



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



COMPANY NAME	: PT. PARKLAND WORD INDONESIA 2
ADDRESS	: JL. GORDA LAND LAND KM. 68 JULANG VILLAGE, CIKANDE, SERANG
SECTOR	: INDUSTRY
NUMBER OF WORKERS	: 10,000 PEOPLE
NUMBER OF MEMBERS	: 147 PEOPLE
PKB VALIDITY PERIOD	: 2023-2025
CLUSTER	: MULTI NATIONAL COORPORATE
SP SB WHO NEGOTIATE	: KIKES – SPN – GARTEKS – KSPN – KASBI

COMPANY PROFILE

PT. PARKLAND WORD INDONESIA 2 Producing the New Balance shoe brand with export destinations to almost all continents, namely Asia, Europe, America, Africa.

1. FREEDOM OF ASSOCIATION

BEST PRACTICE	<p>ARTICLE 5 PARAGRAPHS 2 AND 5 ABOUT RECOGNITION OF THE RIGHTS OF THE PARTIES</p> <p>2. EMPLOYERS AND TRADE UNIONS HAVE AGREED AND ARE DETERMINED TO WORK TOGETHER TO CREATE WORKPLACE PEACE AND WORK IN ACCORDANCE WITH THE PRINCIPLES OF HARMONIOUS, SYNCING, BALANCED AND JUSTICE-BASED INDUSTRIAL RELATIONS</p> <p>5. THE EMPLOYER RECOGNIZES THAT THE UNION OFFICERS WORKERS/LABOR HAVE THE RIGHT TO ORGANIZE HOW THE UNION WORKS LIKE:</p> <ol style="list-style-type: none"> Recruiting new members Providing training, education and counseling on applicable labor laws Collecting union dues via pay slips Providing guidance, protection, defense and legal assistance to union members from the bipartite level to the Supreme Court cassation. <p>ARTICLE 7 PARAGRAPHS 1 and 2 GUARANTEE OF PROTECTION FOR TRADE UNION MANAGEMENT AND MEMBERS</p> <p>1. Employers are prohibited from taking actions that are detrimental to workers due to matters relating to the implementation of the duties of the trade union/labor union organization in the Company, either as an administrator or as a member of the trade union/labor union in the Company.</p>
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2. Employers are obliged to assist and provide the widest possible opportunities to trade union/labor union administrators to carry out daily organizational tasks as follows:
 - a. As a channel for members' aspirations in matters relating to the implementation of duties and responsibilities as workers and citizens.
 - b. Providing protection and obtaining the rights and interests of members in improving workers' welfare
 - c. Improving the skills and abilities of members for the sustainability of the Company
 - d. Increase participation and responsibility for maintaining peace at work and peace in business.

Article 8 Paragraphs 1 to 6

TIME DISPENSATION FOR THE INTERESTS AND AFFAIRS OF TRADE UNIONS/LABORERS

1. Employers provide dispensation to the Management of the Workers' Union/Laborers appointed by the Union to attend meetings or discussions with the company in order to resolve employment issues. The dispensation is given to the Leader/Representative of the Workers' Union who is appointed to attend meetings with the company's management during regular working hours without experiencing any reduction in wages or other benefits.
2. Employers provide time dispensation to representatives of the Workers' Union/Labor Union based on the organization's letter of assignment for
3. Attend meetings/meetings with Company leaders, labor services and higher-ranking trade union leaders related to the interests of the Labor Union and Employers
4. Employers provide time dispensation to every member of the Labor Union or the management of the Labor Union who is appointed as a management of the Labor Union at a higher level such as the Branch Leadership Council (DPC), Regional Leadership Council (DPD), Central Leadership Council (DPP) to attend meetings, deliberations, seminars, conferences, education and other courses, both domestically and abroad with full wages.
5. The employer gives full dispensation to the Workers' Association administrators to carry out organizational tasks.
6. The entrepreneur gives full dispensation to the administrators who carry out the duties of picket in turns according to the schedule.

Article 9 Paragraphs 1 and 2

TRADE UNION OFFICE FACILITIES

Employers are obliged to provide adequate facilities and other means to workers' unions/labor unions, including:

1. A suitable room for the office of the Secretariat of the Trade Union as a place for Trade Union / Labor Union activities
2. The entrepreneur is obliged to provide office equipment and supplies for the Trade Union Secretariat, including:
 - a) Office tables and chairs for administrators according to their duties and positions

	<ul style="list-style-type: none"> b) Table & Chair: for management meetings c) Sofa for Organization Guests d) Filing Cabinets and Regular Cabinets e) Whiteboard f) Lighting g) Air Conditioner h) Computer <p>Article 10 Paragraphs 1 and 2 TRADE UNION NOTICE BOARD</p> <ul style="list-style-type: none"> 1. The company is obliged to provide a notice board to provide information about the activities of the Workers' Union/Labor Union, but this must be done with the permission of the Company's management. 2. Employers give freedom to trade union administrators to install complaint suggestion boxes at company locations. <p>Article 11 Paragraphs 1, 2 and 3 TRADE UNION MEMBERSHIP CONTRIBUTIONS</p> <ul style="list-style-type: none"> 1. Employers help to deduct Union/Workers Union dues based on a power of attorney from Union/Laborers members when receiving wages on the 5th of each month. 2. The amount of deductions from Workers' Union contributions is in accordance with the respective Articles of Association/Bylaws or based on an agreement between members and the management of the Workers' Union. 3. The financial report of the Serikat Buruh is posted on the bulletin board. <p>Article 12 FREEDOM OF ASSOCIATION PROTOCOL</p> <p>Employers and Trade Unions are committed to upholding the right to freedom of association as stated in the articles of the Protocol on Freedom of Association which has been jointly signed as a form of implementation of Law No. 21 of 2000 concerning Workers' Unions/Labor Unions.</p> <p><i>"quite clear"</i></p>
BAD PRACTICE	

3. WAGES

BEST PRACTICE	<p>ARTICLE 37 PARAGRAPH 1 "WAGE SYSTEM"</p> <ul style="list-style-type: none"> 1. IN ACCORDANCE WITH THE DECREE OF THE MINISTER OF MANPOWER AND TRANSMIGRATION OF THE REPUBLIC OF INDONESIA NUMBER KEP:49/MEN/IV/2004 CONCERNING PROVISIONS ON THE VALUE AND STRUCTURE OF WAGE SCALES
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ARTICLE 39

"WAGE ADJUSTMENT"

1. LOWEST WAGE FOR WORKERS BASED ON LOCAL GOVERNMENT DECISIONS
2. WAGES FOR WORKERS WHO HAVE WORKED FOR MORE THAN ONE YEAR ARE DETERMINED BASED ON AGREEMENT WITH THE TRADE UNION/LABOR
3. WAGE ADJUSTMENTS ARE GIVEN TO WORKERS BASED ON ACHIEVEMENTS ACCORDING TO POSITION AND GROUP
4. WAGE ADJUSTMENTS ARE GIVEN TO WORKERS WHO HAVE SKILLS AND OR WORKERS WHO HAVE PROFESSIONAL WORK EXPERIENCE

ARTICLE 41

PIKET WAGES

ARTICLE 42

POSITIONAL ALLOWANCE

ARTICLE 43

SHIFT MONEY

**Pasal 41
UPAH PIKET**

Bagi pekerja yang piket pada saat cuti bersama diperhitungkan sekurang - kurangnya sama dengan upah sehan serta tidak mengurangi hak cuti tahunan
Upah piket dibayarkan pada saat pelaksanaan piket

**Pasal 42
TUNJANGAN JABATAN**

Tunjangan jabatan diberikan kepada pekerja yang memegang suatu jabatan
Besarnya tunjangan jabatan ditentukan menurut tingkat jabatan yang besarnya menurut uraian jabatan, analisa jabatan, evaluasi jabatan pada setiap jabatan adalah sebagai berikut :

NO	JABATAN DI PABRIK	BESARNYA TUNJANGAN JABATAN
1	MANDOR	30,000
2	PENGAWAS	40,000
3	SUPERVISOR	70,000
4	CHIEF	130,000
5	ASS MANAGER	200,000
6	MANAGER	250,000

3. Tunjangan jabatan besarnya tidak diambil dari gaji pokok pekerja yang memegang jabatan
4. Pekerja yang memegang jabatan minimal 1 (satu) bulan dan selama-lamanya dalam jangka waktu 3 (tiga) bulan masa training jabatan harus segera diajukan promosi jabatan untuk mendapatkan hak tunjangan jabatan sesuai dengan jenjang jabatannya (disertakan SK pengangkatan)

**Pasal 43
UANG SHIFT**

Uang shift diberikan kepada pekerja yang melakukan pekerjaan shift atau pekerja long shift dengan besarnya tunjangan shift sebesar Rp 3.000 (Tiga ribu rupiah) / hari

**ARTICLE 44
ATTENDANCE INCENTIVE**

**ARTICLE 45
ATTENDANCE ALLOWANCE**

**ARTICLE 46
REPLACEMENT ALLOWANCE**

Pasal 44
INSENTIF KEHADIRAN

1. Insentif kehadiran / atau premi hadir akan diberikan penuh apabila pekerja selama (satu) bulan masuk kerja
2. Insentif kehadiran akan dipotong 50 % apabila pekerja absen 1 hari, 100 % apabila 2 (dua) hari karena alpha, ijin biasa atau sakit tanpa surat dokter
3. Insentif kehadiran tidak akan dipotong jika pekerja mengambil hak cuti tahunan, cuti hamil serta ijin resmi (contoh : cuti nikah, khitanan anak, menikahkan anak, keluarga meninggal, istri melahirkan dll)
4. Besarnya tunjangan kehadiran di atur sebagai berikut:
 - a. Golongan O (operator) besarnya : Rp. 20,000
 - b. Golongan P (staff / mandor) besarnya : Rp. 36,000
 - c. Golongan F (pengawas) besarnya : Rp. 45,000
 - d. Golongan S (supervisor) besarnya : Rp. 60,000
 - e. Golongan C (chief) besarnya : Rp. 65,000
 - f. Golongan MI (Ass Manager) besarnya : Rp. 85,000
 - g. Golongan M2 (Manager) besarnya : Rp.107,500

Pasal 45
TUNJANGAN MASA KERJA

1. Tunjangan berkala di berikan kepada semua pekerja setelah paling sedikit bekerja selama 1 (satu) tahun sebagai tanda semoritas dan di berikan terhitung pertanggal mulai masuk kerja
2. Besarnya tunjangan berkala / masa kerja, sebagai berikut :

Masa Kerja	Jabatan							
	Operator	Mandor	Pengawas	Staff	Supervisor	Chief	Ass Manager	Manager
1 < 2 Th	2,000	3,000	4,000	4,000	5,000	6,000	7,000	8,000
2 < 3 Th	4,000	5,000	6,000	6,000	7,000	8,000	9,000	10,000
3 < 4 Th	6,000	7,000	8,000	8,000	9,000	10,000	11,000	12,000
4 < 5 Th	7,000	8,000	9,000	9,000	10,000	11,000	12,000	13,000
5 < 6 Th	8,000	9,000	10,000	10,000	11,000	12,000	13,000	14,000
6 < 7 Th	9,000	10,000	11,000	11,000	12,000	13,000	14,000	15,000
7 < 8 Th	10,000	11,000	12,000	12,000	13,000	14,000	15,000	16,000
8 < 9 Th	11,000	12,000	13,000	13,000	14,000	15,000	16,000	17,000
9 < 10 Th	12,000	13,000	14,000	14,000	15,000	16,000	17,000	18,000
10 < 11 Th	13,000	14,000	15,000	15,000	16,000	17,000	18,000	19,000
11 < 12 Th	14,000	15,000	16,000	16,000	17,000	18,000	19,000	20,000
12 < 13 Th	15,000	16,000	17,000	17,000	18,000	19,000	20,000	21,000
13 Th <	16,000	17,000	18,000	18,000	19,000	20,000	21,000	22,000

3. Tunjangan berkala / masa kerja komponen upah di masukkan kedalam gaji tetap

Pasal 46
TUNJANGAN PENGANTIAN

1. Seorang pekerja yang ditunjuk secara tertulis oleh kepala bagian dengan menggunakan formulir yang berlaku untuk menggantikan seorang pekerja lain yang jabatannya lebih tinggi akan mendapat tunjangan penggantian
2. Tunjangan penggantian tersebut adalah 7 / 173 X selisih upah antara kedua tingkat jabatan untuk setiap hari bertindak sebagai pengganti

ARTICLE 47
HOLIDAY ALLOWANCE

ARTICLE 48
TRANSPORT SUBSIDY

3. Masa penggantian akan berlangsung selama lamanya enam minggu terkecuali apabila menggantikan pekerja yang sakit atau cuti hamil
4. Seorang pekerja yang menggantikan jabatan yang lebih tinggi selama 6 (enam) bulan berturut - turut harus dikukuhkan dalam jabatan yang lebih tinggi tersebut

Pasal 47
TUNJANGAN HARI RAYA

1. Tunjangan hari raya di berikan perusahaan kepada pekerja agar yang bersangkutan dapat merayakan hari raya dan diberikan sekurang-kurangnya 1 (satu) minggu sebelum hari raya keagamaan sebagaimana diatur dalam Permenaker No 6 Tahun 2016.
2. Besarnya tunjangan hari raya keagamaan adalah sebagai berikut :

No	Masa Kerja	Besaran % THR
1	Masa kerja kurang dari sebulan	Sesuai kebijakan
2	Masa kerja 1 bulan < 12 bulan	Proporsional
3	Masa kerja 1 tahun < 2 tahun	100%
4	Masa kerja 2 tahun < 3 tahun	110%
5	Masa kerja 3 tahun < 4 tahun	115%
6	Masa kerja 4 tahun < 5 tahun	120%
7	Masa kerja 5 tahun < 6 tahun	130%
8	Masa kerja 6 tahun < 7 tahun	140%
9	Masa kerja 7 tahun < 8 tahun	145%
10	Masa kerja 8 tahun < 9 tahun	150%
11	Masa kerja 9 tahun < 10 tahun	155%
12	Masa kerja 10 tahun < 12 tahun	160%
13	Masa kerja 12 tahun < 13 tahun	160% + Rp. 100.000,-
14	Masa kerja 13 tahun < diatas sampai berakhirnya PKD	170%

3. Pekerja yang terkena pemutusan hubungan kerja (PHK) karena mengundurkan diri atau karena kasus tertentu setelah memasuki bulan Ramadhan / Puasa berhak mendapatkan THR yang besarnya seperti ayat 2 di atas dan diberikan bersamaan uang pesangon

Pasal 48
SUBSIDI TRANSPORT

1. Subsidi Transport akan diberikan kepada pekerja dalam 1 (satu) bulan dengan nilainya diberikan berdasarkan level jabatan dan jumlah kehadiran.
2. Besarnya subsidi Transport di atur sebagai berikut:

a.	Golongan O (operator)	: Rp. 2.800 per hari / (Rp. 70.000 per bulan)
b.	Golongan M (Mandor)	: Rp. 2.800 per hari / (Rp. 70.000 per bulan)
c.	Golongan P (pengawas)	: Rp. 3.300 per hari / (Rp. 82.500 per bulan)
d.	Golongan F (Staff)	: Rp. 3.300 per hari / (Rp. 82.500 per bulan)
e.	Golongan S (supervisor)	: Rp. 3.500 per hari / (Rp. 87.500 per bulan)
f.	Golongan C (chief)	: Rp. 3.900 per hari / (Rp. 97.500 per bulan)
g.	Golongan MI (Ass. Manager)	: Rp. 4.300 per hari / (Rp. 107.500 per bulan)
h.	Golongan M2 (Manager)	: Rp. 5.300 per hari / (Rp. 132.500 per bulan)

ARTICLE 49
OFFICIAL TRAVEL ALLOWANCE

ARTICLE 50
ALL IN INCENTIVE

Pasal 49
TUNJANGAN PERJALANAN DINAS

1. Tunjangan perjalanan dinas di berikan sebagai pengganti biaya makan penginapan dan transportasi
2. Pekerja yang melakukan perjalanan dinas adalah untuk melaksanakan tugas perusahaan keluar dari area pabrik berdasarkan surat dinas dari atasannya
3. Tunjangan perjalanan dinas akan diperhitungkan dan di berikan secara langsung pada nota perjalanan dinas yang bersangkutan disertai bukti-bukti atau pertanggung jawaban yang jelas dan diserahkan kepada pihak manajemen /GA paling lambat 1 (satu) minggu setelah perjalanan dinas

Pasal 50
INSENTIF ALL IN

Insentif All In diberikan kepada pekerja yang status gaji all in yang masuk kerja di hari Sabtu khusus untuk karyawan ti yang bekerja 5 (lima) hari kerja / minggu dengan nilai besarnya sebagai berikut :

Jabatan	Nominal
Manager keatas	Rp. 300.000 / Sabtu
Ass manager	Rp. 290.000 / Sabtu
Chief	Rp. 270.000 / Sabtu
Supervisor	Rp. 250.000 / Sabtu
Pengawas	Rp. 230.000 / Sabtu
Mandor	Rp. 220.000 / Sabtu
Staff	Rp. 210.000 / Sabtu

"quite clear"

BAD PRACTICE

4. SOCIAL SECURITY

BEST PRACTICE

ARTICLE 51

"BPJS EMPLOYMENT"

In accordance with the provisions of Law Number 24 of 2011 concerning social security administration bodies, PT PWI 2 workers are included in the BPJS Employment program which consists of:

- a work accident insurance
- b old age security
- c death wish
- d pension guarantee

ARTICLE 52 Articles 1 to 6

"ACCIDENT INSURANCE"

1. Workers who experience work accidents are entitled to work accident insurance in the form of compensation including:
 - a worker's transportation costs to the hospital or to his/her residence including the cost of first aid in the event of an accident
 - b. Costs for medical examinations and/or care while in hospital, including outpatient costs.
 - c. rehabilitation costs in the form of assistive devices and/or replacement devices for those whose limbs are lost or no longer function as a result of a work accident
2. The amount of compensation in the form of money is regulated according to existing provisions, including temporary compensation for people who are unable to pay.
 - a partial write-off benefit for life
 - b total benefit for long-term physical and mental disability
 - c death benefit
3. Insurance premiums and BPJS contributions are 0.89% per month and are a company connection
4. Employers are required to provide first aid for accidents whenever a worker has a work accident, whether it occurs while traveling to the workplace or when returning from work, and must report this to the

	<p>Department of Manpower and BPJS Employment within no more than two times 24 hours from the time the work accident occurs.</p> <ol style="list-style-type: none"> 5. When reporting a work accident after receiving a certificate from the examining doctor or advisory doctor, employers are required to report certificates including a statement of temporary inability to work B a statement of partial or permanent disability, check the statement of permanent total disability if he dies 6. Submission for reimbursement of work accident insurance payments to the BPJS Health organizing body by attaching: <ol style="list-style-type: none"> a. Original and photocopy of BPJS Employment Jamsostek participant card b. a certificate from the examining doctor or advisory doctor explaining the level of health suffered by the worker c. receipt for medical and transportation costs d. other supporting documents required by the BPJS Health organizing body <p>ARTICLE 53 Articles 1 to 6 "DEATH WARRANTY"</p> <ol style="list-style-type: none"> 1. Workers whose deaths are not due to work accidents, the family (legal heirs) are entitled to 2. Death benefit Security guarantees are paid by BPJS Employment at the same time to the worker's heirs (widow, widower, children or parents) which include: <ol style="list-style-type: none"> a. Death benefit of Rp. 20,000,000,- (Twenty Million Rupiah) b. Funeral costs amount to Rp. 10,000,000,- (Ten Million Rupiah) c. Periodic compensation will be given in the amount of 500,000 (five hundred thousand rupiah) for 24 months or for 2 (two) years or can be paid in one go in the amount of Rp. 12,000,000 (twelve million rupiah). d. In the event that the worker does not have blood descendants, the death benefit is paid to the person designated by the worker in his will e. As long as there is no will, funeral costs are paid to the entrepreneur or another party during the funeral arrangements. 3. Insurance premiums and monthly contributions of 0.30% of monthly wages are borne by the Company. 4. Submission of death benefit payments to BPJS Employment accompanied by evidence including: <ol style="list-style-type: none"> a. Photocopy of KPK b. Original Jamsossek employee card/BPJS Employment c. Photocopy of KTPP (employees and heirs) d. Photocopy of Family Card e. Certificate of heirs from the sub-district office f. Photocopy of marriage certificate (for married employees) g. Death certificate (Hospital and Doctor's Visa) if died in hospital h. Death certificate from the village (sub-district) i. Death certificate and company 5. As a form of sympathy and condolences from the Company, the Company will help with transportation costs for the body if the person dies on the way to work, at work, or after work. 6. Based on PP No. 82 of 2019, child education scholarships are provided by BPJS Ketenagakerjaan to every participant who dies not due to a work accident and has had an IUR of at least 5 years,
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namely IDR 174,000,000 (One Hundred and Seventy Four Million Rupiah) and is provided in stages/tiers from kindergarten education to college.

ARTICLE 54 Articles 1 to 8
"PENSION PLAN"

1. Old age insurance (JHT) is paid to workers who are 56 years old or permanently disabled.
2. Old age security (JHT) payments are made at once to widows or widowers, in the case of
 - a. Workers who receive periodic old age security payments when they die are paid the remaining days of the security that have not been paid at once.
 - b. If the worker dies, if there is no widow or widower, the old age insurance payment is given to his or her legitimate children
 - c. Applications for old age insurance payments are made by widows or widowers or their legitimate children as heirs.
3. Workers who have reached the age of 56 but are still working can choose to receive old age security payments when they reach the age of 56 or when the worker in question stops working.
4. In the case of workers choosing to receive Old Age Security payments, this will be made from the time the worker concerned stops working.
5. Workers who are permanently totally disabled before reaching the age of 56 years are entitled to apply for old age security payments to BPJS Ketenagakerjaan.
6. Workers who have not reached the age of 56 and have only worked for a maximum of 5 years but have stopped working can apply for old age security payments to BPJS Ketenagakerjaan.
7. The amount of the premium and/or old age security contribution is:
 - a. 23.7% x monthly wages is the employer's obligation
 - b. 2% of a month's wages is the worker's obligation
8. Procedures for submitting old age security payments are as follows:
 - a. Visit the local BPJS Employment office
 - b. Fill out the old age security payment form provided
 - c. Attaching/submitting proof of receipt
 - Information about not working (Work Experience Letter)
 - Membership card
 - Photocopy of resident identity card
 - Other information required by BPJS Employment

ARTICLE 55
"RETIREMENT SECURITY PROGRAM"

In accordance with the provisions of PP No. 45 of 2015 concerning the implementation of the Pemiun Guarantee program. So as PT. Parkland World Plant 2 is included in the program

ARTICLE 56
"JOB LOSS INSURANCE PROGRAM"

	<p>In accordance with the provisions of PP No. 37 of 2021 concerning the implementation of the job loss guarantee program, all workers of PT. Parkland World Indonesia Plant 2 will be implemented with the program</p> <p>ARTICLE 57 Articles 1 to 10 “HEALTH MAINTENANCE INSURANCE (BPJS HEALTH)”</p> <ol style="list-style-type: none"> 1. In accordance with the provisions of Law No. 24 of 2011 concerning the Social Security Administering Body and Government Regulation No. 111 of 2013 concerning health insurance, PT Parkland World Indonesia Plant 2 workers are included in the Health Insurance Program (BPJS Kesehatan) with the following contribution payment values: <ul style="list-style-type: none"> • 4%, wages, are the obligation of the wage giver • 1x wages, is the worker's obligation 2. All workers are required to fill out the BPJS Health membership registration form through BPJS Health. 3. For workers who have filled out the BPJS registration form and have been registered with BPJS Kesehatan but have not registered because their data is insufficient, it will be returned and must be completed and re-registered. 4. For workers who have not filled out the BPJS Health membership registration form due to incomplete population data or personal and/or family data, or for other reasons caused by the worker's own negligence, then the fact that the worker has not registered as a BPJS Health participant is not the company's fault. 5. In order to provide convenience in health services to all employees, the Company is obliged to provide a Company polyclinic within the company premises. 6. Company polyclinics can be managed by the company itself or in collaboration with other parties for their management. 7. The Company Polyclinic provides 24-hour ambulance facilities along with doctors and medical personnel to handle patients (workers) in emergency situations. 8. The provision of health services is adjusted to BPJS Health provisions 9. Changes to Health Facility 1 (one) and the addition of family members will be regulated by procedures created and determined by the HRD Dept. 10. For employees who are sick, treatment must be based on the respective health facilities that have been selected by the employee. <p>ARTICLE 58 “ACCIDENT INSURANCE OUTSIDE OF EMPLOYMENT RELATIONSHIP”</p> <ol style="list-style-type: none"> 1. Employers are required to include all workers in Non-Employment Accident Insurance (AKDHK) from the time the worker becomes an employee in accordance with regional regulation (PERDA) No. 13 of Serang Regency. 2. The amount of the premium for accident insurance outside of employment relationships is entirely the responsibility of the employer. <p><i>"Quite clear"</i></p>
BAD PRACTICE	

5. GENDER

BEST PRACTICE	<p>Article 31 Articles 1, 2 and 3 MENSTRUATION REST</p> <ol style="list-style-type: none"> 1. For female workers who experience pain during menstruation and inform the company, they are not required to work on the first and second day of menstruation. 2. Employers are required to provide leave to female workers who are taking menstrual breaks, by attaching a certificate from a doctor or company clinic. 3. Workers who take menstrual breaks are entitled to full wages.. <p>Article 32 Paragraphs 1 to 5 PREGNANCY LEAVE AND PARENTAL LEAVE</p> <ol style="list-style-type: none"> 1. Female workers are entitled to maternity leave and maternity leave 2. Female workers who are pregnant will be given leave of 1.5 (one and a half) months before the birth of the child and 1.5 (one and a half) after giving birth. 3. If the right to maternity leave has been taken and it turns out that an untimely birth occurs (birth exceeding the normal date/limit), then the remainder is calculated as regular leave and submitted to the respective personnel no later than 40 (forty) days unless accompanied by a certificate from a doctor/midwife. 4. Female workers with a pregnancy age of 32 weeks must apply for maternity leave to HRD, 1 (one) week before the leave is carried out by attaching the results of an ultrasound and a certificate of maternity leave that has been approved by the Company clinic. 5. For female workers who become pregnant and then have a miscarriage, they are entitled to 1.5 months leave and/or according to the statement of the company's midwife/doctor. <p>Article 33 Paragraphs 1 to 4 REGULATIONS FOR PREGNANT WOMEN IN THE WORKPLACE</p> <ol style="list-style-type: none"> 1. Married employees must report to their respective HRD departments by bringing a marriage certificate. 2. Pregnant employees must make a maternity card, bring a pregnancy certificate and a company midwife certificate and must report their pregnancy to their superiors, and be given a pregnancy identification card (emblem/pin according to the pregnancy age). 3. Pregnant female employees must follow a special training program for pregnant women at least once during the pregnancy period. 4. Pregnant women in particular are not permitted to work overtime past 17.00 WIB. <p>ARTICLE 64 Paragraphs 1 to 3 "GP2SP PROGRAM (HEALTHY AND PRODUCTIVE WOMEN WORKERS MOVEMENT) & GENDER EQUALITY</p> <ol style="list-style-type: none"> 1. Employers and trade unions are also committed to implementing the GP2SP Program (Healthy and Productive Women Workers Movement) and enforcing the elimination of gender-based violence in the workplace, as a form of corporate concern for the protection of workers and others in the workplace. The
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	<p>implementation and socialization of this program are carried out jointly or individually by each party to be known by all parties in the workplace.</p> <ol style="list-style-type: none"> Employers together with the Workers Union/labor unions hold socialization of education and training related to the GP2SP Program (Healthy and Productive Women Workers Movement) and Gender-Based Violence (sexual, physical, psychological, and socio-economic violence) for all workers on a regular basis: Employers and Trade Unions/Labor Unions guarantee that every female employee receives equal treatment and does not receive any form of discrimination, continues to have the opportunity to have a higher career level, freedom to organize, and protection of women's rights in the workplace. <p><i>"quite clear"</i></p>
BAD PRACTICE	<p><i>There are no regulations regarding protection against violence and sexual harassment in the workplace.</i></p>

5. OCCUPATIONAL HEALTH AND SAFETY

BEST PRACTICE	<p>CHAPTER IX, ARTICLE 59 Paragraphs 1 and 2 "SAFETY AND HEALTH PROTECTION"</p> <ol style="list-style-type: none"> To prevent unwanted accidents, workers are required to comply with all work, occupational safety and health standards in accordance with Law no. 1 of 1970 and its implementing regulations. The techniques and implementation refer to the company's occupational health and safety policies. <p>ARTICLE 60 "WORK SAFETY CLOTHING AND WORK UNIFORMS"</p> <p>Work Safety Clothing:</p> <ol style="list-style-type: none"> Given to workers who are associated with places, materials and types of work that are hazardous to occupational safety and health. Compliant with occupational safety and health standards <p>Uniform:</p> <ol style="list-style-type: none"> The uniforms provided by the company must be worn by workers. Employers are not allowed to require workers to wear uniforms if the company does not provide uniforms to employees free of charge. <p>ARTICLE 61 Paragraphs 1 to 11 "OCCUPATIONAL HEALTH AND SAFETY"</p> <ol style="list-style-type: none"> 1. When carrying out dangerous work, it is mandatory to wear personal protective equipment that meets the requirements and is adapted to the work conditions. Protective equipment must always be maintained and checked periodically. If the protective equipment is no longer suitable for use, immediately recommend it to your superior for replacement. Protective equipment must be stored in a designated place and may not be moved to another place unless approved by the relevant authorities.
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	<ol style="list-style-type: none"> 4. Workers must comply with instructions, standards and regulations relating to work safety. 5. The workplace must always be kept clean and maintained and it is not permitted to place items in the wrong place. 6. use of fire: <ol style="list-style-type: none"> a. Workers are prohibited from smoking or using fire except in places designated by the employer and in accordance with occupational safety and health. b. If workers enter/pass through areas where using apoi is strictly prohibited, they are permitted to bring matches or other objects that can cause fire. 7. fire fighting equipment <ol style="list-style-type: none"> a. Workers must know where fire extinguishers (cylinders and hydrants) are placed. b. Without permission from the authorized superior, it is prohibited to move the designated fire extinguisher c. It is strictly forbidden to play with fire extinguishers, hydrants and other fire extinguishing equipment that is not in accordance with its function. d. It is prohibited to place or arrange items within the marking line of the fire extinguisher. 8. fire prevention <ol style="list-style-type: none"> a. To deal with the possibility of fire, workers must know how to use APK (fire extinguishers) b. in a place or environment that is exposed to fire, place objects/goods, flammable materials 9. It is prohibited to place or arrange items on shortcuts/emergency roads 10. Workers' attitudes and behavior must comply with agreed regulations that can affect their health and safety at work. 11. Supervision of occupational health and safety protection is carried out by the Occupational Safety and Health Committee (P2K3) in accordance with recommendations from the relevant agencies. <p>ARTICLE 62 Paragraphs 1 to 5 "EPIDEMIC OF A DISEASE"</p> <ol style="list-style-type: none"> 1. 1 If a worker is exposed to an epidemic disease (bird flu, SARS, Ebola, Tuberculosis (TBC), etc.) and/or panders (Cesid, deh), they are obliged to report it to the employer so that they can take protective and preventive measures. 2. Workers who are exposed to the disease are required to follow the vaccination program 3. Workers who are infected with infectious diseases are prohibited from entering the company area without the permission of the employer, in order to prevent the spread of the disease. 4. Workers whose health is in doubt are directed to have their health checked by the company doctor and/or a doctor appointed by the employer. 5. Companies must monitor the health of employees who are recovering from illness. <p>ARTICLE 63 Paragraphs 1 and 2 "P2 HIV-AIDS PROGRAM"</p> <ol style="list-style-type: none"> 1. The company is committed to carrying out efforts to prevent and control HIV-AIDS in the company.
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	<p>2. The company guarantees that every employee who suffers from HIV-AIDS or other infectious diseases will receive equal treatment or will not receive any form of discrimination and will still receive their rights in accordance with applicable regulations.</p> <p><i>"Quite clear"</i></p>
BAD PRACTICE	

6. OTHER

BEST PRACTICE	<p>Article 19 FOREIGN WORKERS</p> <ol style="list-style-type: none"> 1. Employers are required to provide explanations, guidance and arrangements for foreign workers who will be placed in the company, 2. Foreign workers are required to study, understand and follow the socio-cultural and industrial relations systems of Pancasila Indonesia, so that they can work together well, harmoniously and communicatively. 3. Foreign workers are required to comply with and submit to the PKB and the laws and regulations in force in Indonesia (It is necessary to issue a PKB in a foreign/Korean language) 4. Foreign workers are required to set a good example to their subordinates so that a harmonious relationship can be established between superiors and subordinates <p><i>"The use of foreign workers must be regulated in order to create social jealousy towards native Indonesian workers"</i></p>
BAD PRACTICE	