

**Salary Standard Guidelines for Foreign Workers in Indonesia**  
 Monthly salary - in US Dollars (effective - tax year 2002)

Type of Business	Position	American	British	German	Dutch	Australian	Other Europeans	Japanese	Korean	Hong Kong	Phillipines	Indian	Other Asians
Trade	Manager	13,958	10,884	10,180	9,988	10,756	9,988	12,869	6,979	6,403	6,403	6,403	6,467
	Others	11,012	6,018	6,018	5,506	5,506	5,506	6,210	4,418	3,585	3,585	3,906	3,970
Textile Industry	GM	10,372	8,900	10,372	8,900	8,964	8,900	7,811	6,403	6,403	6,403	6,403	6,403
	Manager	8,003	6,403	8,003	7,811	7,811	7,811	5,506	5,122	5,122	3,970	3,970	3,970
	Technician	7,207	5,314	7,107	5,314	5,314	4,866	3,970	3,970	3,970	3,777	3,777	3,713
Other Industry	GM	12,165	10,692	12,165	18,375	10,564	10,692	9,668	7,619	7,683	7,619	6,403	6,979
	Manager	9,284	8,900	9,284	16,390	8,900	8,900	9,092	5,762	5,762	4,226	3,521	4,226
	Technician	7,363	5,762	7,619	5,762	5,762	5,762	6,403	4,226	4,226	3,970	3,521	4,226
General Mining/ Non Oil Drilling Company	GM	22,153	17,095	16,771	16,583	25,354	16,583	26,378	12,357	12,357	12,357	12,357	12,357
	Super-intendent	15,494	13,894	12,997	13,894	13,894	13,894	20,552	10,372	10,372	10,372	10,372	10,372
	Tool-Pusher	12,165	11,076	11,076	11,076	11,076	11,076	18,247	7,875	7,875	6,787	7,875	7,875
	Crew	9,988	6,403	8,964	6,403	6,467	6,403	9,988	4,610	4,610	4,610	4,610	4,610
Agriculture	GM	10,372	8,900	8,900	10,372	8,900	8,900	7,811	6,403	6,403	6,403	6,403	6,403
	Manager	8,067	7,811	8,067	7,811	7,811	7,611	5,378	5,122	5,122	3,970	3,970	3,970
	Technician	7,107	5,314	7,299	6,403	5,314	4,994	3,970	3,970	3,970	3,970	3,970	3,970
Fisheries	GM	11,589	9,988	11,461	9,988	9,988	9,988	8,579	7,171	7,811	7,171	6,403	7,171
	Manager	8,964	8,579	8,964	8,515	8,579	8,515	6,210	5,570	5,570	4,610	3,521	3,906
	Technician	7,619	5,762	7,619	5,890	5,762	5,890	4,994	4,290	4,290	4,418	3,521	3,073
Forestry	GM	12,357	10,564	12,293	10,032	10,564	10,692	9,092	7,811	7,811	7,811	6,403	7,683
	Manager	9,284	8,900	9,284	8,900	8,900	6,403	6,403	5,122	5,122	4,226	4,226	4,226
	Technician	7,363	5,762	7,363	5,762	5,762	5,762	5,314	4,226	4,226	4,226	3,521	4,226

Building/ Contractor / Office Services	GM	18,375	12,859	13,253	11,973	11,973	11,973	9,988	8,259	8,387	8,259	7,683	7,107
	Manager	11,461	11,973	12,165	8,900	8,900	8,900	8,387	6,787	6,787	5,762	5,122	4,994
	Technician	9,988	9,284	9,284	8,067	8,067	8,067	8,067	5,570	4,610	4,226	4,226	4,610
	Staff	8,595	4,594	3,906	4,994	3,970	3,970	7,171	3,009	3,009	-	-	2,817

Transportation/ Real Estate / Leasing Services	GM	13,765	13,253	13,253	13,253	13,253	13,253	13,253	8,900	-	-	-	-
	Manager	11,268	11,268	11,268	11,268	9,412	11,268	11,268	7,811	4,994	-	-	3,265
	Technician	8,387	8,387	8,387	8,387	8,259	8,387	6,595	6,210	3,265	3,009	2,689	1,985
	Staff	2,689	6,595	7,299	6,595	6,595	4,994	5,314	3,265	-	2,625	3,393	2,625

Bank / Insurance	Manager	16,006	17,991	18,247	18,247	6,082	16,006	14,854	4,994	-	-	-	3,521
	Staff	12,165	6,082	14,662	11,012	5,314	7,299	8,259	3,970	-	-	-	1,985

Other Services	Manager	12,165	8,900	8,900	8,900	8,900	8,900	13,958	2,497	-	-	-	3,906
	Staff	9,988	4,802	6,018	4,994	4,802	4,866	4,994	1,729	-	-	-	2,817

Foreign Consultant working for Government projects funded by foreign aid	Manager	24,010	19,976	19,976	-	37,967	33,933	-	-	-	-	-	-
	Staff	13,958	17,991	17,991	-	27,979	23,945	-	-	-	-	-	-