

ANALISIS PKB

PT. BUMI PRATAMA KHATULISTIWA (PKS)

Profil Perusahaan

Nama Perusahaan	: PT. BUMI PRATAMA KHATULISTIWA (PKS)
Address	: Desa Mega Timur Kec. Sei Ambawang Kabupaten Kubu Raya Provinsi Kalimantan Barat.
Status Company	: Subsidiary Wilmar International Ltd
Jenis Usaha	: Palm Oil Mill
Jumlah Pekerja Perusahaan	: 128 Orang
	: Laki – Laki : 121 Orang
	: Perempuan: 7 Orang
Masa Berlaku PKB	: Juni 2022 s/d Juni 2024

1. Best & Bad Practice Freedom of Association

Best:

- 1.1. Article 3 paragraph 1; The Company recognises that only the Worker/Labour Union that signed the Collective Labour Agreement is the only worker/labour organisation that can represent all Workers/labourers working in the Company, either individually or collectively, with regard to employment issues and those concerning the employment relationship and conditions of employment of Workers.
- 1.2. Article 3 paragraph 2: The Company shall not obstruct, either directly or indirectly, the activities and positive development of the Workers/Labour Union, and on the contrary shall provide the necessary support/assistance as long as or to the extent that it does not conflict with the activities of the Company and the prevailing laws and regulations.
- 1.3. Article 3 paragraph 3: The company shall provide assistance for official travel expenses for union officials/members who meet the official invitation from the agency responsible in the field of manpower for a maximum of 2 (two) officials, the trip in question must be approved by the head of the company.

- 1.4. Article 3, paragraph 4: The company shall not exert any direct pressure or discrimination and retaliate against workers who are Union/Labour Union officials or members in connection with their functions.
- 1.5. Article 11 paragraph 1: The Company has the authority to transfer employees to other workplaces within the Company Group in accordance with the needs of the Group, Company units, or for a position by considering the abilities and skills of the employee, in order to utilise the workforce and achieve the Company's objectives and before the mutation decision letter is issued, it will be notified to the union at least 1 (one) week before the issuance of the mutation decision letter.

Bad:

- 1.1. Article 11 paragraph 4: Procedural and administrative provisions regarding the transfer will be regulated separately by Company Policy.

2. Best & Bad Practice on Wages

Best:

- 2.1. Article 20 paragraph 2: If there is an excess or shortage of calculation at the time of depositing and reporting employee income tax, the company will notify the employee concerned and be refunded by the company or paid by the employee.
- 2.2. Article 23 paragraph 1: Employers shall periodically review wages with reference to increases in the provincial minimum wage/district minimum wage.
- 2.3. Article 28 paragraph 2: during the period of furlough, employees are given 100% of their basic salary and fixed allowances.

Bad:

- 1.1. Article 29 paragraph 4: Permanent employees who resign or are dismissed more than 30 (thirty) days before the Religious Holiday will not receive a holiday allowance
- 1.2. Article 29 paragraph 5: Workers whose employment relationship under a specific time work agreement ends before the religious holiday are not entitled to Hari Raya allowance.

2. Best and Bad Practice on Social Security

Best:

- 2.1. Article 36 paragraph 1: Companies register workers in social security programmes organised by the Social Security Administration Agency (BPJS) for Employment and BPJS for Health in accordance with Law No. 24 of 2011.
- 2.2. Article 36 paragraph 2: BPJS Employment programmes participated in by the company include: a. Work Accident Insurance, b. Death Insurance, c. Old Age Insurance, d. Retirement Insurance. Retirement Insurance

Bad: -

3. Best Practice on Gender

Best:

- 3.1. Article 44 paragraph 3: This maternity break can be extended if the attending doctor or midwife deems it necessary that the employee concerned still needs to rest and the provisions on Wages During Sickness shall apply,
- 3.2. Article 44 paragraph 4: Employees who experience miscarriage in accordance with the statement of the attending obstetrician or midwife, shall be given a maximum break of 1.5 months or in accordance with the recommendation letter of the attending physician or midwife. The employee concerned must still rest and the provisions on Wages During Sickness apply.