



Labour standards in global supply chains

A programme of action for Asia and the garment sector

PROJECT BRIEF

Launching of Phase 2 of Pilot Enterprise Programme and Commemoration of International Women's Day

Matt Cowgill, Chief Technical Advisor, LSGSC
ILO Regional Office for Asia and the Pacific, Bangkok

Phase 2: Objective and Main Activities

(Mar 2016-Jun 2017)

1.3. Tripartite constituents capacity to engage in evidence-based minimum wage adjustment processes and collective bargaining is strengthened, in collaboration with Better Work Indonesia.

1.3.1. Contribute to development of policies on wages and collective bargaining.

1.3.2. Contribute to development and implementation of a more effective collective bargaining.

1.3.3. Enhance capacity of industrial dispute settlement institution and officials.

Phase 3: Objectives and Main Activities

(Jul 2017-Dec 2018)

1.3. Capacity of relevant tripartite institutions to develop and implement policies on wages through social dialogue is strengthened.

1.3.1. Workshops and seminars on wage policies for tripartite constituents and institutions at national and provincial levels.

1.3.2. Contribution in development of wage policies monitoring system.

1.3.3. Contribution in development of national wage system.

Phase 3: Objectives and Main Activities

(Jul 2017-Dec 2018)

1.4. Constituents are assisted to enable them to develop and implement collective bargaining agreements.

1.4.1. Workshops and seminars on promotion of social dialogues among the tripartite constituents and stakeholders at national and sub-national levels on the issue of collective bargaining and dispute settlement.

1.4.2. Study on dispute settlement in Indonesia

1.4.3. Development of guidelines for effective collective bargaining at enterprise level.

1.4.4. Training and coaching of existing and new pilot enterprises on formulation and implementation of effective collective bargaining agreement in the target areas.



Pilot Enterprise of Effective Collective Bargaining

Phase I: Mar-Oct 2017

- 7 Enterprises in W. Java and C. Java:
 - PT. Sai Apparel Industries (Semarang)
 - PT. Sandang Asia Maju Abadi (Semarang)
 - PT. Semarang Garment (Semarang)
 - PT. Pan Brothers (Boyolali)
 - PT. Mulia Cemerlang Abadi Multi Industry (Banten)
 - PT. Pancaprima Ekabrothers (Banten)
 - PT. Pan Brothers (Banten)



Pilot Enterprise of Effective Collective Bargaining

Phase I: Mar-Oct 2017

- **Outputs:**
 - 54 people trained (trade unions & management)
 - 4 companies have new and improved collective bargaining agreement (CBA)
- **Impact:**
 - All companies experienced improved negotiation processes
 - Number of workers impacted in 7 companies: 23,347
 - Number of workers impacted with new CBAs: 17,404
 - Improved workers-management cooperation
 - Enhanced workers morale
 - Decreased absenteeism



Pilot Enterprise of Effective Collective Bargaining

Phase 2: Mar-Oct 2018

- 10 enterprises in W. Java and C. Java
 - PT. Mulia Cemerlang Abadi Multi Industri (Sukabumi)
 - PT. Doosan Dunia Busana (Sukabumi)
 - PT. Greentex Indonesia Utama II (Bandung)
 - PT. Chang Sin Indonesia (Karawang)
 - PT. Kanindo Makmur Jaya (Jepara)
 - ...
- Target:
 - At least 80 people trained (trade unions & management)
 - 10 new and improved CBAs



International
Labour
Organization

THANK YOU