PKB ANALYSIS
PT. SARI PERSADA RAYA

Company Profile

Company Name	:	PT. SARI PERSADA RAYA
Company Address	:	Huta Bagasan Village, Bandar Pasir Mandoge District, Huta Bagasan District, Asahan Regency 21262
Company Status	:	Subsidiaries
Type of Business	:	Plantation
Number of Company Workers	:	305
	:	Male: 198
	:	Woman:107
PKB Validity Period	:	June 2022 to June 2024

1. **Best & Bad Practice of Freedom of Association**
   Best:
   1.1. Article 3 paragraph 1a: Employers / Company management recognizes trade unions / laborers as worker organizations that act and represent all their members in the company PT. Sari Persada Raya
   1.2. Article 3 paragraph 1d: The company/management of the company acknowledges that the trade union/labor union has the right to explain, raise questions, opinions or refute claims for the actions of money entrepreneurs regarding the elements of intention or negligence in employment matters, employment relations and working conditions and matters related to the spirit and purpose of this collective bargaining agreement.
   1.3. Article 3 Chapter II paragraph 1a: the company's management will provide a room for a meeting of the labor union within the company in accordance with the company's rules through a prior written request.
   1.4. Article 3 Chapter II paragraph 1b: company management can help to deduct the contributions of trade union members on the monthly wages that have been determined by the management of the respective trade union/labor union.

1.5. Article 3 Chapter II paragraph 2a+b: the company will give permission to the management to leave its job by getting full wages in attending the summons in accordance with the letter of the DPC DPP of each organization as evidenced by the letter from the DPC DPP of each organization.

Bad:-

2. **Best & Bad Practices on Wages**
   Best:
   2.1. Article 10 paragraph 1a: SKU wages are wages based on the UMP increase
   2.2. Article 10 paragraph 1d: management can review the basic salary from time to time with the aim of increasing the living rate of employees of PT. Sari Persada Raya

   Bad:
   1.1. The structure and scale of wages are compiled and determined by the employer by paying attention to the company's ability

3. **Best and Bad Practices on Social Security**
   Best:
   3.1. Article 17 Chapter VII: with the enactment of Law No.3 of 1992 concerning Labor Social Security, employers are required to include their workforce in the BPJS Employment and BPJS Kesehatan programs
   Bad:-

4. **Best Practices on Gender**
   Best:
   4.1. Article 13 paragraph 1: Female employees who feel pain during menstruation and are unable to do their work and notify the company on the first and second days are obliged to report to the clinic and are allowed to rest at home. And if it is found that the worker left the garden without permission from the company, he will be given sanctions in the form of a warning letter & wages on that day are not paid.
   4.2. Article 13 paragraph 3: in the event that a female employee whose husband gives birth to her first child is given special permission one and a half months before giving birth and one and a half months after giving birth or after experiencing a miscarriage with a birth period of more than 6 months and who has a miscarriage with a pregnancy period of less than 6 months, she is given 1 week of leave and wages are paid in accordance with Law no. 1 of 1951, In the event that the employee's wife gives birth to a child, special leave is given to the employee concerned for 2 working days.
   Bad:-

5. **Best and Bad Practices on OSH 3**, including elements of Climate Change and Just Transition

   Best:

   5.1. Article 24: Employers may provide personal protective equipment to workers that are adapted to working conditions and in accordance with applicable laws. The provision of PPE takes into account the company's ability and is given 1 time a year (Exception for PPE that has been damaged before 1 year due to a work accident in the field and not damage due to intentional damage by the worker, related to this matter must be applied to the company management).

   Bad:-