




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



COMPANY NAME	: PT NIPPON PAINT AND CHEMICALS JAKARTA
ADDRESS	: JL ANCOL BARAT I/A5/C NO. 12 JAKARTA 14430, INDONESIA
SECTOR	: CHEMISTRY
NUMBER OF WORKERS	: 541 People
NUMBER OF MEMBERS	: 110
PKB VALIDITY PERIOD	: 2022 – 2024
CLUSTER	: MULTI NATIONAL COORPORATE
SP SB WHO NEGOTIATE	: 1. PK FSB KIKES KSBSI PT NIPSEA PAINT AND CHEMICALS 2. FSBMN PUK

	COMPANY PROFILE
	<p>Established since 1881, Nippon Paint is the first paint manufacturing company and a pioneer of the paint industry in Japan. Currently, Nippon Paint is the market leader in paint in Japan. From Japan, Nippon Paint expanded rapidly to other countries. One of them is Nippon Paint Indonesia which was established in 1969. In Indonesia, its head office is in Jakarta and has branches in Surabaya and Medan and has depots in several cities throughout Indonesia.</p>

1. FREEDOM OF ASSOCIATION

BEST PRACTICE	<p>Article 6 paragraphs 1,2,3,4 RIGHTS AND AUTHORITIES OF TRADE UNIONS</p> <ol style="list-style-type: none"> 1. The company acknowledges that the Workers' Union is a legitimate organization and has the right to represent all workers who are members of the Workers' Union in the company if an employment dispute occurs. 2. Workers who are selected and appointed through the Trade Union as members of the official delegation to negotiate collective work agreements will not be subject to pressure from the employer either directly or indirectly, be discriminated against or dismissed for their function. This function must be carried out on the basis of the best interests of the employer and the work. 3. The Labor Union together with the company provides employment training to workers, the implementation time of which is determined together. 4. Employers provide facilities and can give permission to Trade Union administrators to receive full wages for: <ol style="list-style-type: none"> a. hold meetings with its members b. permission to leave work for organizational purposes c. permission to attend a special education conference seminar congress to fulfill a government summons for the benefit of the organization or the state d. In order not to hinder or disrupt the production process, the implementation of paragraph 4 letters a to C must first obtain written permission from the entrepreneur. <p><i>"quite clear"</i></p>
BAD PRACTICE	

2. WAGES

BEST PRACTICE

Article 22 Paragraph 1 point g,h,i,l, PERMISSION TO LEAVE WORK WITH FULL WAGE

1. A worker may be permitted to leave his job with full pay for the following purposes:
 - g. Caring for a sick wife, husband or child on the advice of a doctor (3 working days)
 - h. Affected by eviction (2 working days)
 - i. Affected by fire/flood (3 working days)
 - l. Fulfilling religious obligations, especially for the Hajj (3 months)

Article 37 ANNUAL ABSENCE CRAFTS PRIZE ALLOWANCE

The company provides a gift allowance for absence crafts within 1 (one) year to workers amounting to Rp. 150,000,- (one hundred and fifty thousand rupiah) with the following provisions:

- a. Continuously work for 1 year, except for work accidents
- b. Late arrival no more than 3 (three) times

Article 39 Paragraphs 1, 2, SPECIAL ALLOWANCE

1. The company provides special benefits to workers who have 10 years of continuous service without interruption
2. Types of benefits provided:
 - 5 gram gold ring (24 carat)
 - Cash Rp. 350,000 (Three hundred and fifty thousand rupiah)
 - And a 30 year work period is given cash of Rp. 2,250,000 (two million two hundred and fifty thousand rupiah) and
 - A certificate of appreciation

Article 41 Paragraph 1 MONTHLY INCENTIVES

1. The company will provide monthly incentive allowances to workers who come to work a full month and on time amounting to Rp. 65,000 (sixty five thousand rupiah)

Article 42 Paragraph 1 NATURAL DISASTER DONATIONS

1. If an employee is struck by a fire, flood or other natural disaster that causes them to lose their home, the Company will provide assistance in the amount of Rp. 2,250,000 (two million two hundred and fifty thousand rupiah) to the employee concerned.

Article 43 Paragraph 1,2 HOLIDAY ALLOWANCE

1. Fifteen days before the Eid al-Fitr holiday, the company provides a holiday allowance of 1.25 times the monthly salary and is taxed according to government regulations.
2. The provisions in paragraph 1 of this article apply specifically to workers who have worked for 1 full year

Article 44 Paragraph 1 WEDDING DONATION

1. Employers provide an allowance of Rp. 350,000 (three hundred and fifty thousand rupiah) to workers who are married and have worked for 1 (one) full year.

	<p>Article 45 Paragraph 1,2 DONATION OF BIRTH</p> <ol style="list-style-type: none"> 1. Employers provide maternity benefits to the legal wives of workers who are registered with the company in the form of the first wife or female worker who gives birth or a worker who has a miscarriage due to a legal marriage. 2. The amount of donation given is Rp. 850,000 for normal birth and Rp. 3,750,000 for cesarean birth. <p>Article 52 RECREATION</p> <p>Every year, the employer will provide recreation money of Rp. 100,000 to each worker and will be handed over to each worker.</p> <p>Article 53 Paragraph 1 EDUCATIONAL ALLOWANCE FOR WORKERS' CHILDREN</p> <ol style="list-style-type: none"> 1. In order to make the national education program a success and improve the level of education for workers' families, employers provide prizes to the children of workers who achieve the best ranking 1 in their school in the form of educational donations in the amount of: <ol style="list-style-type: none"> a. SD Rp. 300,000 b. Junior High School Rp. 400,000 c. High School Rp. 500,000 <p>Article 48 Paragraph 1,2 CONDEMNATION MONEY ASSISTANCE</p> <ol style="list-style-type: none"> 1. The company provides burial assistance to deceased workers amounting to Rp. 1,850,000 and condolence money in accordance with applicable regulations or laws. 2. Workers whose wife, child, or legal parent-in-law dies receive a death benefit of 850,000
BAD PRACTICE	

3. SOCIAL SECURITY

BEST PRACTICE	<p>ARTICLE 29 SOCIAL SECURITY ADMINISTRATOR AGENCY (BPJS)</p> <p>Based on Law Number 24 of 2011 concerning BPJS, since January 1, 2015 Jamsostek has changed to BPJS with the following regulations:</p> <ol style="list-style-type: none"> 1. BPJS Employment programs included for each job are: <ol style="list-style-type: none"> a. work accident insurance or JKK b. death benefit or JK c. old price guarantee or jht d. pension guarantee or JP <p>BPJS employment contributions amount to:</p> <ol style="list-style-type: none"> a. old age security or jht <ul style="list-style-type: none"> - 2% of monthly wages are borne by workers - borne by the employer at 3.7% of the monthly wage b. pension guarantee or JP <ul style="list-style-type: none"> - borne by workers at 1% of monthly wages - borne by the employer at 2% of the monthly wages <p>The maximum limit for pension insurance contributions is adjusted according to the regulations in force each year.</p>
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	<p>2. BPJS Health Every worker and their family must be included in the BPJS Health program, consisting of a wife or husband and 3 children and a wife or husband who is legally registered with the company for:</p> <ul style="list-style-type: none"> - covered by workers one percent of monthly wages - borne by the employer 4% of the monthly wages <p>The maximum limit for BPJS Health contributions is adjusted to the regulations in force each year.</p> <p><i>"quite clear"</i></p>
BAD PRACTICE	

4. GENDER

BEST PRACTICE	<p>Article 49 Paragraph 3 3.Uniform money for female workers (staff) Rp. 150,000</p> <p>ARTICLE 57 MENSTRUATION ALLOWANCE Female employees under the age of 50 are allowed to take 2 days off for female employees who experience menstrual pain at the start of the menstrual cycle, namely the first two days with a valid statement from a doctor in accordance with the Job Creation Law, Article 81 and for employees who do not take menstrual leave and continue to work, they will be given a combined allowance of 60,000 every month.</p> <p><i>(this article is a best practice because the Company provides compensation in lieu of compensation)</i></p>
BAD PRACTICE	<p>ARTICLE 57 MENSTRUATION ALLOWANCE Female employees under the age of 50 are allowed to take 2 days off for female employees who experience menstrual pain at the start of the menstrual cycle, namely the first two days with a valid statement from a doctor in accordance with the Job Creation Law, Article 81 and for employees who do not take menstrual leave and continue to work, they will be given a combined allowance of 60,000 every month.</p> <p><i>(This article could become bad practice because the Company does not explicitly provide leave rights to maintain women's reproductive health)</i></p> <p><i>There is no article that regulates the protection of women from violence and harassment in the workplace.</i></p>

5. OCCUPATIONAL HEALTH AND SAFETY
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BEST PRACTICE	<p>ARTICLE 31 Paragraphs 1 and 2 THE IMPORTANCE OF OCCUPATIONAL SAFETY</p> <ol style="list-style-type: none"> 1. The issue of work safety is a problem that cannot be ignored because work accidents directly involve production issues and workers as workers in the company. Therefore, both parties agree to pay attention to this. 2. Employers are interested in ensuring that the company can always produce the best possible production and also want work tools to be serviced and maintained responsibly and materials not wasted because company losses mean worker losses, conversely workers as workers are interested in the company providing guarantees and
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	<p>safety for their bodies, souls, health and welfare. Worker safety means company safety.</p> <p>ARTICLE 32 WORK EQUIPMENT The company provides work equipment and personal protective equipment in the form of:</p> <ol style="list-style-type: none"> a. work shoes every 2 years with quality that meets general standards b. helmets that will be distributed every year and must be used while at the company c. ISO standard masks provided in certain places as inventory d. ISO standard gloves to require e. Violating these provisions can be subject to SP 1 <p><i>"quite clear"</i></p>
BAD PRACTICE	

6. OTHER

BEST PRACTICE	<p>Article 13 Paragraphs 1, 2 Transfers as a result of reorganization and modernization</p> <ol style="list-style-type: none"> 1. In the event of a transfer due to reorganization, modernization, the Employer will not demotion in rank/salary/position. 2. As an implementation of paragraph 1 above, the employer together with the Workers' Union has formulated compensation that will be given to transferred employees as follows: <ol style="list-style-type: none"> a. Assistant Manager level up to manager <ul style="list-style-type: none"> - Housing allowance provided by the Company - relocation allowance in the Jakarta area will be reimbursed 80% and the maximum moving costs are IDR 7,500,000 and the DKI Jakarta area will be reimbursed 80% of the maximum moving costs of IDR 15 million. b. Supervisor level <ul style="list-style-type: none"> - Housing allowance is provided by the Company - Moving allowance in the Jakarta area will be reimbursed 80% of the maximum moving costs of 5 million and the DKI Jakarta area will be reimbursed 80% of the maximum moving costs of 10 million. c. Transportation costs to the destination city for employees and family members, including spouses and children, are borne by the company in accordance with applicable provisions based on the employee's level. d. One day off to find a place to stay
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Article 56 Paragraphs 4,5,6
OFFICIAL TRAVEL ALLOWANCE
I. FOREIGN BUSINESS TRAVEL

4. Makan dan Uang Saku

a. South East Asia.

- Makan Pagi Rp. 110.000,- (Seratus Sepuluh Ribu Rupiah).
- Makan Siang dan Makan Malam Rp. 165.000,- (Seratus Enam Puluh Lima Ribu Rupiah).
- Uang Saku Rp. 150.000,- (Seratus Lima Puluh Ribu Rupiah) untuk AM keatas dan Rp. 125.000,- (Seratus Dua Puluh Lima Ribu Rupiah) untuk S kebawah.

b. Pakistan, Bangladesh, Nepal, Bhutan, India, China, Hong Kong, Taiwan, Middle East, Africa, Russian Federation, South Africa & Rest of Asia (Excluding Japan and South Korea).

- Makan Pagi Rp. 165.000,- (Seratus Enam Puluh Lima Ribu Rupiah).
- Makan Siang dan Makan Malam Rp. 220.000,- (Dua Ratus Dua Puluh Ribu Rupiah) untuk AM keatas dan Rp. 125.000,- (Seratus dua Puluh Lima Ribu Rupiah) untuk S kebawah.
- Uang Saku Rp. 200.000,- (Dua Ratus Ribu Rupiah) untuk AM keatas dan Rp. 125.000,- (Seratus Dua Puluh Lima Ribu Rupiah) untuk S kebawah.

c. Japan, South Korea, Oceania, Europe, North & Central America :

- Makan Pagi Rp. 165.000,- (Seratus Enam Puluh Lima Ribu Rupiah).
- Makan Siang dan Makan Malam Rp. 220.000,- (Dua Ratus Dua Puluh Ribu Rupiah) untuk AM keatas dan Rp. 125.000,- (Seratus dua Puluh Lima Ribu Rupiah) untuk S kebawah.
- Uang Saku Rp. 200.000,- (Dua Ratus Ribu Rupiah) untuk AM keatas dan Rp. 125.000,- (Seratus Dua Puluh Lima Ribu Rupiah) untuk S kebawah.

d. Note :

- Klaim biaya makan pagi hanya dilakukan jika hotel tidak menyediakan makan pagi.
- Biaya makan dapat di klaim jika panitia meeting atau seminar tidak menyediakan makan.

5. Region – Country Reference Table

a. South East Asia.

Countries : Singapore, Thailand, Brunai, Vietnam, Cambodia, Laos, Myanmar and Philippines.

b. Middle East

Egypt, Turkey, Iran, Sudan, Algeria, Maroco, Iraq, Saudi Arabia, Yaman, Syria, Jordan, UEA (Dubai), Lebanon, Kuwait, Oman, Qatar, Bahrain, Palestinian Territories, Armenia Georgia, Azerbaijan & Lebanon.

c. Oceania

Australia, New Zealand, Papua New Guinea, Fiji, Solomon Island, Vanuatu, Guam, & others (refer to Oceania country list).

d. Rest of Asia

Afganistan, Tujikistan, Turkmenistan, Kyrgyzstan, Uzbekistan, Kazakhstan, Mongolla & Nort Korea.

6. Entertainment.

M1, M2, M3, AM, S dan ST tidak boleh entertainment karena tidak ada customer (entertainment harus dilakukan atas persetujuan atasan langsung).

7. Biaya Lain – Lain.

a. Biaya Telpon.

- Semua biaya telpon untuk keperluan pekerjaan dapat di rainburse ke kantor dengan melampirkan bill asli jumlah pemakaian telpon tersebut.
- Karyawan yang mendapatkan yunjangan pulsa bulanan dapat melakukan klaim roaming dan biaya telpon selama karyawan tersebut berada di luar negeri.

b. Fax, Fotocopy & Email/ Internet Charges.

- Untuk kepentingan pekerjaan, biaya fax, fotocopy dan email/ akses internet yang dilakukan di "business centre" hotel dapat di klaim ke Perusahaan.

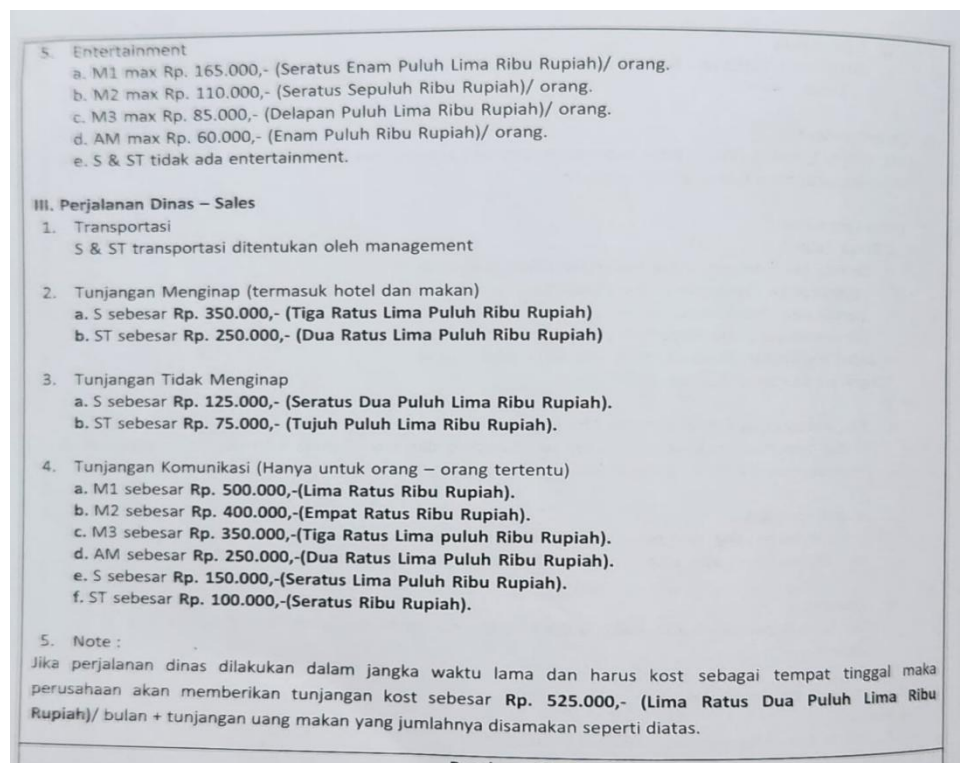
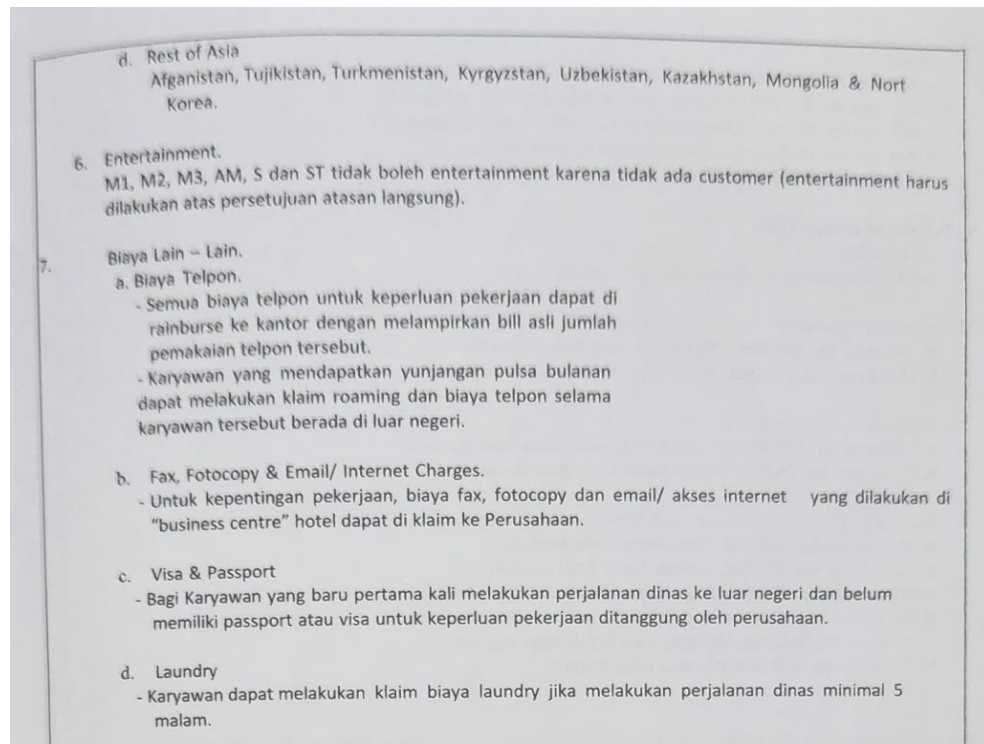
c. Visa & Passport

- Bagi Karyawan yang baru pertama kali melakukan perjalanan dinas ke luar negeri dan belum memiliki passport atau visa untuk keperluan pekerjaan ditanggung oleh perusahaan.

d. Laundry

- Karyawan dapat melakukan klaim biaya laundry jika melakukan perjalanan dinas minimal 5 malam.

II. DOMESTIC TRAVEL



**BAD
PRACTICE**