

Multi-company CBAs as forerunners of industry branch and sector CBAs:

In the clothing sector and on plantations in West Java (Indonesia), trade union development organisation *CNV Internationaal* has in recent years developed, together with KSBSI, a new concept: the multi-company Collective Bargaining Agreements (MC-CBA). In 2016, a first multi-company CBA was concluded. More of these MC-CBAs are currently being developed. Multi-company collective agreements contain arrangements for workers in several factories in the same sector or branch of industry in a given region.

They are established after negotiations between the employers of the participating factories, our partner trade union KSBSI, and the authorities. Thanks to that first multi-company CBA, some 17,000 employees at garment factories are now assured of arrangements on health and safety, working hours and compliance with wage agreements. Multi-company CBAs can also be seen as forerunners of regional industry branch or sectoral CBAs, and possibly even for a framework of national CBAs (which do not exist in Indonesia, though in many other countries they have already brought about major improvements). Moreover, these multi-company CBA projects encourage discussions on working conditions in participating factories. In addition, mutual trust between the negotiating partners also increases. Multi-company collective agreements thus lay an important foundation for effective social dialogue and improved industrial relations. *CNV Internationaal* initiates, supervises and promotes processes to reach multicompany collective agreements and supports the process by means of advice and training, for example in negotiation skills.

Youtube link:

English version

<https://www.youtube.com/watch?v=SX9CxgcK8EE>

Bahasa version

https://www.youtube.com/watch?v=Pl-4_1N05uo&t=34s