index (2012=100), select industries, 2012-2016



Source: Author's estimates based on BPS Sakernas.

Growth rates of real wages were uneven for men and women. For female wage employees in the GTF industry, average real wages grew 10.1 per cent per annum between 2012 and 2016 as opposed to 7.2 per cent for males, but average wage levels for men remain higher than those for women (see next section).

There is a substantial earnings premium associated with increases in educational attainment. For those with less than primary education, earnings in the GTF industry were approximately Rp. 1.1 million in 2016, compared to Rp. 1.5 million for those with primary, and Rp. 2.2 million for those with secondary levels of education. Those with technical qualifications had nominal monthly wages of Rp. 2.8 million and those with tertiary, of Rp. 4.7 million.

Casual employees typically earned the equivalent of 35 per cent the amount received by all employees on average in the GTF industry. The difference was most marked for female casual workers who earned the equivalent of around 26 per cent the average, compared to male casual workers who earned close to 60 per cent.

Gender pay gap

From 2012 to 2016, female employees in manufacturing earned considerably less than their male counterparts. Nominal wages of female employees were around 30 per cent of average male wages between 2012 and 2016, despite a temporary narrowing of the gap to around 20 per cent in 2015. The gender gap was less marked in the GTF industry and showed more sustained progress. Between 2012 and 2016, the gender gap narrowed from 17.5 per cent to 8.2 per cent.

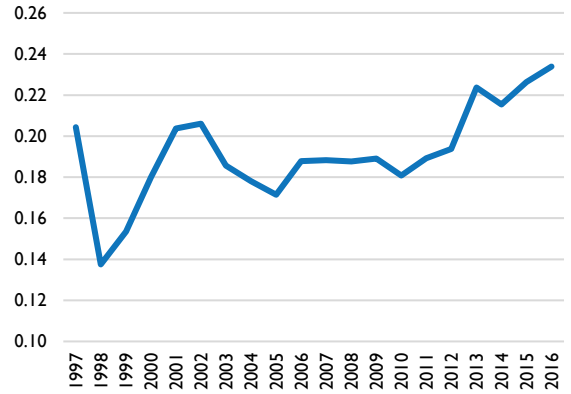
For the sub-sectors of the GTF industry, footwear and leather displayed a reversal of the gender gap, with nominal monthly earnings for female employees in 2016 being 17.4 per cent higher than for men. This contrasted with both textiles and garments, for which although the gender gap narrowed, women still earned considerably less than men to the region of 25 per cent and 14 per cent, respectively, in 2016.

Minimum-wage levels[9]

Minimum wages are set at the provincial level and in 2017 these ranged from the highest of Rp 3.5 million per month (equivalent to $266) in DKI Jakarta to Rp 1.3 million in DI Yogyakarta (equivalent to $99).[10] The dispersion, i.e. the difference between the highest and lowest minimum wages by province has been widening over the last decade as shown by the upward trend in Figure 11.

[8] Market exchange rates as of August 2016: 1 USD to 13097.15 Rp
[9] Minimum wages cited here and throughout the report were provided by the Directorate General of Industrial Relations and Social Security Workers and Ministry of Manpower of Indonesia.
[10] Market exchange rates as of March 2017: 1 USD to 13179.45 Rp

Figure 11: Minimum-wage dispersion across provinces (coefficient of variation), 1997-2016



Note: Coefficient of variation measured as the standard deviation divided by the arithmetic mean.

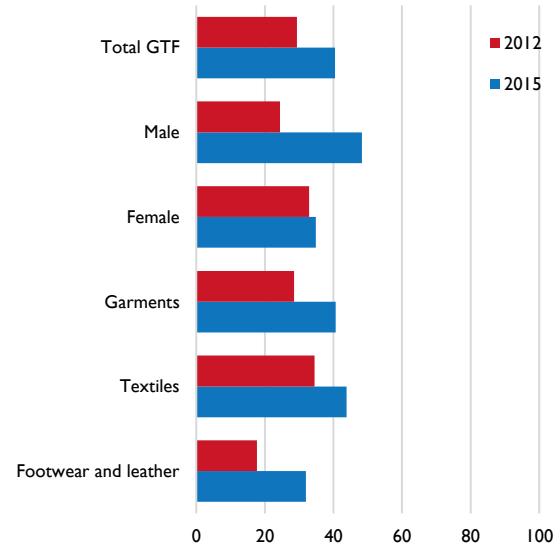
Key GTF producing provinces including West Java (Rp 1.4 million), East Java (Rp 1.4 million) and Central Java (Rp 1.4 million) account for three of the four lowest minimum wage levels in the country. Banten another major producer has a minimum wage of Rp 1.9 million – still below the average of Rp 2.1 million across all provinces. DKI Jakarta is an exception, with the highest minimum wage of all provinces, as well as being a significant GTF producing province. New wage-setting legislation implemented at the start of 2016 may help facilitate greater convergence between minimum wage levels across the country in coming years.

Minimum-wage compliance

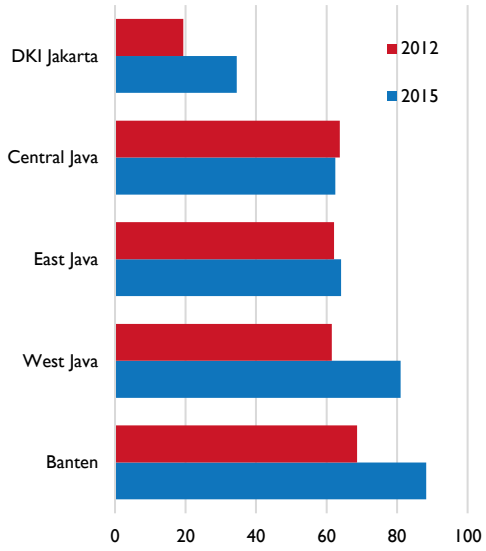
Compliance with minimum wages in the GTF industry has been increasing over the last five years overall. Compliance rates, based on monthly earnings – that is, the share of wage and salaried employees earning more than the legal minimum, calculated at a monthly rate – increased from 29.4 per cent in 2012 to 40.5 per cent in 2015 (figure 12, panel A). This compares to a compliance rate of 42.4 per cent across all manufacturing employees in 2015 (up from 32.4 per cent in 2012). Compliance rates in the GTF industry more than doubled for males - from 24.4 per cent to 48.3 per cent, between 2012 and 2015 - while increasing only slightly for females – from 32.9 per cent to 34.9 per cent over the same period.

Figure 12. Minimum-wage compliance rates in the GTF industry (%), 2012 and 2015

Panel A: GTF industry, select breakdowns



Panel B: GTF industry, select provinces



Source: Author's estimates based on BPS Statistics.

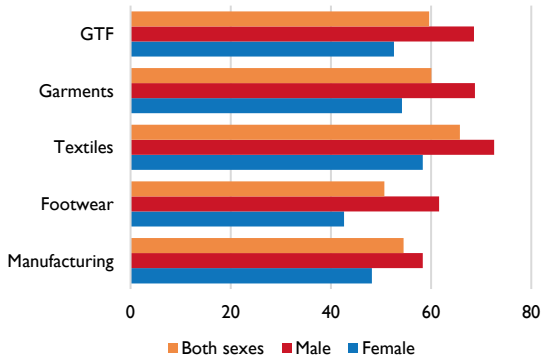
Between 2012 and 2015, almost all the key GTF provinces exhibited an increase in minimum wage compliance (Figure 12, panel B). However, compliance was markedly low in DKI Jakarta's GTF industry in 2015, at 34.5 per cent, despite the increase from 19.4 per cent in 2012. Compliance rates were highest in the Banten at 88.2 per cent, followed by West Java (81 per cent).

5. Working hours

Indonesia's GTF industry is characterised by long working hours, as is common throughout the country's manufacturing industry. Average working time in GTF manufacturing stood at around 43 hours a week in 2016, the same as all manufacturing. There are, however, differences by sex, in which men tended to work around 5 hours a week longer than women, at 45 hours to 40 hours, respectively. Such a disparity is common, due to the disproportionate care and domestic responsibilities borne by women.

Within the GTF industry, the gender difference in hours worked was most striking for textile manufacturing, in which men worked on average 11 hours a week longer than women, at 46 hours to 35 hours. In wearing apparel the difference was less, with men working 47 hours to women at 39, while in leather and related products, men worked around 47 hours and women 43 hours.

Figure 13: Excessive hours of work by sex and sub-sector in GTF and manufacturing (%), 2016



Source: Author's estimates based on BPS Sakernas.

Nearly 60 per cent of workers in the GTF industry worked excessive hours (defined here as more than 48 hours per week) in 2016 (Figure 13). This was generally consistent with the average across manufacturing at 55 per cent. The highest rate of excessive working hours was in the textiles industry, at around 66 per cent, with the lowest at 51 per cent in leather and footwear. Men were more likely to work excessive hours, in which as many as 73 per cent of those in textiles worked more than 48 hours a week in 2016, compared to 58 per cent of women.

6. Conclusion

Indonesia's garment, textiles and footwear sector continues to be a major contributor to the country's manufacturing gross value added. However, despite buoyant investment and diversifying export partners, output has been slowing. The industry's declining economic performance has been driven by the sub-industry of textiles and wearing apparel, with improvements in footwear and leather products. This may have helped stem any declines in overall GTF employment. Labour productivity in the industry is relatively high compared to regional competitors (although lower than countries such as Thailand and the Philippines) which may partly reflect the relatively high levels of educational attainment in the industry.

Real monthly wages have been growing in the GTF industry at a faster rate than the manufacturing average. Minimum wage compliance rates in the GTF industry are lower than the manufacturing average across the country, however the key GTF producing regions tend to exhibit relatively high compliance rates. Despite this, the GTF industry tends to be based in provinces with the lowest minimum wage levels. At the same time, there are marked gender disparities in average earnings. Essential to narrowing this gender gap and ensuring sustained and improving minimum wage compliance is strengthened collective bargaining and conducive social dialogue across the country.

- **Annex table 1. Selected employment indicators, 2012-2016**

	2012			2013			2014			2015			2016		
	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F
Total employment (million)	110.8	69.1	41.7	112.8	70.3	42.4	114.6	71.5	43.2	114.8	72.2	42.7	118.4	72.9	45.5
Total manufacturing (million)	15.9	9.1	6.8	15.5	9.1	6.5	15.6	9.2	6.4	15.5	9.2	6.4	15.87	9.0	6.9
Total GTF manufacturing (000)	4251	1625	2625	4269	1678	2591	4172	1712	2461	4078	1641	2437	4217	1768	2449
Textiles	1231	513	718	1208	523	685	1302	582	720	1248	534	714	1197	496	701
Garments	2350	801	1549	2363	824	1539	2162	783	1379	2167	795	1372	2238	906	1332
Footwear and leather	670	311	359	698	331	367	708	346	362	663	311	351	782	366	416
Share of GTF employment (%)															
Textiles	29	31.6	27.3	28.3	31.2	26.4	31.2	34	29.3	30.6	32.6	29.3	28.4	28.1	28.6
Garments	55.3	49.3	59	55.4	49.1	59.4	51.8	45.7	56	53.1	48.5	56.3	53.1	51.3	54.4
Footwear and leather	15.8	19.1	13.7	16.3	19.7	14.2	17	20.2	14.7	16.3	19	14.4	18.5	20.7	17
GTF by education (% distribution)															
Less than primary	7.6	5.1	9.2	7.5	5.1	9	6.4	4.6	7.6	6.7	4.9	8	6.7	5.9	7.3
Primary	25	24.5	25.3	23.5	22.6	24	23.2	21.7	24.2	23.3	24.4	22.5	23.9	24.9	23.2
Secondary	65	67.4	63.5	66.1	68.3	64.6	66.9	69.6	65	66.1	66.5	65.9	65.6	64.3	66.6
Technical degree	1	0.9	1	1.2	1.7	0.9	1.5	1.7	1.4	1.5	1.2	1.8	1.3	1.6	1.1
Tertiary education	1.4	2.1	1	1.8	2.2	1.5	2	2.5	1.7	2.3	3	1.9	2.4	3.3	1.7
GTF by employment status (% distribution)															
Employees	73.5	80	69.5	71.7	77.3	68	74.1	78.5	71.1	75.2	78.1	73.3	72.1	75.6	69.5
Employers	7.9	11.1	5.9	6.8	11.8	3.5	7.4	11.9	4.4	6.5	10.8	3.6	8.2	13.6	4.3
Own account workers	12.6	7.2	16	14.2	8.2	18.1	14.8	7.9	19.5	14.3	9.6	17.4	16.3	8.9	21.6
Unpaid family workers	6	1.8	8.6	7.3	2.7	10.3	3.7	1.7	5.1	4	1.5	5.7	3.5	2	4.5
GTF by main province (000)															
Jawa Barat	1,566	723	843	1,507	722	786	1,528	771	758	1,459	700	758	1,561	808	752
Jawa Tengah	948	384	564	1,064	387	677	990	382	608	997	364	633	1,080	442	638
Jawa Timur	516	125	391	499	164	335	465	152	313	469	160	309	472	154	318
Banten	416	170	246	442	186	257	443	181	262	433	207	225	365	176	189
Jakarta	258	105	153	215	80	136	195	102	93	190	92	98	113	55	58

- Note: Ages 15 and above; GTF industry corresponds to International Standard Industrial Classification of All Economic Activities (ISIC) Rev. 4 groups 13 (textiles), 14 (garments) and 15 (footwear and leather).

- **Annex table 2. Selected indicators of average monthly earnings and hours of work, 2012-2016**

	2012			2013			2014			2015			2016		
	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F
Average monthly earnings (000 Rupiahs)															
Manufacturing	1,328	1,508	1,040	1,638	1,829	1,314	1,668	1,870	1,326	1,778	1,910	1,553	2,252	2,506	1,833
GTF	1,151	1,283	1,058	1,408	1,518	1,328	1,434	1,547	1,346	1,514	1,399	1,596	2,012	2,109	1,935
Textiles	1,138	1,327	954	1,244	1,420	1,068	1,354	1,565	1,127	1,366	1,446	1,287	1,772	2,012	1,513
Garments	1,094	1,226	1,021	1,363	1,482	1,295	1,376	1,527	1,291	1,509	1,241	1,655	1,888	2,061	1,771
Footwear and leather	1,318	1,319	1,316	1,762	1,750	1,772	1,696	1,550	1,826	1,770	1,622	1,892	2,602	2,364	2,776
By selected province															
Jawa Barat (W. Java)	1,201	1,259	1,151	1,468	1,521	1,422	1,462	1,498	1,428	1,556	1,095	1,952	2,050	2,165	1,936
Jawa Tengah (C. Java)	894	1,058	784	918	1,032	840	993	1,199	859	1,157	1,133	1,171	1,303	1,489	1,165
Jawa Timur (E. Java)	944	1,128	859	1,236	1,491	1,065	1,297	1,454	1,196	1,474	1,797	1,282	1,924	1,996	1,891
Banten	1,552	1,607	1,513	2,011	2,014	2,009	2,089	2,138	2,055	1,996	2,105	1,899	3,329	3,083	3,516
Jakarta	1,524	1,871	1,280	2,117	2,256	2,039	2,120	2,104	2,135	2,291	2,460	2,159	4,632	3,702	5,300
By educational attainment															
Less than primary	762	982	660	863	1,154	686	907	1,077	811	741	913	641	1,120	1,380	869
Primary	902	1,013	817	1,075	1,161	1,012	1,073	1,082	1,067	987	801	1,140	1,472	1,619	1,335
Secondary	1,204	1,313	1,128	1,483	1,565	1,422	1,474	1,559	1,406	1,619	1,499	1,702	2,169	2,220	2,131
Technical	2,398	2,195	2,594	2,029	2,361	1,600	2,151	2,316	1,974	2,575	2,717	2,519	2,818	2,798	2,832
Tertiary	3,082	3,481	2,469	3,266	3,422	3,127	4,265	5,245	3,281	3,968	4,067	3,868	4,708	5,929	3,292
Average hours of work															
Manufacturing	46	47	44	39	40	37	44	46	42	45	46	43	46	47	45
GTF	46	47	45	39	41	37	45	46	43	45	48	44	43	45	40
Textiles	45	47	43	39	42	36	45	47	43	44	47	41	46	48	45
Garments	46	48	45	38	39	37	44	46	43	46	49	44	43	45	40
Footwear and leather	46	48	44	40	41	39	44	44	44	46	47	44	47	48	46
Excessive hours of work (%)															
Manufacturing	56.0	59.6	50.1	44.2	48.0	37.8	53.8	57.5	46.2	51.2	55.8	44.0	54.5	58.3	48.2
GTF	58.5	65.1	53.8	45.3	53.0	39.7	55.7	62.1	50.5	53.4	53.8	46.5	59.6	68.5	52.6

- Note: Ages 15 and above; GTF industry corresponds to International Standard Industrial Classification of All Economic Activities (ISIC) Rev. 4 groups 13 (textiles), 14 (garments) and 15 (footwear and leather); excessive hours defined as more than 48 hours per week; wages and earnings cover only wage employees.

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