



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



COMPANY NAME	: PT MULTI ARTHA GLASS INDUSTRY
ADDRESS	: CENTRAL NEW ROOM NO 8 SURABAYA
SECTOR	: CHEMISTRY
NUMBER OF WORKERS	: 820 PEOPLE
NUMBER OF MEMBERS	: MALE : 525 PEOPLE WOMEN: 50 PEOPLE TOTAL: 575 PEOPLE
PKB VALIDITY PERIOD	: 2023 – 2025
CLUSTER	: Domestic Investment (PMDN).
SP SB WHO NEGOTIATE	: PK FSB KIKES KSBSI PT MULTI ARTHA GLASS INDUSTRY

PROFILE OF PT MULTI ARTHA GLASS INDUSTRY

PT. Multi Arthamas Glass Industry (MAGI) is a company engaged in the field of glass processing. MAGI's main goal is to provide the best quality glass to be processed according to the needs of each customer.

MAGI products include:

- Tempered Glass
- Laminated Glass
- Insulated Glass / Double Glazing
- Bending Glass
- & Custom Specialty Glass

PT. Multi Arthamas Glass Industry (MAGI) is a company originating from Surabaya and has opened branches in several areas.

1. FREEDOM OF ASSOCIATION

BEST PRACTICE	
BAD PRACTICE	<i>"There is no specific article that regulates Labor Unions / Workers Unions and/or Labor Union / Workers Union activities"</i>

2. WAGES

BEST PRACTICE	<p>Article 9 Paragraphs 1, 3, 5 WAGE SYSTEM</p> <p>(1) The amount of wages for new workers/laborers is the minimum in accordance with the applicable government decree and tax payments are borne by the worker/laborer.</p> <p>(3) The wage components received by workers/laborers include basic wages, fixed allowances and non-fixed allowances.</p> <p>(5) Worker/labor regulations are in accordance with applicable laws and regulations.</p>
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BAD PRACTICE	<p>Article 9 Paragraph 2, 4 WAGES</p> <p>2. Wages are not paid if the worker/laborer does not come to work and/or does not do the work</p> <p><i>"No further explanation was given regarding the reasons for the worker's absence from work, whether it was due to illness, permission, leave or absenteeism."</i></p> <p>4. Employers conduct wage reviews annually taking into account the Company's capabilities and productivity., while still referring to applicable legislation</p> <p><i>"It is feared that this kind of editing could weaken other articles"</i></p> <p>Article 10 Paragraph 1,2 BONUS GIVING</p> <p>1. Employers consider giving bonuses to workers/laborers based on management decisions.</p> <p>2. The mechanism for providing bonuses is entirely the decision of the entrepreneur.</p> <p><i>"This article is just a bait article, because there are no terms and conditions that regulate how to get the bonus in question."</i></p> <p><i>"There is no article that regulates the wage scale structure"</i></p>

2. SOCIAL SECURITY

BEST PRACTICE	<p>Article 20 SOCIAL SECURITY PARTICIPATION</p> <p>All workers or laborers receive work facilities from the company regarding the implementation of social security for workers and health in the BPJS program in accordance with applicable regulations including:</p> <ol style="list-style-type: none"> Accident insurance Pension plan Death Insurance Pension Guarantee Health insurance
BAD PRACTICE	

3. GENDER

BEST PRACTICE	<p>Article 15 Paragraphs 1,2,3 MENSTRUATION LEAVE AND MATERNITY LEAVE</p>
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	<ol style="list-style-type: none"> 1. Female workers have the right to receive menstrual leave on the first and second day of menstruation with wages if they include a certificate from a doctor. 2. Female workers are entitled to maternity leave or abortion leave in accordance with applicable laws and regulations 3. For workers or women who will use their right to maternity leave, they are required to submit a letter of application to the company management at least 14 days before the maternity leave begins, where the letter must be accompanied by a certificate from the treating doctor or one appointed by the employer.
BAD PRACTICE	<p>Article 15 Paragraph 4</p> <p>(4) Female workers who become pregnant before completing 1 year of work are given maternity leave with the provision of no work pay.</p> <ol style="list-style-type: none"> 1. <i>"There should be no exceptions to the provisions for pregnant female workers/laborers so that discrimination does not occur."</i> 2. <i>"There are no other articles that protect other women's rights, including protection against violence and sexual harassment in the workplace and other maternity protection, for example: Lactation Corners, etc."</i>

5. OCCUPATIONAL HEALTH AND SAFETY

BEST PRACTICE	<p>Article 22 Paragraphs 1,2,3,4,5 WORK SAFETY</p> <ol style="list-style-type: none"> 1. In accordance with the provisions of the applicable work accident laws, workers or laborers must comply with all instructions, provisions, advice and prohibitions given to them. 2. Workers or laborers are required to use the specified tools and use them as well as possible and employers are required to provide work equipment according to the type and nature of the work in accordance with applicable work safety standards. 3. Workers or laborers are required to report to their superiors if any danger occurs that threatens either themselves or the interests of the company and the environmental interests of the City of Surabaya. 4. Employers are required to create conditions or space and equipment that guarantee the health and safety of workers or workers in work in accordance with applicable glass company safety standards. 5. Violations of work safety regulations that have been set by the company will be subject to sanctions according to the category of violation based on the work safety officer's regulations.
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BAD PRACTICE	<ol style="list-style-type: none"> 1. <i>"This PKB does not mention in detail the personal protective equipment that must be used by workers"</i> 2. <i>"does not include any simulation of a fire"</i> 3. <i>"There is also no mention of forming an Occupational Safety and Health Development Committee (P2K3)"</i>
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6. OTHER

BEST PRACTICE	<p>Article 16 Paragraphs 1, 2, 3, 4, 5 HAJJ AND UMRAH POLITICAL LEAVE</p> <ol style="list-style-type: none"> 1. Employers provide leave for the Hajj or Umrah pilgrimage to workers who carry out mandatory worship as ordered by their religion 2. Employers are obliged to pay wages to workers who carry out their religious obligations as stated in paragraph 1 of this article only once during the worker's work at PT Magi 3. For workers who will use their right to perform Umrah leave, they are required to submit a letter of application to the company management no later than 3 months before departure, attaching supporting documents for the mandatory worship package that they are participating in. 4. The wages given include basic salary and fixed allowances. 5. The length of time given is in accordance with the obligatory worship that is followed, not including the mandatory tour extension.
BAD PRACTICE	