



**PKB COMPARISON PROGRAM AND PKB DATABASE
REGIONAL ACV/CSCI ASIA
PERIOD JUNE 2024 – SEPTEMBER 2024**



COMPANY NAME	: PT INDONESIA STANLEY ELECTRIC
ADDRESS	: Jl. Bhumimas 1 No. 17A, Talaga, Kec. Cikupa, Regency Tangerang, Banten 15710
SECTOR	: ELECTRIC
NUMBER OF WORKERS	: 325 People
NUMBER OF MEMBERS	: 114 People
PKB VALIDITY PERIOD	: 2023 – 2025
CLUSTER	: MULTI NATIONAL COORPORATE
SP SB WHO NEGOTIATE	: 1. PK FSB KIKES KSBSI PT INDONESIA STANLEY ELECTRIC 2. SPSI PUK 3. PK NIKEUBA 4. PUK SPN

COMPANY PROFILE

PT Indonesia Stanley Electric is a Japanese PMA company engaged in the manufacture of 2-wheeled and 4-wheeled vehicle lights located in Tangerang. PT ISE products are supplied to several customers such as:

1. Astra Honda Motor (AHM)
2. Honda Prospect Motor (HPM)
3. Yamaha Indonesia Manufacturing (YIMM)
4. Suzuki Indomobil Motor (SIM)
5. Toyota Motor Manufacturing Indonesia (TMMIN)
6. Mitsubishi Motors Krama Yudha Indonesia (MMKI) etc.

1. FREEDOM OF ASSOCIATION

BEST PRACTICE	<p>Article 5 Paragraphs 1,2,3,4,5 FACILITIES FOR TRADE UNIONS/LABOR UNIONS</p> <ol style="list-style-type: none"> 1. Basically, the Workers Union or labor union in carrying out its organizational activities outside of working hours, however, if outside of the specified time after obtaining permission from the company at the latest 1 day before with payment of wages as usual. In sudden circumstances, such permission can be considered after submitting an acceptable reason. 2. The company provides a room with the necessary equipment to be loaned to the Workers' Union or labor union to support the implementation of the Union's activities and is not permitted for other activities that are detrimental to the company, workers and/or destructive in nature. 3. The company provides a notice board for the Trade Union to post announcements of the Union's activities and this must be known to the company beforehand. Placing announcements, circular bulletins and other things in other places within the company environment is not permitted. 4. The company is willing to help carry out the collection of contributions from members of the labor union after receiving a power of attorney for deductions from members in accordance with government
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	<p>regulations regarding the provisions on this matter and submitting it to the management of the labor union.</p> <p>5. The company may provide dispensation and assistance for the duties of trade union administrators who are called by the government and state institutions or trade union leaders to the extent that the company's conditions for certain purposes permit at that time.</p>
BAD PRACTICE	

2. WAGES

BEST PRACTICE	<p>ARTICLE 19 Paragraphs 8,9,10 WAGES</p> <p>8.Bonus: The company will consider providing bonuses in accordance with the company's policy lines, situations and conditions. In this case, determining the bonus, the provisions will be issued by the company and payments will be made twice a year, every July and December.</p> <p>9.Family Allowance The company will provide benefits to employees who are married with the following provisions: 1 head of household male and female workers or male and female workers <ul style="list-style-type: none"> a head of family who does not have children 35,000 b head of family with 1 child 45,000 c head of family with 2 children 55,000 d head of family with 3 children 60,000 2. Deputy head of household or female worker whose husband works at PT ISE <ul style="list-style-type: none"> a deputy head of a family who does not have children Rp. 10,000 b deputy head of family with 1 child 15,000 c deputy head of family with 2 children Rp. 20,000 d deputy head of family with 3 children 25,000 If there is a change in status and the month in question, the allowance will be changed to the following month.</p> <p>10. Housing allowance The company provides housing allowance to: <ul style="list-style-type: none"> a head of family or male and female workers Rp. 45,000 b. Deputy head of household of female workers whose husbands work at PT ISE amounting to Rp. 25,000 <i>"quite clear"</i></p>
BAD PRACTICE	

3. SOCIAL SECURITY

BEST PRACTICE	<p>ARTICLE 27 Paragraphs 1 to 5 BPJS EMPLOYMENT</p>
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BAB IX
BPJS KETENAGAKERJAAN DAN KESEJAHTERAAN PEKERJA

Pasal 27
BPJS KETENAGAKERJAAN

1. Sesuai dengan Undang-Undang No. 24 Tahun 2011 Perusahaan mengikutsertakan seluruh Pekerja (Karyawan Tetap, Karyawan PKWT dan Karyawan Probation) masuk sebagai peserta BPJS Ketenagakerjaan. Selain itu berdasarkan Peraturan Daerah Kabupaten Tangerang Nomor 20 tahun 2002 dan Keputusan Bupati Tangerang Nomor 35 Tahun 2003, perusahaan juga mengikutsertakan seluruh Pekerja dalam jaminan Kecelakaan Dini Diluar Jam Kerja dan Hubungan Kerja pada PT. Asuransi Umum BUMIPUTERAMUDA 1967 dengan biaya ditanggung oleh perusahaan sebesar 0.24 % dari gaji pokok karyawan.

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2. Sesuai ketentuan yang berlaku jumlah iuran BPJS Ketenagakerjaan yang dibayarkan tiap bulannya oleh PT Indonesia Stanley Electric sebesar 6.89 % masing- masing kewajiban adalah sebagai berikut :
 - a. Kewajiban Pekerja adalah sebesar 3 % dari Gaji Pokok.
 - b. Kewajiban Perusahaan adalah sebesar 8.89 % dari Gaji Pokok pekerja + 3%
 - c. Struktur iuran sebesar 6.89 % tersebut dialokasikan ke :
 1. Jaminan Hari Tua (JHT) sebesar 5,70 %
 2. Jaminan Kematian (JK) sebesar 0,30 %
 3. Jaminan Kecelakaan Kerja (JKK) sebesar 0.89 %
 4. Jaminan Pensiun (Karyawan 1% + ISE 2%)
3.
 - a. Pekerja yang pada saat menjalankan tugas mengalami kecelakaan kerja akan diperlakukan sesuai dengan Undang-Undang No. 3 tahun 1992 yang dirangkum dalam Peraturan Pemerintah No. 14 tahun 1993.
 - b. Apabila dianggap perlu, Pekerja yang mengalami kecelakaan kerja akan dirawat di Rumah Sakit terdekat.
 - c. Biaya pengobatan, perawatan, angkutan akibat kecelakaan kerja akan dibayar Perusahaan terlebih dahulu, yang kemudian akan diajukan claim kepada BPJS Ketenagakerjaan (Badan Penyelenggara), sebagai pengganti biaya yang dikeluarkan Perusahaan sebelumnya.
 - d. Jika akibat kecelakaan kerja tersebut mengakibatkan Pekerja cacat total, sebahagian atau meninggal dunia, sesuai dengan keterangan Dokter yang berkepentingan, maka Perusahaan akan mengajukan claim sesuai peraturan yang berlaku kepada BPJS Ketenagakerjaan dan kemudian diserahkan kepada Pekerja atau ahli warisnya (kalau meninggal) yang mengalami kecelakaan.
 - e. Pekerja harus menjalani pemeriksaan akhir dari Dokter yang ditetapkan untuk mengetahui keadaan cedera yang bersangkutan. Pekerja yang tidak mengindahkan peraturan ini dikenakan tindakan disiplin kerja.
4. Pekerja meninggal dunia diluar hubungan kerja, maka Perusahaan akan mengajukan claim bantuan kematian dan Jaminan Hari Tua (JHT) kepada BPJS Ketenagakerjaan dan akan diserahkan kepada ahli warisnya.
5. Setelah Pekerja Pensiun dari Perusahaan berusia 55 (lima puluh lima) tahun atau pekerja mengundurkan diri dari Perusahaan setelah mempunyai masa kepersertaan selama 5 (lima) tahun dengan masa tunggu minimal 6 (enam) bulan yang bersangkutan dapat mengajukan claim Jaminan Hari Tua (JHT) dari BPJS Ketenagakerjaan sesuai dengan ketentuan yang berlaku.

Pasal 28
KESEJAHTERAAN PEKERJA

1. Untuk memenuhi kebutuhan beribadah / agama sebagai wadah pembinaan mental spiritual maka Perusahaan menyediakan tempat ibadah bagi Pekerja yang beragama Islam.

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ARTICLE 28 Paragraphs 1 to 7 WORKER WELFARE

2. Perusahaan akan membayar upah kepada pekerja yang tidak dapat menjalankan pekerjaannya karena memenuhi kewajiban ibadah menurut agamanya selama waktu yang diperlukan (menurut petunjuk Departemen Agama dan Departemen Tenaga Kerja) tetapi tidak melebihi 3 bulan. Dalam hal ini perusahaan juga memberikan bantuan dana bagi karyawan/ karyawan yang menjalankan ibadah keagamaan ke luar negeri seperti : Tanah Suci Mekah untuk agama Islam, Jerusalem/ Vatikan/ Lourdes untuk agama Kristen Protestan/ Katolik, Srilangka/ India untuk agama Budha dan Sungai Gangga (India) untuk agama Hindu. Bantuan ini diberikan 1 (satu) kali saja selama karyawan/ karyawan bekerja di PT. Indonesia Stanley Electric.
3. Perusahaan akan memberikan bantuan duka cita kepada Pekerja yang mengalami musibah meninggal dunia dengan ketentuan sebagai berikut
 - Pekerja sendiri 5 x Gaji Pokok
 - Istri Pekerja Rp. 1.000.000,-
 - Suami Pekerja Rp. 1.000.000,-
 - Anak Pekerja Rp. 1.000.000,-
 - Bapak / Ibu Pekerja Rp. 500.000,-
 - Mertua Pekerja Rp. 500.000,-
4. Sebagai tanda suka cita, Pekerja yang baru pertama kali melangsungkan pernikahan, Perusahaan memberikan bantuan uang sebesar Rp.500.000,- Batas pengumpulan Surat Nikah paling lambat 1 (satu) bulan sejak tanggal pernikahan, apabila lebih dari sebulan harus mendapat persetujuan dari Manager Personalia disertai alasan yang jelas.
5. Sebagai tanda suka cita Perusahaan akan memberikan bantuan kepada Pekerja atas kelahiran anaknya, dan hanya berlaku untuk kelahiran anak pertama sampai batas anak ketiga, sebesar Rp. 500.000,-. Batas pengumpulan Surat Kelahiran paling lambat 1 (satu) bulan sejak tanggal kelahiran, apabila lebih dari sebulan harus mendapat persetujuan dari Manager Personalia disertai alasan yang jelas.
6. Bila kondisi memungkinkan Perusahaan akan mengadakan rekreasi dan kegiatan Undukai minimal setahun sekali dengan biaya sepenuhnya ditanggung oleh Perusahaan, demikian juga dengan sarana olah raga dan kesenian.
7. Pemberian penghargaan Pengabdian Masa Kerja bagi Pekerja yang telah mempunyai masa kerja :
 - 5 tahun, penghargaan berupa uang Rp. 500.000
 - 10 tahun, penghargaan berupa uang Rp. 2.000.000
 - 15 tahun, penghargaan berupa uang Rp. 2.500.000
 - 20 tahun, penghargaan berupa uang Rp. 3.500.000

Penghargaan Pengabdian Masa Kerja sampai batas masa kerja 20 tahun saja. Pengabdian masa kerja dihitung mundur 1 tahun sejak diangkat karyawan tetap dan untuk pembayarannya pada saat akhir bulan berjalan.

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	<p>ARTICLE 29 SOCIAL SECURITY AND RETIREMENT AGE</p> <p style="text-align: center;">Pasal 29 JAMINAN SOSIAL DAN USIA Pensiun</p> <p>1) Perusahaan akan memberikan tunjangan kepada Pekerja atau ahli warisnya mengacu pada perUndang-Undangan yang berlaku dibidang ketenagakerjaan dalam hal sebagai berikut :</p> <ol style="list-style-type: none"> a. Pekerja Pria / Wanita yang mencapai usia 55 tahun b. Pekerja yang meninggal dunia karena kecelakaan. c. Pekerja yang meninggal dunia diluar hubungan kerja. d. Cacat total atau tidak dapat lagi melakukan pekerjaan yang dinyatakan oleh Dokter, baik akibat kecelakaan kerja maupun diluar hubungan kerja. <p>Khusus karyawan yang memasuki usia pensiun (55 tahun), perusahaan akan melakukan pembayaran uang Penggantian Hak. Kompensasi atas Penggantian Hak tersebut akan ditentukan secara terpisah. (Lampiran 6)</p> <p style="text-align: right;"><small>CS Dipindai dengan CamScanner</small></p>
BAD PRACTICE	

4. GENDER

BEST PRACTICE	<p>ARTICLE 12 Paragraphs 1 to 4 MATERNITY LEAVE</p> <p>1. Leave before and after giving birth By showing a doctor's certificate explaining the estimated time of birth, a pregnant female worker is entitled to leave by paying attention to the following provisions:</p> <ol style="list-style-type: none"> 1.1. In preparation for the birth, the female worker in question is given 45 calendar days of leave. 1.2. After giving birth, female workers are entitled to 45 calendar days of leave, including female workers who miscarry, calculated from the date of the miscarriage, by showing a certificate from a doctor. 1.3. If the birth occurs earlier than the originally estimated date, then the right to leave as a preparation period is considered to have been completed. 1.4. If the birth is later than originally estimated, a doctor's certificate must be submitted to the Company stating the delay. <p>2. An application for maternity leave must be submitted by the employee no later than 10 days before the leave begins, supported by a statement from a Company doctor, unless there are urgent reasons that force the employee concerned to start the leave before the planned time.</p> <p>3. If the above conditions are ignored then it is considered absent without notice</p> <p>4. Workers who are on maternity leave receive a basic salary, fixed allowance, attendance premium and meal allowance.</p> <p>ARTICLE 14 Paragraphs 1 to 3 MENSTRUATION LEAVE</p> <ol style="list-style-type: none"> 1. In accordance with the laws and regulations in force in the field of employment, female workers who are menstruating are entitled to a day off with a basic salary, fixed allowance, attendance premium and meal allowance. 2. Menstruation certificates are issued by company clinic officers after an examination has been carried out.
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	3. Menstruation that falls on a holiday cannot be transferred
BAD PRACTICE	ARTICLE 14 Paragraph 2 MENSTRUATION LEAVE 2. Menstruation certificate is issued by the company clinic officer after an examination has been carried out. <i>"It is not explained what the intended inspection mechanism is, it is feared that the inspection will contain harassment or uncomfortable actions towards female workers"</i>

5. OCCUPATIONAL HEALTH AND SAFETY

BEST PRACTICE	ARTICLE 24 PARAGRAPH 5 OCCUPATIONAL HEALTH AND SAFETY 5. To support the achievement of the objectives of the K3 (occupational safety and health) program, a Safety Committee was formed consisting of the Work Safety Committee and the Fire Safety Committee. ARTICLE 25 PARTS 1 to 9 WORK CLOTHING AND WORK SAFETY EQUIPMENT <ol style="list-style-type: none"> 1. Workers are required to wear work clothes while doing work. 2. Work clothes are provided to workers by the company according to the nature and type of work for each job, including uniforms, shirts, trousers, shoes, hats, etc. 3. <ol style="list-style-type: none"> a. The period for replacing uniforms is 1 year. However, if the condition of the clothes is not suitable for use before the 1 year period, the clothes can be replaced. Conversely, even if the clothes can still be used after 1 year, the clothes will not be replaced. b. replacement of other work clothes according to the condition of the equipment 4. Basically, the standard number of work clothes is 2 sets for each worker, but for certain types of work, more than two sets may be provided. 5. Every worker is obliged to look after and pay for the work clothes lent to him p 6. The technical arrangements for implementing this work clothing are regulated separately. 7. As part of their responsibilities, workers are required to <ol style="list-style-type: none"> a. maintain and care for the work safety equipment provided by the company. b. obey all instructions or regulations regarding work safety or use work safety equipment that have been given verbally or in writing to him by the direct supervisor or by his respective superiors as well as by the supervisory committee for occupational safety and health 8. Objects that endanger occupational safety and health, such as knives or other sharp objects, alcoholic beverages, firearms, narcotics, narcotic substances and others, may not be brought into the company environment. 9. Every violation and non-compliance with work safety regulations is a violation that is as serious as a violation of work discipline ARTICLE 26 Paragraphs 1 to 5 FIRE PREVENTION AND FIGHTING
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	<ol style="list-style-type: none"> 1. Every worker who is responsible for work tools, machines and others must always check these tools before taking a break and must be sure that the check can be subject to sanctions/disciplinary action. 2. Detailed instructions for preventing and dealing with fires in the Company environment are outlined in separate provisions. Every worker is required to report immediately if they notice any signs of an impending fire or a fire at the location of the incident. 3. All workers are required to obey instructions to prevent fires. 4. The company forms a Fire Safety Committee, and its composition and provisions concerning matters related to fires will be determined independently. 5. If a fire / fire hazard occurs in the Company environment, workers are required to obey the instructions / directions given by the fire brigade. <p><i>"quite clear"</i></p>
BAD PRACTICE	

6. OTHER

BEST PRACTICE	<p>Article 28 Paragraphs 1,2,3,4,5,6,7</p> <p>WORKER WELFARE</p> <ol style="list-style-type: none"> 1. To fulfill the need for worship/religion as a place for spiritual mental development, the Company provides a place of worship for Muslim workers. 2. The company will pay wages to workers who are unable to carry out their work due to fulfilling religious obligations according to their religion for the time required in brackets according to the instructions of the Department of Religion and the Department of Manpower but not exceeding 3 months in this case the company also provides financial assistance for employees who carry out religious worship abroad such as: the holy land of Mecca for Islam, Jerusalem or the Vatican or Lourdes for Protestant or Catholic Christians, Sri Lanka or India for Buddhism and the Ganges River in brackets India for Hinduism. This assistance is given only once while the employee works at PT Indonesia Stanley Electric. 3. The company will provide condolence assistance to workers who experience the tragedy of death with the following provisions: <ul style="list-style-type: none"> - own workers 5 times the basic salary - worker's wife Rp. 1,000,000 - worker husband Rp. 1,000,000 - worker's child Rp. 1,000,000 - Workers: Rp. 500,000 - worker in-laws Rp. 500,000 4. As a sign of joy for employees who are getting married for the first time, the company provides financial assistance of IDR 500,000. The deadline for collecting marriage certificates is no later than one month from the date of the wedding. If it is more than a month, approval must be obtained from the personnel manager accompanied by a clear reason. 5. As a sign of joy, the company will provide assistance to workers for the birth of their child and this only applies to the birth of the first child up to the third child, amounting to IDR 500,000. The deadline for collecting birth certificates is no later than 1 month from the date of birth. If it is more than one month, approval must be obtained from the personnel manager accompanied by a clear reason.
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	<p>6. If conditions permit, the company will hold recreation and Undo Kai activities at least once a year with costs fully borne by the company, as will sports and arts facilities.</p> <p>7. Awarding of service awards for workers with longer service periods:</p> <ul style="list-style-type: none"> - 5 years of award in the form of Rp. 500,000 - 10 years of award in the form of Rp. 2,000,000 - 15 years of award in the form of Rp. 2,500,000 - 20 years of award in the form of Rp. 3,500,000 <p>Service award for service period up to 20 years of service period only, service period is calculated back 1 year since being appointed as a permanent employee and payment is made at the end of the current month.</p> <p><i>"quite clear"</i></p>
BAD PRACTICE	