

THE Impact Rankings Questionnaire

University : Universitas Indonesia

Country : Indonesia

Web Address : www.ui.ac.id

[8] SDG8: DECENT WORK AND ECONOMIC GROWTH

[8.2] Employment practice

[8.2.6] Employment policy pay scale equity

Basic Policy of Workers Welfare	
Regulation of the Salary of Civil Servant (PNS)	Civil Servant (PNS) Salary Component
	
Family Allowance and Rice Allowance for Civil Servant (PNS)	Compensation of Human Resource Management Regulation
	

Description:

Universitas Indonesia has a policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps. UI employs both permanent civil servant and non-civil servant officers. It means that UI has to adjust its policy to align with the policy issued by the government, especially in its remuneration system.

Universitas Indonesia applies the 3P remuneration system consisting of *Pay for Person*, *Pay for Position*, and *Pay for Performance*. In UI, gender does not factor the disparity in the workers' remuneration. Listed below are the factors that account to each component of the remuneration:

No	Component	Factors
1	<i>Pay for Person</i> (referring to the Indonesian Government Regulation)	· Period of Work · Marriage Status
2	<i>Pay for Position</i>	· Name and Position
3	<i>Pay for Performance</i>	· Work Achievement

The standard Regional Minimum Wages enforced by the government and the comparison from other fields excluding the Higher Education industry also accounts in the remuneration of the Take Home Pay of the Workers of the University.

Other than BPJS Kesehatan (Healthcare and Social Security) that is made required by the government. Universitas Indonesia also implements the other additional workers' welfare program, such as additional healthcare insurance and welfare assistance as listed below:

	Civil Servant Worker
	PUI Workers
	Workers' nuclear family members
	Workers' parents

No	Assistances
1	Bereavement Payment

2	Childbirth Assistance	
	Natural Birth	5,500,000
	C-Section Birth	9,500,000

3	Marriage Assistance	
	Workers	3,000,000
	Children of workers	1,000,000
4	Chronic Illnesses Assistance	25,000,000

Workers of Universitas Indonesia, both civil servant and non-civil servant, will receive Pension Benefits.

Evidence Link :

1. <https://www.feb.ui.ac.id/wp-content/uploads/2020/02/acc/Appendix-AUN-UPA-Criterion-6/Appendix%206.8%20Decree%20of%20UI%20Rector%20No.%20033-2018%20about%20Human%20Resource%20Management%20of%20Universitas%20Indonesia.pdf>
2. <https://dsdm.ui.ac.id/uploads/file/per03pb2015-1.pdf>
3. <https://dsdm.ui.ac.id/uploads/file/pp-nomor-44-tahun-2020.pdf>
4. <https://dsdm.ui.ac.id/uploads/file/sk-rektor-bantuan-pernikahandll-.pdf>